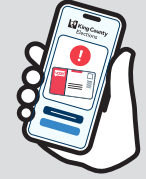


February 11, 2025 Special Election

King County Official Local Voters' Pamphlet

as requested by the City of Burien



Sign up for ballot alerts!

Get texts or emails as your ballot is processed and counted. Opt in at kce.wiki/TrackMyBallot.

Register to vote

Online: Visit VoteWA.gov to register to vote online. The deadline to register online for the February Special Election is February 3.

By mail: Download and print a registration form from kce.wiki/VoterReg and mail to King County Elections: 919 SW Grady Way, Renton, WA 98057. It must be received by February 3.

In person: You can register in person through February 11, Election Day, at King County Elections headquarters. More information about hours and services can be found at kingcounty.gov/elections.

Contact us to receive this pamphlet in an alternate format.

Contact us to receive your voting materials in Chinese, Korean, Russian, Somali, Spanish or Vietnamese.

如需獲取您的中文投票資訊，請與我們聯絡。

한국어로 투표 자료를 받으시려면 저희에게 연락하세요.

Свяжитесь с нами, чтобы получать материалы для голосования на русском.

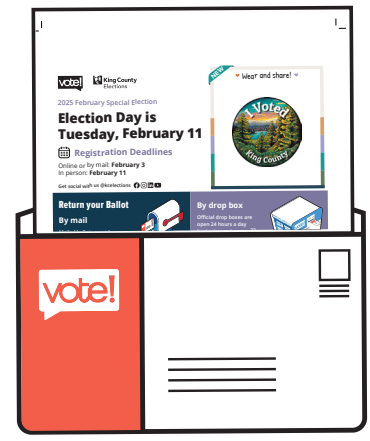
Nala soo xiriir si aad u hesho agabkaaga codeynta oo ku qoran Af-Soomaali.

Comuníquese con nosotros para recibir sus materiales de votación en español.

Xin vui lòng liên lạc với Sở Bầu cử Quận King để nhận tài liệu bầu cử bằng tiếng Việt.



Learn more about drop boxes, vote centers, and more!



We are here to help!

Elections staff can help you register and get a new ballot all the way up to Election Day. Need a replacement ballot and want to mark your ballot privately? Access your ballot online at kingcounty.gov/elections/obmp to utilize the Online Ballot Marking Program.

Wrapped around your ballot is vital information about how to return your ballot, receive assistance, and more. Be sure to check out your ballot wrap for:

- The five closest drop boxes to you
- Where to get in-person assistance
- How to print your ballot if yours is lost or damaged.

How to vote!

1 Read the statements in this insert about the contests you're voting on.



2 On your ballot, fill in the oval beside your choice with any color pen.



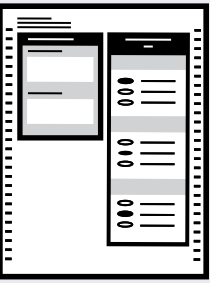
3 Sign your envelope. Your signature must match the signature on your voter registration record for your ballot to be counted.



4 Return your ballot early. Whether using a drop box or the mail, vote early!



5 Track your ballot at kce.wiki/TrackMyBallot. This is the fastest way for you to know your ballot was counted, and your voice was heard.



Need a replacement ballot?

If your ballot is lost or damaged, you can print a replacement from home, the library, or wherever is convenient.

The Online Ballot Marking Program (OBMP) is available for all registered voters. It's designed to enable voters with disabilities, particularly who are blind or low vision, to mark their ballot privately.



How to use the Online Ballot Marking Program



- Go to kingcounty.gov/elections/obmp.
 - Enter your information in the form.
 - Mark your ballot choices online and then print your completed ballot.
 - OR
 - Print your ballot and mark it by hand.
 - Check that your ballot is marked correctly.
 - Return your ballot as usual, at a ballot drop box or via USPS.
- No postage is required when you use the envelope cover sheet included when you print your ballot.



If you need additional assistance or another way to cast your ballot, please contact our office at 206-296-VOTE (8683).



Who donates to campaigns?

View financial contributors for state and local candidates and measures: Public Disclosure Commission www.pdc.wa.gov | Toll Free 1-877-601-2828

206-296-VOTE (8683)
elections@kingcounty.gov
kingcounty.gov/elections

Get social with us @[@kcelections](https://twitter.com/kcelections)



Initiative Measure No. 1

City of Burien Initiative Measure No. 1 concerns labor standards for Burien employers.

This measure would require large employers, as defined, to pay employees an hourly minimum wage based on what is required of employers in the city of Tukwila, with phase in periods for smaller employers, adjusted annually for inflation. Certain employers must offer additional hours of work to existing employees before hiring new employees or subcontractors. The proposed ordinance protects employees from retaliation, creates remedies and penalties for violations.

