

City of Seattle Domestic Workers Standards Board Meeting Minutes

January 22, 2024, 6:30pm

Held in-person at Washington State Labor Council

Members Attending: Silvia González, Jordan Goldwarg, Baylie Freeman, Liz Hunter-Keller, Estefana Harry, Edy Dominguez, Etelbina Hauser, iterim members Elvia Cortes and Becca Rose

Members Absent: None

OLS Staff: Diana Salazar, Jennifer Molina, Tina Sigurdson, Meredith Ruff

Guests: Laura Hurley (Spanish Interpreter), Cristal Barragan (Spanish Interpreter), Dana Barnett

1. Welcome
 - a. Baylie and Silvia welcomed people to the meeting.
2. Approval of minutes
 - a. Estefana moved to approve the November minutes. The minutes were approved unanimously.
3. OLS Updates
 - a. Outreach
 - i. Community organizing contracts expired in December, and OLS is currently reviewing final reports from the three organizations.
 - ii. Hand in Hand is also working on their 2023 report.
 - iii. Additional Spanish and English DWO booklets have been ordered.
 - iv. 2024 Notice of Rights should be available by end of next month.
 - v. Jennifer is working on compiling data from past four years, which she will present when it's ready.
 - b. Policy
 - i. The website updates are almost complete. Board members should take a look and let Diana know if they have any questions or suggestions.
 - ii. We will hopefully have committee time in late February or early March to finalize the appointment of new members and reappointment of members.
 - iii. Board members are asked to fill out a media release.
 - iv. Board retreat is confirmed for Sunday, April 28, facilitated by Nicole Keenan.
 1. Diana will send a planning survey about the retreat that members should fill out in the next two weeks (by February 16).
 2. Nicole will come to the March meeting to present a tentative retreat agenda.
 3. For location, we are considering the Columbia City library branch, but the city will only allow us to reserve 60 days in advance.
4. RFP Updates

- a. Meredith provided an update on the new COEF funding (\$3M over 2 years).
 - i. 10 organizations were awarded, including some with sub-organizations.
 - ii. New this year: organizations could indicate if they wanted to focus on just one labor standard; Fair Work Center wanted to focus just on the DWO
 - iii. Fair Work Center was awarded \$350,000 for DW outreach
 - iv. Other orgs that have a history of working with DWs: CISC, Via Comunitaria
 - v. Casa Latina was not funded. Silvia expressed frustration that an organization that represents so many DWs was not funded. Elvia concurred. Meredith noted that all organizations were invited to meet with the OLS director to get feedback on their applications, but Casa Latina did not request a meeting.
 - vi. Edy and Etelbina also expressed frustration. Edy asked if there is a way to challenge the funding decision. Meredith responded that it would have required Casa Latina to appeal the decision shortly after it was made. She also noted that some money will be set aside in the future for technical assistance for smaller organizations to apply for COEF funding.
 - vii. Silvia shared concern about how outreach will happen for the PTO proposal without COEF funding.
 - viii. Jordan expressed a desire for OLS to provide more technical assistance in the COEF funding process in the future.
 - ix. Baylie asked OLS to be more critical when evaluating admin costs in future grant proposals.

5. Domestic Worker Coalition Updates

- a. Dana provided an update from the Coalition.
- b. The coalition is adjusting to the reality of a new city council and the need to build relationships with new council members (especially those on the Governance committee, which will oversee the PTO proposal).
- c. As the Coalition plans meetings with the council members, they would like DWSB members to join, especially in meetings with their own council member.
- d. The coalition is also planning to meet with the mayor.
- e. Liz asked how strategy might be shifting with the new council; Dana responded that it will be important to share stories from employers, along with workers.
- f. Etelbina encouraged people to stay positive and for us to have an opportunity to inform new council members about the importance of our work.
- g. Dana shared that the meetings with council members will also be a good opportunity for the DWSB to put other issues in front of the council.

6. New City Council

- a. Diana shared profiles of all city council members for board members to get to know them better. (SEE BELOW)
- b. The committee that now oversees the work of the board is Governance, Accountability, and Economic Development.
 - i. Members include CMs Nelson, Kettle, Hollingsworth, Rivera, and Saka.

