

Seattle Domestic Workers Standards Board

March 25, 2019
Regular Meeting



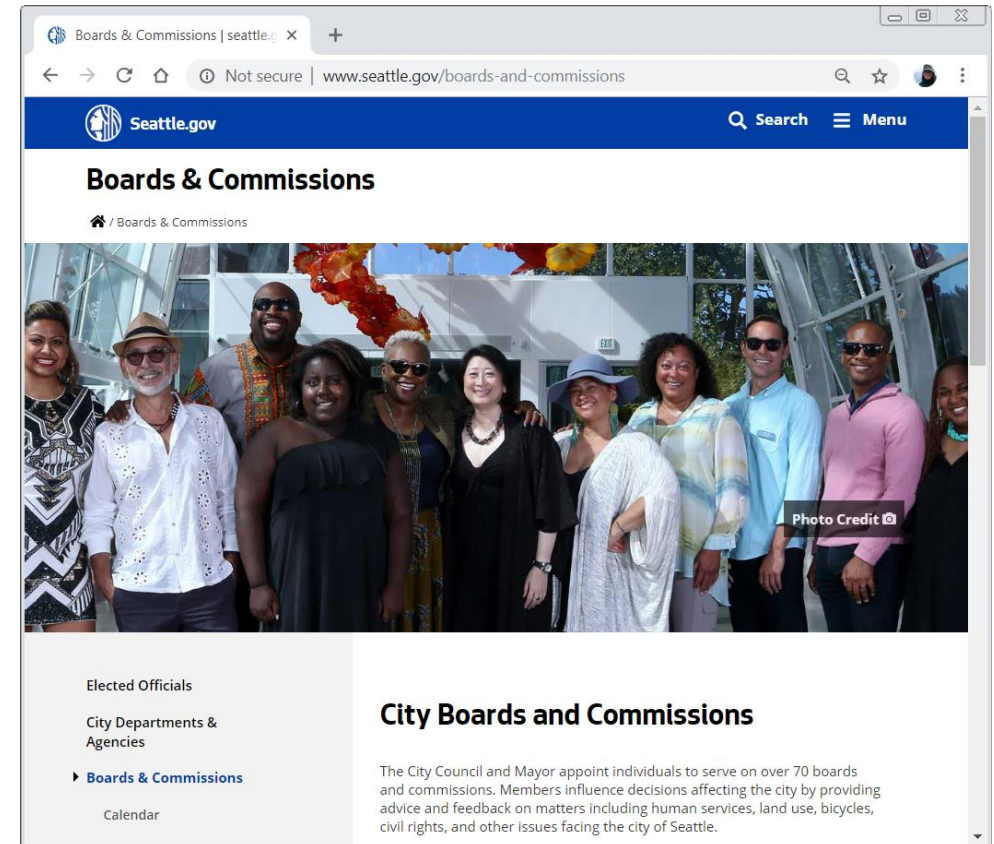
CITY OF SEATTLE BOARDS & COMMISSIONS

Appointed by the Mayor and City Council

Community members provided advice and feedback on matters affecting the City

70+ Boards & Commissions city-wide

www.seattle.gov/boards-and-commissions

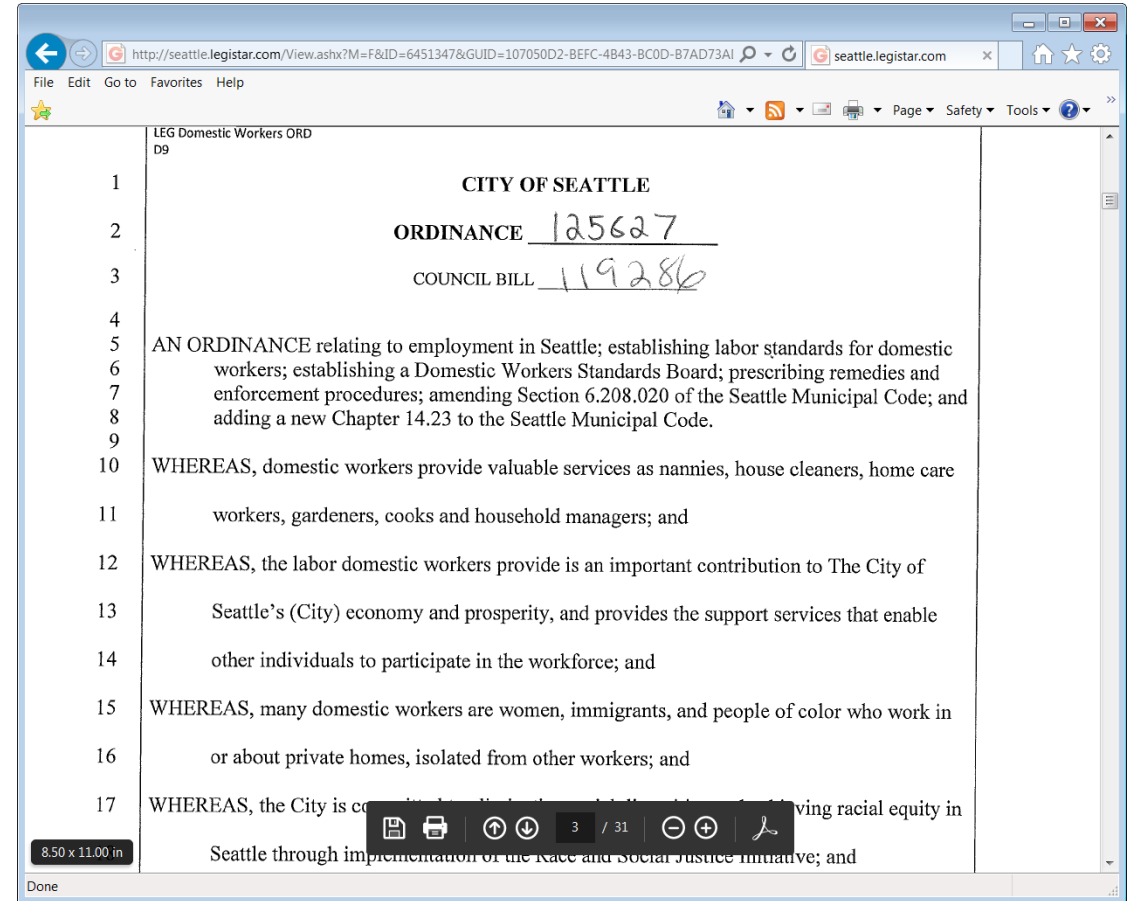


DOMESTIC WORKERS STANDARDS BOARD

Created by SMC 14.23

Ordinance contains information about:

- Purpose of the Board
- Office of Labor Standards role
- Details about appointments
- Organization requirements
- Work Plan requirements
- Scope of work



PURPOSE OF BOARD

