



City of Tacoma
Office of the City Clerk

July 10, 2025

Honorable Mayor Woodards and
Members of the City Council

SUBJECT: Citizens' Initiative Measure No. 2025-02 – Labor Standards for Certain Employees

Please be advised that the Pierce County Auditor has found that the petition entitled "Labor Standards for Certain Employees", which concerns protections for certain employees, contained the necessary 4,207 signatures, which have been verified as to sufficiency. In accordance with City Charter Section 2.19(j), the number of valid signatures represents 10 percent of the total number of votes cast in the last Mayoral election.

Attached is a copy of the letter from the Pierce County Auditor's Office confirming the number of valid signatures on the petition, a copy of the initiative petition filed in this office, the ballot title, and a copy of the City Charter section relating to the initiative petition process.

In accordance with Section 2.19 of the City Charter of the City of Tacoma, I submit this matter to you.

Respectfully submitted,

Nicole Emery
City Clerk



Auditor's Office
2401 S. 35th St., Rm 200
Tacoma, WA 98409

Election Center
2501 S. 35th St., Ste. C
Tacoma, WA 98409



Auditor's Office
253-798-7427

Elections
253-798-VOTE (8683)



Website
PierceCountyAuditor.org

Email
Auditor@PierceCountyWa.gov

July 9, 2025

Nicole Emery
City of Tacoma Clerk
747 S. Market St, Room 220
Tacoma, WA 98402

RE: Labor Standards for Certain Employees: A Workers' Bill of Rights

We have completed our review of the petition pages submitted to our office on June 26, 2025. A total of 2,000 pages were received, and the signature verification process began on July 7, 2025.

Upon reaching the required threshold of 4,207 valid signatures, we concluded our review. The petition contains a total of 4,425 valid signatures, surpassing the necessary requirement.

It is now the responsibility of the city to call for the election and take all necessary actions to place this measure on the ballot. Please note that the deadline to submit items for the November 4, 2025 ballot is August 5, 2025.

If you have any questions regarding this petition, please feel free to contact me at (253) 798-2146.

Sincerely,

A handwritten signature in cursive script that reads "Kyle Haugh".

Kyle Haugh, JD, MPA, CERA
Pierce County Elections Manager

A CITIZEN PETITION
TO ADOPT THE

LABOR STANDARDS FOR CERTAIN EMPLOYEES:

A Workers' Bill Of Rights

RECEIVED
FEB 04 2025
CITY CLERK'S OFFICE

FOR SUBMISSION TO THE TACOMA CITY COUNCIL
To Nicole Emery, City Clerk, City of Tacoma: We, the undersigned citizens and legal voters of Tacoma, Washington, respectfully direct that the proposed measure known as Citizens' Initiative Measure [Ballot #] entitled:

[Ballot Title]

A full true and correct copy of which is printed on the reverse side of this petition, be transmitted to the City Council of the City of Tacoma, and we respectfully petition the City Council to enact said proposed measure into law; and each of us for himself or herself says: I have personally signed this petition; I am a legal voter in the State of Washington in the city written after my name, my residence address is correctly stated, and I have knowingly signed this petition only once.

Warning: Every person who signs this petition with any other than his or her true name, or who knowingly signs more than one of these petitions, or signs a petition seeking an election when he or she is not a legal voter, or signs a petition when he or she is otherwise not qualified to sign, or who makes herein any false statement, shall be guilty of a misdemeanor. By signing this petition, your information written below is subject to disclosure

City of Tacoma Voters
please sign this initiative petition.

Date	Signature (as registered)	Print Name (for identification purposes)	Street Address (where registered to vote—no PO Boxes)	City & Zip Code	Phone
1					
2					
3					
4					
5					
6					

BALLOT TITLE

CITY OF TACOMA

CITIZEN INITIATIVE MEASURE NO. 2

Citizen Initiative Measure No. 2 concerns protections for certain employees.

If enacted, this measure would add new provisions to the Tacoma Municipal Code adopting labor standards, workplace safety requirements, employer compliance certification requirements and enforcement mechanisms that, implement a \$20.00 hourly minimum wage and other compensation obligations, prohibit retaliatory actions by employers, require employers to provide notice of work schedules and changes in work schedules, protect employee's right to reject work schedule changes, and authorize revocation, suspension and denial of business licenses, penalties for violations, and private enforcement actions.

Date: February 18, 2025

Prepared By: *Christopher D Bacha*
Chris Bacha, City Attorney

Should this measure be enacted into law?

