

DRAFT Guiding principles:

The Domestic Workers Standards Board is committed to improving the working conditions of domestic workers, through providing a place for workers, employers, organizations, and the public to make suggestions to strengthen, enforce, implement, and expand on the Domestic Workers Standards Ordinance.

We Aim To:

- Create a “culture shift” to make domestic work visible and valued
- Guarantee that domestic workers voices and needs are actively included in our board and directly inform our work.
- Ensure hiring entities are informed, supported, accountable, and regulated
- Apply intersectional lenses to any suggestions, ensuring that communities most marginalized are positively impacted.
- Work collaboratively with organizations and entities in the City of Seattle that are engaged in domestic workers rights work, or immigrant justice, labor rights, disability justice, racial equity, and other any intersecting issues.
- Work for everyone’s rights to affordable and accessible healthcare, childcare, homecare and other

Outreach Subcommittee NOTES

Outreach can consist of four parts:

- defining audiences
- providing content and communications
- deciding the proper medium for dissemination
- conducting/placement of the actual outreach

Audiences:

- Gig economy (Handy, Task Rabbit)
- Care.com and other domestic worker companies
- Homecare workers
- Home employers
- Hotel and landscaping employers

How to reach our audiences:

*Silvia notes that workers are confused as to how the new standards will be disseminated

- Working w/ community advocates
- Bus stops
- Neighborhoods
- Day laborer locations
- Hand-in-Hand
- Mailer inserts in city bills
- Update and maintain existing resources

Messaging: we must ensure we use proper communication tone and provide different communications between different audiences

OLS has about a \$30,000 budget for this work for 2019 and anticipates similar for 2020. This includes many things that are not outreach oriented such as rule making and interpreter services.

Timeline:

- End of 2019: We need to create a work plan by the end of the year
- End of Q1 2020: Budget recommendations by end of Q1 - big changes could take advocacy over a longer period of time.

- End of Q1 2020: Initial list of recommendations to be completed in Q1 next year following execution of work plan. This would include a list of resources needed to this this work. Jasmine recommends including low-budget/low hanging fruit (mailer from utilities) along with more complex recommendations.

Work plan will be for several months to a year time period. It should reflect both low hanging fruit & systemic work over time. Ideas for what to include:

- What ideas do we want to work toward?
- What work will we do in 2020?
- Seattle City Light or Utilities mailer - these are the ideas we want to explore and prioritize.
- Research will uncover what budget we need or want to advocate for.
- As we do work, we can advocate with the city council and mayors office for additional budget
- This is a planned research period

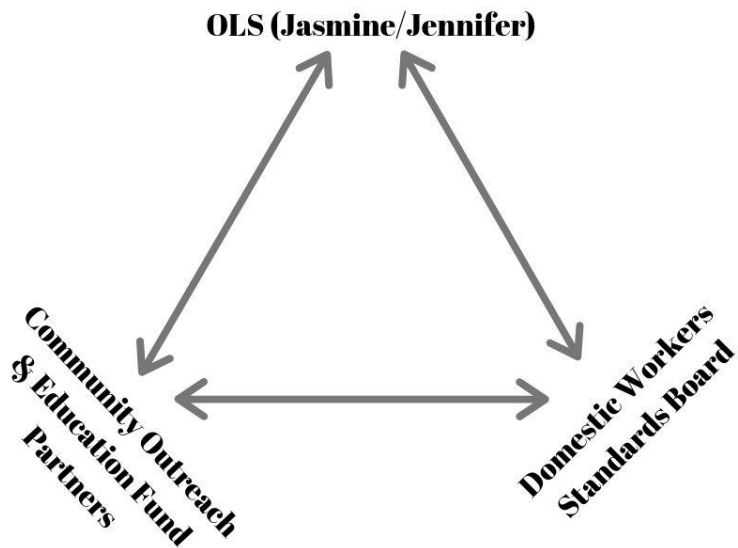
Ideas for what could be **included in work plan**:

- We will work to define and determine best practice regarding essential terminology in this work.
 - Specifically ambiguity around “domestic worker” term and a need to address that in marketing and branding.
 - Employers don’t necessarily know this term
 - Home health care workers and gardeners might not identify with this term
 - Also translation of the term into other languages can be sensitive.
 - Need to provide education about who DW’s are
- We will work to clearly identify the audiences that need outreach
 - Who are the people who identify themselves as DW’s?
- We will identify who is reaching out to audiences already and how, attempting to prevent duplication and/or leaving relevant communities out.
- We will conduct an analysis of relevant communities/audiences
 - Example: Meeting with East Asian domestic workers, joining the monthly meeting of house cleaners at Casa Latina, etc.
 - Are there fears surrounding identifying as a DW?
 - Savvy interpretation is critical in this work

Other ideas for potential recommendations:

- Seattle Public Libraries/Community Centers - deliver flyers to those who distribute to public libraries
- Include information in quarterly magazine distributed at community centers.
- Information at bus stops
- Schools, PTA’s

Outreach



Three main avenues for outreach

1. OLS (Jennifer): budget for all domestic worker ordinance work
2. Community Outreach and Education Fund Partners: All of OLS has a granting budget of \$3M for this work, small pot just for domestic workers (Jennifer knows amount).
3. DWSB: our board which solicits comments on plans and makes recommendations but doesn't have budget

Next Steps:

In person meeting with Jennifer needed

Next meeting Oct 28th 5:30-6:30?

Tools Subcommittee: Sylvia, Emily Dills, Dana Barnett and Andra Kranzler and Jasmine Marwaha with OLS

Priorities

Domestic Workers		
Goals	Strategies, Action and Measures	Outcome
Develop financial tools for portable benefits such as: retirement, workers compensation, paid sick and safe time that may be used for other industries that can help domestic workers	Research portable benefits best practices models. (i.e. domestic work and other sectors, Alia, unions)	Domestic Workers and Hiring Entities will have financial tools that will allow them to achieve financial security. The tools will improve communication with employer about salary and economic value of domestic labor.
Tools will easily explain Domestic Worker rights on the OLS website to both hiring entity and domestic workers that is separate	Develop website that supports specific domestic workers on the website.	Domestic workers and Hiring Entities are easily able to access information about their rights and understand what they are able to do before and when things go bad
Contractual framework that allows the employer and the domestic worker to affirm the working relationship in writing	Develop tools such as the offer letter, working contract, modifications to the original agreement, and tools to advance equitable contracting and negotiations	Domestic Workers have the tools to negotiate their employment terms that are fair and transparent
Develop a system of resources to help workers enforce their rights and how to utilize the contractual and financial tools.	Identify partners to develop a monthly workshop for workers to get information about how to exercise their rights and utilize the contractual tools developed by meeting with community advocates, attorneys, small business support, government, and tax experts	Ensure that domestic workers that they have the tools to secure fair and equitable employment that helps with resolving conflict and mediating employment challenges.
Tools that provide pathway to citizenship	Research visa options for immigrant workers (NDWA campaign)	Identify policy tools that can support pathway to citizenship and also connect with Immigrant and Refugee Commission

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Develop affordable care (elders, disabled and childcare) financial tools	Research financial tools or budget allocations to offset the cost of childcare, elder care and homecare.	More resources or subsidies to help cover the high cost of child/elder/home care.
Help domestic workers access resources that will help with housing, transportation, childcare, food and healthcare	Create resource guide with all services that are available for low-wage workers (Fresh Bucks, Access to Affordable Housing and Healthcare, Orca Lift, etc.)	Domestic workers will have full access to resources in the City to improve their financial stability
Tools for workplace safety	Develop best practice and training schedule for domestic workers to get specific training related to their industry	Domestic workers will be free from health and safe hazards at work and Hiring Entities will be able to comply with their duty to keep workers free from health and safety hazards
Listening Sessions, survey, and other tools to get feedback from higher entities and domestic workers about tools needed	Develop outreach strategies to get input to the specific needs and opportunities related to best practices and recommendation from DWSB	Our tools directly informed by the people using them and most impacted by them. The tools are easily accessible, applicable for the various domestic worker industries and hiring entities. Creates an ongoing dialogue to constantly improve tools each year.
Remove the barriers of access for domestic workers and hiring to start or expand their business	Increase networking opportunities for domestic workers and hiring entities to fully access economic opportunities and connections with the resources (i.e. Ventures)	Domestic workers will achieve their full financial stability and develop a high roads jobs for all domestic workers.