Provide a forum for hiring entities, domestic workers, worker organizations, and the public to:

- Share information, insights, and experiences on the working conditions of domestic workers
- Consider and analyze the legal protections, benefits, and working conditions for domestic worker industry standards
- Make recommendations on how working conditions can be changed to meet the needs of domestic workers and hiring entities

Recommendations can include:

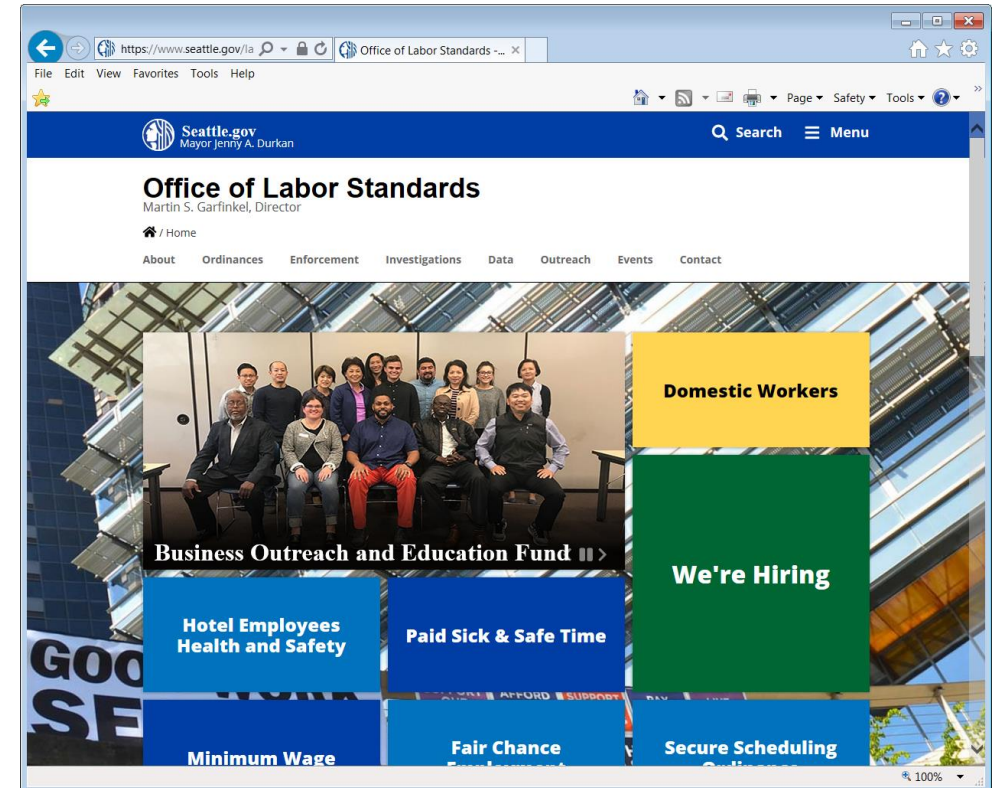
- possible legislation,
- possible policy changes,
- changes to the City's outreach and education efforts, and/or
- changes to the City's enforcement strategies