Yes ☐

No ☐

least six Council Members. No ordinance granting any franchise, right, or privilege shall ever be passed as an emergency measure.

(Amendment approved by vote of the people November 4, 2014)

Section 2.13 – A summary of every ordinance shall, within ten days after its passage, be published once in the official newspaper of the City. Ordinances passed as emergency measures, or relating to local improvements and assessments and authorization of bonds therefore, or adopting annual budgets, or levying taxes, or making appropriations shall take effect immediately upon passage. Ordinances granting a franchise, right, or privilege, or authorizing the issuance of revenue bonds in an amount exceeding five million dollars, shall take effect at such time after publication as the City Council shall determine by ordinance. All other ordinances shall take effect only after the expiration of ten days from publication, subject always to the provisions of this charter concerning referendum.

(Amendments approved by vote of the people November 2, 2004, and November 4, 2014)

Section 2.14 – No ordinance or section thereof shall be revised, reenacted or amended by reference to its title, but the ordinance or section to be revised, reenacted, or amended shall be reenacted at length as revised or amended. No ordinance or section thereof shall be repealed, suspended, or any person exempted from the provisions thereof, except by ordinance repealing the same.

Section 2.15 – All ordinances and their amendments shall be recorded in a book to be called the “Ordinance Record,” which record of each ordinance shall be authenticated by the signatures of the Mayor and the City Clerk.

Compilation and Codification of Ordinances

Section 2.16 – Within three years of the effective date of this charter, and at least every ten years thereafter, the Council shall arrange for the compilation or codification of the charter and all ordinances of a general, public, or permanent nature, or imposing a fine, penalty, or forfeiture, and shall file the same with the City Clerk. When adopted by the Council by ordinances, such codification shall become the official code of the City. All ordinances of like nature, not affecting private or contract rights passed prior to such adoption and not contained in such code, shall be deemed prima facie to have been repealed thereby.⁹

Penalties for Non-compliance with Ordinances

Section 2.17 – The Council may provide in any ordinance penalties for its violation; in the absence of a specific penalty provision for violation of an ordinance or a provision of this charter, such penalty shall be a fine of not to exceed three hundred dollars or imprisonment not to exceed ninety days, or both in the discretion of the court.

Powers of the People

Section 2.18 – Amendments to this charter may be submitted to the voters by the City Council or by initiative petition of the voters in the manner provided by the state constitution and laws.

(Amendment approved by vote of the people November 2, 2004)

Section 2.19 – Residents of Tacoma may by initiative petition ask the voters to approve or reject ordinances or amendments to existing ordinances, subject to any limitation on topics in state law, by the following process:

(a) The petitioners shall file an Initiative Petition with the City Clerk.

⁹ See RCW 35.21.520 regarding procedures and requirements for Codification of Official City Code.

- (b) The City Clerk shall forward the petition to the City Attorney within one (1) working day of receipt.
- (c) Within ten (10) working days of receipt, the City Attorney shall review the petition and make contact with the petitioner as necessary, and if the petition is proper in terms of form and style, the City Attorney will write a concise, true, and impartial statement of the purpose of the measure, not to exceed the number of words as allowed under state law for local initiatives. The statement will be phrased in the form of a positive question.
- (d) The City Attorney shall file this concise statement with the City Clerk as the official ballot title.
- (e) The City Clerk shall assign an initiative number to the ballot title and notify the petitioner that the ballot title becomes final and signature gathering may begin in ten (10) working days if there is no judicial review. Notification of the ballot title shall be posted at City Hall and on the City's web page.
- (f) Persons dissatisfied with the ballot title prepared by the City Attorney may seek judicial review by petitioning the Pierce County Superior Court within ten (10) working days of the notification of the ballot title having been posted as required under (e). The Court shall endeavor to promptly review the statements and render a decision as expeditiously as possible. The decision of the Court is final.
- (g) Petitions must include the final, approved ballot title, initiative number, the full text of the ordinance, or amendment to existing ordinance, that the petitioners seek to refer to the voters, and all other text and warnings required by state law.
- (h) Petitioners have one hundred and eighty (180) calendar days to collect signatures from registered voters.
- (i) The number of valid signatures shall be equal to ten percent (10%) of the votes cast in the last election for the office of Mayor.
- (j) The City Clerk shall forward the signatures to the County Auditor to be verified. Based on the Auditor's review, the City Clerk shall determine the validity of the petition. If the petition is validated, the City Council may enact or reject the Initiative, but shall not modify it. If it rejects the Initiative or within thirty (30) calendar days fails to take final action on it, the City Council shall submit the proposal to the people at the next Municipal or General Election that is not less than ninety (90) days after the date on which the signatures on the petition are validated.

