

# COVID-19 Impacts to Small Business Weekly Webinar

Wednesday, March 11, 2020 | 1pm-2pm

Moderator: Heidi Hall, Office of Economic Development



# Housekeeping items

- Today's webinar is being recorded and is scheduled to last 1 hour, including Q & A
- All participants will be muted to enable the speakers to present without interruption
- Questions can be submitted any time via the 'Questions' screen on the GoToWebinar control panel; *please only use chat box for logistical purposes.*
- Slides and a recording of this presentation will be made available to all registered participants.
- Calls will be scheduled weekly for the next 5 weeks 11am-12pm



# Agenda

- 1:00- 1:05 Intros + housekeeping
- 1:05- 1:25 Paid Sick and Safe Time Ordinance information
- 1:25- 1:30 City of Seattle response to COVID-19 impacts to Small Business
- 1:30- 2:00 Q&A, close of call

# City of Seattle response to COVID-19 impacts to Small Business

Bobby Lee, Director, Office of Economic Development

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# What we're hearing from small businesses

## Immediate economic relief needs

- Making rent
- Payroll and layoffs
- Support services for unemployed workers
- Utility and tax deferrals
- Immediate access to capital
- Health and hygiene concerns



# What we're doing

- Deferral of B&O Tax
- Access to Capital
  - Expansion of Small Business Stabilization Fund
  - Assistance in accessing SBA loans
- Relief for utility payments
- Weekly calls/webinar
- Economic Impact Study



# Paid Sick and Safe Time (PSST) Ordinance

Kerem Levitas, Policy Analyst, Office of Labor Standards

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**Seattle**  
Office of Labor Standards

## **Paid Sick and Safe Time (PSST) Ordinance**

Employers and employees can play a part in keeping the community safe and healthy by ensuring employees use their Paid Sick and Safe Time!

*Paid sick and safe time is employer-paid time off that employees can use to:*

*Care for themselves or a family member for an illness or health condition*

*Go to the doctor to get medical and preventative care*

*When their place of business has been closed by a public official for health reasons*

*When their child's school or place of care has been closed by a public health official for health reasons*

*When individuals are recommended by public health officials to self-quarantine*





**Seattle**  
Office of Labor Standards

**Need more  
information?**

Contact us!  
(206) 256-5297  
[laborstandards@seattle.gov](mailto:laborstandards@seattle.gov)

Find information and resources at  
[seattle.gov/laborstandards](http://seattle.gov/laborstandards)

[Paid Sick and Safe Time and COVID-19 – Frequently Asked Questions](#)  
*(also available in handouts section)*

*Fact Sheet (available soon in 8 other languages)*

*Comprehensive PSST Questions & Answers*

*Links to the Seattle Municipal Code and rules*

**Paid Sick and Safe Time Ordinance**

Seattle's Paid Sick and Safe Time Ordinance (PSST) requires employers to provide paid sick and safe time for employees. PSST can be used for an employee's absence from work due to illness, medical appointments, or a critical safety issue.

**EMPLOYERS MUST PROVIDE PAID SICK AND SAFE TIME TO EMPLOYEES**

Employees can use accrued PSST for:

- Caring for themselves or a family member for a physical or mental health condition, including a doctor appointment.
- Caring for themselves or a family member or roommate for reasons related to domestic violence, sexual assault or stalking.
- When their place of business or their child's school or place of care has been closed by order of a public official for health reasons.



THIS ORDINANCE APPLIES TO EMPLOYERS WITH AT LEAST ONE EMPLOYEE, WORKING IN SEATTLE.  
ALL EMPLOYEES ARE ELIGIBLE FOR THIS BENEFIT, INCLUDING FULL-TIME, PART-TIME AND TEMPORARY WORKERS.

**EMPLOYER SIZE**

BY FULL-TIME EQUIVALENT EMPLOYEES (FTEs)

**PSST RATES**

ACCURAL OF PSST PER HOURS WORKED  
CARRY OVER OF UNUSED PSST (PER YEAR)

	up to 49 FTEs	50-249 FTEs	250+ FTEs
ACCURAL OF PSST PER HOURS WORKED	1 hour per 40 hours	1 hour per 40 hours	1 hour per 30 hours
CARRY OVER OF UNUSED PSST (PER YEAR)	40 hours	56 hours	72 hours <small>*108 hours for employers with PTO</small>

**WHO IS COVERED?**

Our ordinances cover employees working inside Seattle city limits, regardless of their immigration status or the location of the employer.

If your situation does not qualify for investigation by us, we will refer you to another agency for help.

**RETALIATION**

An employer cannot retaliate against an employee for:

- Asserting their rights under these laws.
- Filing a complaint with OLS.
- Telling others about their rights.

**OUR SERVICES**

- Investigations of complaints.
- Outreach to workers.
- Technical assistance for business.
- Resources and referrals.

Language interpretation, translations and accommodation are available. All services are free.



**OFFICE OF LABOR STANDARDS**

The mission of OLS is to advance labor standards through thoughtful community and business engagement, strategic enforcement and innovative policy development, with a commitment to race and social justice.

**MORE INFORMATION**

**(206) 256-5297**  
[laborstandards@seattle.gov](mailto:laborstandards@seattle.gov)  
[seattle.gov/laborstandards](http://seattle.gov/laborstandards)

OFFICE OF LABOR STANDARDS 810 Third Ave, Suite 375, Seattle, WA 98104 Hours: 8 am–5 pm (Mon–Fri)

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# Q&A

Please use the 'Questions' section in the side bar.



# Resources

- Guidance from ESDWA for Workers and Businesses:  
<https://esd.wa.gov/newsroom/covid-19>
- Governor's Office regarding business assistance:  
<https://www.governor.wa.gov/node/439842>
- Recommendations for Retail Food Establishments from King County:  
<https://kingcounty.gov/depts/health/communicable-diseases/disease-control/novel-coronavirus/food-establishments.aspx>
- Information on HR 6074 – Coronavirus Preparedness and Response Supplemental Appropriations Act, 2020:  
<https://scipol.duke.edu/track/hr-6074-coronavirus-preparedness-and-response-supplemental-appropriations-act-2020>



# Thank you

Next call scheduled for Wednesday 3/18, 11am-12pm

Register for any/all weekly webinars here: <https://attendee.gotowebinar.com/rt/6719471105046052620>

