

Introductions

- Name
- Pronouns
- Organization
- One thing you hope to learn from this session



2022-2023 Community Organizing to Reach Domestic Workers Application Information Session

Seattle Office of Labor Standards (OLS)
Courtney Velazquez
June 16, 2022



AGENDA

- A. Brief history about Seattle Office of Labor Standards (OLS)
- B. Domestic Worker coverage and protections
- C. Domestic Workers Standards Board (DWSB) funding recommendations
- D. 2022-2023 Community Organizing to Reach Domestic Workers
 - 1. Purpose
 - 2. Funding overview
 - 3. Reporting and deliverables for awarded projects
 - 4. Application requirements and key dates
 - 5. What makes a strong application?
- E. Questions and Answers



Seattle Office of Labor Standards (OLS)

Context



City passed first labor standard, went into effect in 2012

Creation



Created to implement and enforce the City's labor standards

Mission



To advance workplace equity

Seattle Labor Standards Highlights

2012

- Paid Sick & Safe Time (PSST)

2015

- OLS becomes an office

2022

- 989 cases resolved
- \$25 Million in remedies to 40,779 workers



Seattle Labor Standards

1. [PAID SICK AND SAFE TIME](#) (2012)
2. [FAIR CHANCE EMPLOYMENT](#) (2013)
3. [MINIMUM WAGE](#) (2015)
4. [WAGE THEFT](#) (2015)
5. [SECURE SCHEDULING](#) (2017)
6. [DOMESTIC WORKERS](#) (2018)
7. [COMMUTER BENEFITS](#) (2019)
8. [HOTEL EMPLOYEES, SAFETY PROTECTIONS](#) (2019)
9. [PROTECTING HOTEL EMPLOYEES FROM INJURY](#) (2019)
10. [IMPROVING ACCESS TO MEDICAL CARE FOR HOTEL EMPLOYEES](#) (2019)
11. [HOTEL EMPLOYEES JOB RETENTION](#) (2019)
12. [COVID-19 GIG WORKER PAID SICK AND SAFE TIME](#) (2020)*
13. [COVID-19 GIG WORKER PREMIUM PAY](#) (2020)
14. [TRANSPORTATION NETWORK COMPANY \(TNC\) MINIMUM COMPENSATION](#) (2021)*
15. [GROCERY EMPLOYEE HAZARD PAY](#) (2021) – Temporary law
16. [TNC DRIVER DEACTIVATION RIGHTS](#) (2021)*
17. [INDEPENDENT CONTRACTOR PROTECTIONS](#) (2022)

**TNC Driver-related ordinances and coverage will be preempted by state law after December 31, 2022.*

Domestic Worker Coverage

[Domestic Workers Ordinance](#) – passed in 2018, effective in 2019

- Covers domestic workers (both employees and independent contractors) who provide paid services to an individual or household in a private home as a:
 - nanny
 - house cleaner
 - home care worker*
 - gardener
 - cook
 - household manager

**Home care workers who are paid through public funds are not covered.*

Domestic Worker Protections

1. Payment of Seattle's minimum wage.
2. Provision of meal periods and rest breaks.
3. Provision of a day of rest after working more than six consecutive days (live-in workers only).
4. Retention of original documents or other personal effects.

For more detailed information, see [Domestic Workers Ordinance Questions & Answers](#).



Domestic Worker Standards Board (DWSB)

- Consists of 13 members
- Provides ways for domestic workers, employers, private households, worker organizations, and the public to consider and suggest ways to improve working conditions for domestic workers
- Makes suggestions to OLS, Mayor, and City Council
- Q1 2022 DWSB anti-racist budget recommendations



2022-2023 Community Organizing to Reach Domestic Workers

1. Purpose

- Help OLS to build **wider** and **deeper** connections with **domestic workers** in **communities of color** to understand their **domestic worker rights in Seattle**
- Preference to projects that:
 - use a clear organizing strategy (e.g., peer-to-peer)
 - involve mutually benefiting partnerships
 - build relationships in Asian/Pacific Islander and Black/African Descent communities



2022-2023 Community Organizing to Reach Domestic Workers

2. Funding overview

- Open to nonprofit organizations OR grassroots groups with a nonprofit fiscal sponsor
- One-time funding
- Total of \$250,000 available
 - At least \$50,000 for projects in Asian/Pacific Islander communities
 - At least \$50,000 for projects in Black/African Descent communities
- Requests: \$25,000 - \$57,000
- Up to 8 projects to be awarded
- Project period: October 1, 2022 – December 31, 2023



2022-2023 Community Organizing to Reach Domestic Workers

3. Reporting and deliverable requirements for awarded projects

- Reporting: [Monthly invoice](#) see sample (Attachment 5)
- Deliverables:
 - [Attend \(1\) Domestic Workers Standards Board \(DWSB\) meeting in 2023](#) to share about project and network with DWSB members, OLS staff, and other community organizers
 - [Complete and submit \(1\) project summary report](#) (no more than two pages) to OLS by [December 31, 2023](#)



2022-2023 Community Organizing to Reach Domestic Workers

4. Application requirements and key dates

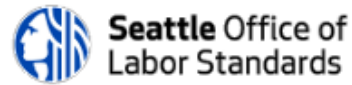
- Due by **Monday, July 11, 2022 at 5:00 pm PDT** – send application via email and include:
 - **Cover Sheet** (Attachment 1)
 - **Budget Sheet** (Attachment 2)
 - **Application Questions** (Attachment 3) – maximum 2 pages
- Expect award decisions by mid-August 2022
- Negotiate and execute contracts with awardees in August/September 2022
- Projects begin October 1, 2022



2022-2023 Community Organizing to Reach Domestic Workers

5. What makes a strong application?

- See Rating Criteria (Attachment 4)



Attachment 4

2022-2023 Community Organizing to Reach Domestic Workers Application Rating Criteria

Questions and Points Possible (Total: 100 points)	Rating Criteria
<p>Question #1 (10 points)</p> <ul style="list-style-type: none">○ Please describe your organization.○ Describe your history, experience, and work.○ Is your organization led by people who reflect the community that you plan to reach?	<ul style="list-style-type: none">• Clearly describes the organization’s history, experience, and work.• Organization is led by people who reflect the community that they plan to reach.
<p>Question #2 (20 points)</p> <ul style="list-style-type: none">○ Please describe the community that you plan to reach.○ How do they get their information?○ Whom do they trust or not trust?○ Describe your relationship(s) with the community that you plan to reach.	<ul style="list-style-type: none">• Clearly describes the community that the organization plans to reach.• Describes organization’s understanding of how the community receives information.• Describes organization’s understanding of whom the community trusts/does not trust.• Organization describes a strong relationship with community that they plan to reach.

For more information

- Go to web page: <https://www.seattle.gov/laborstandards/domestic-worker-community-organizing-funding>

Office of Labor Standards

Steven Marchese, Director

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Domestic Worker Community Organizing Funding

2022-2023 Community Organizing to Reach Domestic Workers Project Application Information

THANK YOU!

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