(Amendments approved by vote of the people November 2, 2004, and November 4, 2014)

Section 2.20 – Residents of Tacoma may ask that ordinances passed by the City Council, except for ordinances which take effect immediately as allowed in Section 2.13 of the Charter, or as otherwise prohibited by state law, be referred to the voters for approval or rejection by the following process:

- (a) The petitioners shall file a Referendum Petition with the City Clerk not later than ten (10) calendar days after the City Council approved the ordinance.
- (b) The filing of a Referendum Petition, and progression by the petitioners through the steps outlined as follows, causes the suspension of the effective date of the ordinance.
- (c) The City Clerk shall forward the petition to the City Attorney within one (1) working day of receipt.
- (d) Within ten (10) working days of receipt, the City Attorney shall review the petition and make contact with the petitioner as necessary, and if the petition is proper in terms of form and style, the City Attorney will write a concise, true, and impartial statement of the purpose of the measure, not to exceed the number of words as allowed under state law for local referendums. The statement will be phrased in the form of a positive question.
- (e) The City Attorney shall file this concise statement with the City Clerk as the official ballot title.
- (f) The City Clerk shall assign a referendum number to the ballot title and notify the petitioner that the ballot title becomes final and signature gathering may begin in ten (10) working days if there is no judicial review. Notification of the ballot title shall be posted at City Hall and on the City's web page.
- (g) Persons dissatisfied with the ballot title prepared by the City Attorney may seek judicial review by petitioning Pierce County Superior Court within ten (10) working days of the notification of the ballot

title having been posted as required under (f). The Court shall endeavor to promptly review the statements and render a decision as expeditiously as possible. The decision of the Court is final.

- (h) Petitions must include the final, approved ballot title, referendum number, the full text of the ordinance that the petitioners seek to refer to the voters, and all other text and warnings required by state law.
- (i) Petitioners have thirty (30) calendar days to collect signatures from registered voters.
- (j) The number of valid signatures shall be equal to ten percent (10%) of the votes cast in the last election for the office of Mayor.
- (k) The City Clerk shall forward the signatures to the County auditor to be verified. Based on the Auditor's review, the City Clerk shall determine the validity of the petition. If the petition is validated, the City Council shall immediately reconsider the ordinance, and if it does not repeal the ordinance, submit the proposal to the people at the next Municipal or General Election that is not less than ninety (90) days after the date on which the signatures on the petition are validated.

(Amendments approved by vote of the people November 2, 2004, and November 4, 2014)

Section 2.21 – Any ordinance initiated or referred may be submitted to the qualified electors for their approval or rejection at a special municipal election to be called in the manner provided by law for the submission of questions or propositions to the qualified electors.

Section 2.22 – The Council by its own motion may submit any proposed ordinance to the qualified electors for their approval or rejection in the same manner as provided for its submission upon petition.

Section 2.23 – If a majority of the qualified electors voting upon any ordinance initiated or referred shall vote in favor thereof, the same shall take effect ten days after the certification of the result of the election thereof or at the time fixed therein; provided, that if the provisions of two or more proposed ordinances approved at the same election are inconsistent, the provisions of the ordinance receiving the highest vote shall prevail. Any ordinance initiated or referred failing of such majority shall be rejected. All initiative and referendum elections shall be conducted and publication of the proposed ordinance shall be had in the same manner as elections submitting questions or propositions to the qualified electors.

Section 2.24 – No ordinance heretofore or hereafter enacted by vote of the people shall be amended or repealed by the Council within two years after enactment, unless such amendatory or repealing ordinance shall be submitted to the qualified electors for their approval or rejection in the same manner as is required by this charter in respect to the submission of an ordinance initiated or referred.

Section 2.25 – The City Council shall commence a review of this charter no less frequently than once every ten years, by appointing Tacoma residents to a charter review committee, or by the election of a board of freeholders in the manner provided in state law. Any freeholders shall be nominated and elected by position and by district. The charter review committee, which shall be provided with sufficient staff and budget to perform a comprehensive review, shall report any recommended amendments to the City Council. The City Council may accept, reject or modify the recommended amendments and may submit any recommended charter amendments to the voters in the manner provided in state law. The recommendations of a board of freeholders shall be placed before the voters in the manner provided in state law. Nothing in this section shall limit the right of Tacoma residents to initiate amendments to this charter in any other manner allowed by state law.

(Amendments approved by vote of the people November 2, 2004, and November 5, 2024)