Action:

1. Everyone will review the document and provide edits use google docs
2. Emily will add section for the Hiring Entities
3. Andra will Set up gmail for DWSB Calendar
4. Emily will send a doodle poll for the November subcommittee meeting.

POLICY SUBCOMMITTEE NOTES

<u>Work Plan Item</u>	<u>Analysis/Strategy/Activities</u>	<u>Outcomes</u>
<p>Ensure the Notice of Rights (NRA) helps all workers and hiring entities understand their rights and duties that are accessible in-language and is applicable to all domestic workers.</p>	<p>Give feedback on the NRA that are being developed.</p>	<p>All workers and their entities can get the information they need in their language.</p>
<p>Mandate and fund the distribution of the NRA by and with Community Based Organization partners.</p>	<p>Coordinate with the outreach committee to develop get feedback from Hiring Entities & Domestic Worker industries;</p> <p>Coordinate with the tools committee to develop tools to make the NRA accessible</p>	<p>The NRA is easily accessible and visible throughout the community.</p>
<p>Explore potential uses/mandates of model contracts</p>	<p>Draft Model Contracts language for Independent Contractors and Employees;</p> <p>Review and research contract language that is currently helping workers;</p> <p>Using some sort of base about when agency tries to increase your work, that you can increase the compensation</p> <p>Requirement of basic contracting for someone to hire a nanny</p>	<p>All DW will have access to contracts</p>
<p>Explore enforcement and outreach mechanisms to au pairs or additional rights or policies specific to au pairs.</p>	<p>Funding to educate and enforce the AU Pairs right</p>	
<p>Explore alternative collective bargaining methods for domestic workers</p>	<p>Utilize OLS/city staff and other resources to research models used in other jurisdictions including wage boards or sectoral bargaining, or co-operative</p>	<p>Workers have a unified and powerful voice. Hiring entities have a standardized structure that simplifies</p>

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	models.	their burden. Helps ensure economic stability and acknowledges the value of the work provided.
Explore requiring higher wages (i.e. prevailing wage) for Domestic Workers	Utilize OLS/city staff and other resources to research models used in other jurisdictions,	Stable, living wage with full employment.
Develop city subsidies for caregiving and domestic work	Research funding models for HE's of nanny and homecare workers	HE can pay full wage for caregivers and not go broke
"Pay to play" for hiring entity agencies	Identify policy tools that will require caregiver and Au Pair Hiring Entity agencies (not single household Hiring entities) to register their business	Funding tool to cover some cost and prohibition on very low road employers.
Recommendations of what the City supports on their state leg agenda	Come up with the policies that are not within the city's power and recommend that the city include them in their state or federal legislative agenda. (i.e. State based retirement program)	Able to improve employment rights for DW at State & Federal level
Explore potential Portable Benefits delivered by the city	Community outreach and research of potential feasibility to determine what benefits. to pursue (i.e. paid sick and safe time, and workers compensation). Research city based health care to help cover benefit costs for low wage DW earners.	Stable and sustainable workforce
Explore potential (private) Portable Benefits (paid for by HE and/or workers)	Community outreach and research of potential feasibility to determine what benefits	Stable and sustainable workforce
Secured Scheduling	Guaranteed hours, vacation and advance notice for days off	Quality of life for domestic workers and assurance of agreed wages. Allows domestic workers the freedom to have lives outside of their work.