Should this Ordinance be enacted into law?

Yes

No

The complete text of this measure is available at the Elections Office or online at kingcounty.gov/elections.



You will be voting **Yes or No** to enact Initiative Measure No. 1 into law

Requirement passage: Simple majority (RCW 35A.11.100 and 35.17.240)

Explanatory statement

This measure would adopt an ordinance that requires covered employers to (1) pay a minimum wage for all hours worked within Burien, and (2) distribute additional hours to its part-time workers prior to hiring new employees, contractors, or temporary workers if its existing part-time workers have the skills and experience to perform the work.

The minimum wage effective 30 days after passage will be equal to that in the City of Tukwila for large employers, then adjusted annually for inflation, with phase-in periods for smaller employers. The minimum wage for medium-sized employers will begin \$2 lower, with the reduction decreasing by \$1 annually. The minimum wage for small-sized employers will begin \$3 lower, with the reduction decreasing by \$.50 annually. After the phase-in periods, all employers must pay the full minimum wage.

Employers may not retaliate against employees exercising rights under the ordinance and must comply with administrative requirements.

Remedies for violations include payment of: attorneys' fees, unpaid wages, interest, liquidated damages equal to twice the unpaid wages, compensatory damages, and a \$5000 penalty for retaliation. Intentional violations could subject employers to revocation of their business license.

The existing minimum wage ordinance in the Burien Municipal Code differs in various respects including employer categories, employee classification, minimum wage calculation, tip credits, remedies, and other rules.

For questions about this measure, contact:

Heather Dumlao
City Clerk
(206) 248-5517
cityclerk@burienwa.gov

Statement in favor

Jennifer Fichamba, Stephen Lamphear, Kelsey Vanhee
RaiseTheWageBurien.org

Burien wages have fallen behind the cost of living. A full-time worker must earn over \$30/hour to afford a one-bedroom apartment. People who work in Burien should be able to live here, and no one who works full-time should live in poverty.

This measure raises Burien's minimum wage to match nearby Tukwila, Renton, White Center, SeaTac, and Seattle. This will keep Burien competitive instead of driving workers out to make more money at the same job in the city next door. Vote Yes to give Burien a raise!

Business lobbyists have pushed their agenda through the Burien City Council to attempt to defeat this measure. They passed an ordinance that pretends to raise wages but actually excludes most workers. Anyone who gets tips or benefits, even some people who work for multinational corporations, won't qualify for a raise. It's a business-backed scramble to keep wages low.

Research shows that local minimum wage increases actually create jobs, including small business jobs. Wages for workers earning above the minimum will also increase as employers seek to retain their skills and experience. When more people have more money, that's good for our local economy. Vote Yes to give Burien a raise!

Statement in opposition

Eric Papczun
VoteNoForBurien.com

Vote "No" to giving control of our local wages to Tukwila's voters. You read that right: this initiative, created by an outside Burien group—the Transit Riders Union—would take wage decisions away from the people who live and work in Burien, tying us to a city known for giant malls, big-box retailers, and corporate franchises. Do they not trust you and our elected city leaders to do what's right for Burien?

As of January 1, Burien already has one of the highest minimum wages in the country—\$20.16 to \$21.16 for larger businesses. This law was shaped with input from workers, small businesses, and labor groups, ensuring higher pay while protecting the immigrant-owned restaurants and family-run shops that make our city special. Because it's our own policy, we can improve it as needed.

If this initiative passes, Burien loses control over its wage policy. It's not clear how we would get it back.

Vote "No" to keep Burien's future in our hands. Vote "No" to preserve a policy we can refine, rather than surrendering local control and hurting the small businesses and workers that define our community. Vote "No" to protect Burien's right to choose what's best for Burien.

Rebuttal of statement in opposition

Vote Yes for the only proposal that will give *all* Burien workers a fair minimum wage (\$20.21 for large employers) and part-time employees a fair pathway to full-time work. The Initiative is supported by workers and unions, including UFCW, Highline Education Association, and MLK Labor. Don't believe the opposition's lies about loss of control or existing law being sufficient – it's full of loopholes. Vote Yes to give Burien workers a needed raise. RaiseTheWageBurien.org

Rebuttal of statement in favor

Burien's downtown is a vibrant tapestry of small businesses surviving on razor-thin margins. Linking Burien's small business minimum wages to Tukwila's larger businesses threatens our local shops, restaurants, and the jobs they provide. We must support our workers while protecting the businesses that sustain them. Additionally, young workers need opportunities to start at entry-level wages and earn raises as they gain experience. Vote No to a one-size-fits-all wage policy imposed by Seattle and Tukwila interests.