



Join the Domestic Workers Standards Board to Strengthen Protections for Domestic Workers

The City of Seattle [Domestic Workers Ordinance](#) (DWO) protects the estimated 33,000 domestic workers working in the City of Seattle. Many Domestic Workers are women, immigrants, and people of color. The [Office of Labor Standards](#) (OLS) enforces the Domestic Workers Ordinance, and consults regularly with the [Domestic Worker Standards Board](#) (DWSB).

Who is covered by Seattle's Domestic Worker Ordinance?

Employees and independent contractors providing the following paid services in a private home:

- **nanny** • **house cleaner** • **home care worker** • **gardener** • **cook** • **household manager** •

Protections Under the Ordinance:

Domestic Workers have the following rights, regardless of the worker's immigration status:

- **Minimum Wage:** Domestic Workers must be paid at least the Seattle Minimum Wage.
- **Meal and Rest Breaks:** Uninterrupted meal and rest periods or additional pay if responsibilities require working without breaks.
- **Days Off:** One 24-hour day off in every seven-day period for workers employed as live-in staff.
- **Retain Documents:** Prohibits employers from taking workers' documents, including passports or visas, and other personal effects.

Stronger Protections through the Domestic Workers Standards Board

A key component of the DWO is the [Domestic Workers Standards Board \(DWSB\)](#). The DWSB is composed of domestic workers, employers, worker organizations, and hiring entities. The DWSB provides a place for its members and the public to consider and suggest ways to improve the working conditions of domestic workers. The DWSB makes recommendations to the Office of Labor Standards, the Mayor, and the City Council.

We are actively recruiting for new Domestic Workers Standards Board Members.

- **Are you passionate about improving the working conditions of domestic workers?**
- **Do you employ a domestic worker?**
- **Are you a worker who provides paid domestic services?**



Joining the Domestic Workers Standards Board

Who can apply?

The City of Seattle is committed to promoting diversity in the city's boards and commissions. People of color, immigrants, women, persons with disabilities, sexual and gender minorities, young persons, and senior citizens are encouraged to apply.

The City of Seattle provides language interpretation, translation, and other accessibility accommodations needed for Board members' full participation.

AS OF AUGUST 2022, THE BOARD OPENINGS INCLUDE:

- Individuals who contract with or hire one or more domestic worker
- Domestic workers who are not worker organization representatives
 - Hiring entities or their representatives

What is the commitment?

- Board members are required to attend monthly public meetings.
- DWSB meetings are currently held on the fourth Monday of every month from 6:30 p.m. to 8:30 p.m.
 - Meetings are hybrid style; participants can join in-person or online.
 - Board meetings are open to the public. You are encouraged to attend!
- Board Members provide feedback during the month on an as-needed basis.
- Board members may be eligible for a stipend to offset lost opportunity costs as a result of Board participation.

Board Composition and Application Process:

- The Board consists of 13 members:
 - Six domestic worker employers/hiring entities (or their representatives) appointed by the Mayor and City Council
 - Six workers (or worker representatives) appointed by the Mayor and City Council
 - One community representative appointed by current Board members.
- Appointments are subject to City Council confirmation.
- Many factors are considered in the application review process, including lived experience, and demonstrated interest in improving working conditions for domestic workers are two important considerations.

How to apply:

If you or someone you know is interested in serving on the DWSB, please call (206) 256-5297, or email laine.middaugh@seattle.gov.