AGENCY SUPPORT – OFFICE OF LABOR STANDARDS

We improve workers lives by

- Outreach and education
- Investigating and enforcing labor standards protections
- Policy development
 - Exploring new policy
 - Supporting the Domestic Workers Standards Board and the Labor Standards Advisory Commission
- Commitment to racial and social justice



APPOINTMENTS

2019: 9 Positions // 2020: 13 Positions

Position	Type	Name	Appointed By	Term Ends
1	Domestic worker or worker organization representative	Silvia Gonzalez	Mayor	2/28/21
2	Domestic worker	Lani Todd	Mayor	2/28/22
3	Hiring entity or representative	Liz Hunter	Mayor	2/2/8/21
4	Individuals who contract with or hire one or more domestic workers	Teresa Hillis	Mayor	2/28/22
5	Domestic worker or worker organization representative	Andra Kranzler	City Council	2/28/21
6	Domestic worker	Elijah Bragg	City Council	2/28/22
7	Hiring entity or representative	Emily Dills	City Council	2/28/21
8	Individuals who contract with or hire one or more domestic workers	Dana Barnett	City Council	2/28/22
9	Community representative	Stay tuned for 2019	Board	Three Years
10	Hiring entity or representative	Stay tuned for 2020	Mayor	Two Years
11	Domestic worker or worker organization representative	Stay tuned for 2020	Mayor	Two Years
12	Hiring entity or representative	Stay tuned for 2020	City Council	Three Years
13	Domestic worker or worker organization representative	Stay tuned for 2020	City Council	Three Years

Future Action Item: Board selection of the 9th Board Member



ORGANIZATIONAL REQUIREMENTS: RULES & PROCEDURES

Allows Board to adopt procedures for its business, including:

- Quorum requirements
- Meeting frequency
- Provision of translation and interpretation services

Ordinance requires:

- Selection of Co-Chairs
- Quorum requirements must have minimum of domestic workers or domestic worker organizations and hiring entities or their representatives

Future Action Item: Creation of by-laws, including selection of co-chairs



TWO-YEAR WORK PLAN

Within 6 months of all members being established:

- Submit a Two-Year Work Plan to the Mayor
- Present it to City Council HHEWR Committee

The Work Plan identifies topics that the Board will address in the first two years.

By end of March, 2020:

- The first set of recommendations is due to the Mayor and HHEWR Committee

Future Action Item: Creation of 1st 2-Year Work Plan



SCOPE OF WORK

- Training for hiring entities and domestic workers
- Job skills, and potential accreditation or certification for domestic workers
- Wage standards, such as setting industry standards, overtime, and pay differentials;
- Access to paid leave (sick, family, bereavement, vacation)
- Access to health care and retirement benefits
- Worker's compensation and temporary disability insurance
- Hiring agreements, including notice of rights and recordkeeping template language, and applicability of possible agreements
- Any notice or compensation requirements for schedule changes
- Outreach and enforcement strategies

Future Action Item: Creation of 1st 2-Year Work Plan



TIMELINE AND MILESTONES

Month/Date	Event
March 2019	Confirmation of 8 board members First regular meeting (late March)
April 2019	Work Group Meetings (first two weeks of April) Regular Meeting (late April)
May 2019	Regular Meeting (first or second week of May): Discuss and adopt by-laws Regular Meetings (third or fourth week of May): Select 9 th member and submit for confirmation process
June 2019	Early June: (Tentative) Confirmation of 9 th member Late June: Day-long work plan retreat
July 2019	Finalize Work Plan and Select Co-Chairs
August – December 2019	Execute Work Plan/ Create Recommendations
December 2019 (at the latest)	Submit Work Plan to Mayor Present on Work Plan to HHEWR Committee
March 2020	Submit first set of recommendations to Mayor and HHEWR Committee

DOMESTIC WORKERS ORDINANCE - RIGHTS

Bill of Rights provides:

- Minimum Wage
- Rest Breaks
- Meal Breaks
- Day of Rest (live-in worker)
- Documents/Personal Effects
- Prohibits retaliation

See: Q&As and schedule for Rule-making & community discussions



The screenshot shows a web browser window displaying the Seattle Office of Labor Standards website. The page title is "Seattle Office of Labor Standards Domestic Workers Ordinance". The main heading is "Questions and Answers". The text on the page states: "The City of Seattle has passed a Domestic Workers Ordinance establishing labor protections for domestic workers and creating a Domestic Workers Standards Board to make recommendations for future policy changes. Seattle is the first city in the United States to have a Domestic Workers Bill of Rights. According to the Seattle Domestic Workers Alliance, there are approximately 33,000 domestic workers in Seattle who will benefit from this landmark legislation." It also mentions that the Seattle Office of Labor Standards (OLS) will implement the ordinance and will convene stakeholders to provide input on administrative rules and enforcement procedures. A section titled "OLS created this document to provide a preliminary explanation of the ordinance's requirements" lists topics such as the definition of domestic worker, exemption for casual basis workers, hiring entity liability, and identified labor standards. At the bottom, there is a "Table of Contents" section with the following entries: "A. General.....2" and "1. Domestic workers.....2".