- c. Tomorrow, the council will vote to appoint someone to Position 8, which was vacated when CM Mosqueda was elected to the County Council.
 - d. Silvia pointed out that it will be helpful for us to find out which of the new council members employ domestic workers, which could be a helpful way of building relationships with them.
7. DWO Anniversary
- a. This year is the 5th anniversary of the DWO (July 1).
 - b. Diana suggested that there could be some kind of celebration. She can look to see if there is a budget to help with this.
 - c. Becca suggested that this could be a good opportunity to try to get media attention on the DWO.
 - d. Jordan asked if the recent event at Seattle Center for the Gig Worker Ordinance could be a model for a DWO celebration.
 - i. Meredith said that the Gig Worker event was quite expensive, so it might be hard to find budget for something similar. (The Gig Worker event was paid for through one-time funding dedicated to the passing of the ordinance.)
 - e. Edy, Elvia, and Silvia volunteered to help Diana with planning an event.
 - f. Jennifer offered that this could also be the start of a new Outreach subcommittee.
8. DWSB Agreements
- a. Silvia introduced a set of agreements to govern how board meetings work.
 - b. Two additional agreements will be added to the list.
9. Deferred Action for Workers
- a. A coalition has formed to ask for funding from the state legislature for deferred action for workers.
 - b. Deferred action: workers who have been victims of certain crimes can get work authorization. This process requires a lawyer and can be quite expensive.
 - c. Silvia wanted people to be aware of this effort.
10. New Jersey DW Bill of Rights
- a. New Jersey is the latest jurisdiction to pass a BOR.
 - b. The bill is very comprehensive, including contracts, a mandatory notice of rights, a mandatory notice period for termination, and more.
 - c. The bill does not include a standards board.
 - d. The definition of domestic workers includes dog walkers.
 - e. Silvia said that each of these victories is a step on the path to securing a national bill of rights.
 - f. Baylie pointed out that as we consider amendments to our DWO, it will be helpful to see how things have been working in other jurisdictions (like contracts).
11. Public Comment
- a. Dana offered comment on a few items:

- i. She was frustrated to hear that Casa Latina did not receive COEF funding, especially since the collaboration between Casa Latina and Hand in Hand also helps with employer outreach and education.
 - ii. She loved Becca's idea about seeking media coverage for the 5-year anniversary of the DWO.
 1. Possible framings: what has changed, what hasn't? Seattle as a model for other jurisdictions. Dana is happy to collaborate on this.
 - iii. She pointed out that NJ is not the first jurisdiction to require written contracts.
 - b. Silvia pointed out that L&I now has a model contract available on their website.
 - c. She also provided an update that people will be seeking a state bill of rights in 2025, when there is a long session in Olympia.
 - d. Estefana celebrated the NY Times video that was published last week.
12. Silvia concluded by leading us in a grounding exercise, then adjourned the meeting at 8:16pm.

Seattle City Council Overview and Profile—2024

Seattle City Council has 9 positions: 7 district positions and 2 at-large positions (seat 8 and 9; meaning they represent all of Seattle vs a particular district within City limits).

The Seattle Domestic Workers Standards Board committee assignment is **Governance, Accountability & Economic Development**. The committee is comprised of Council President Sara Nelson as Chair, Vice-Chair is Kettle and with the following members, Councilmembers: Hollingsworth, Rivera, and Saka.

Council Position	Councilmember	Committee	Term
1	Rob Saka	Chair – Transportation Vice-Chair – Seguro Publico Member – Sustainability, City Light & Cultura; Governance, Accountability & Economic Development	2024 - 2027
2	Tammy Morales	Chair – Land Use Vice-Chair – Housing and Human Services Member – Finance, Native Communities & Tribal Governments; Libraries, Education & Neighborhoods	2020 - 2023
3	Joy Hollingsworth	Chair – Parks, Public Utilities & Technology Vice-Chair – Transportation Member – Public Safety; Libraries, Education & Neighborhoods; Governance, Accountability & Economic Development	2024 - 2027
4	Maritza Rivera	Chair – Libraries, Education and Neighborhoods, Vice-Chair – Finance, Native Communities & Tribal Governments Member – Governance, Accountability & Economic Development; Land Use; Parks, Public Utilities & Technology	2024 - 2027
5	Cathy Moore	Chair – Housing & Human Services Vice-Chair – Sustainability, City Light, Arts & Culture Member – Public Safety; Libraries, Education & Neighborhoods; Land Use	2024 - 2027
6	Dan Strauss	Chair – Finance, Native Communities & Tribal Governments Vice-Chair – Land Use Member – Parks, Public Utilities & Technology; Sustainability, City Light, Arts & Culture	2020 - 2024
7	Robert Kettle	Chair – Public Safety Vice-Chair – Governance, Accountability & Economic Development Member – Finance, Native Communities & Tribal Governments; Parks, Utilities & Technology; Transportation	2020 - 2023

8	<i>Vote by Council 1/23</i> <i>Edit: Tanya Woo</i>	Chair – Sustainability, City Light, Arts & Culture Vice-Chair – Libraries, Education & Neighborhoods Member – Housing & Human Services; Land Use; Transportation	Jan 2024 – Nov 2024 Special Election Nov 2024
9	Sara Nelson	Chair – Governance, Accountability & Economic Development Vice-Chair – Parks, Public Utilities & Technology Member – Finance, Native Communities & Tribal Governments; Housing & Human Services; Public Safety	2022 - 2025

Seattle City Council Map



Rob Saka – CD 1



I am honored to have been elected to represent District 1. We are a growing and dynamic area that includes West Seattle, Georgetown, South Park, Sodo, and Pioneer Square. Living in the Delridge neighborhood with my wife and three children, I've seen the changes District 1 has faced in the last few years - both the progress and the struggles. The District has grown to over 100,000 residents and counting and has seen outstanding economic growth.

But even as we grow bigger and better, we can't forget that common sense and thoughtful deliberation are the heart and soul of legislation that can help us prosper. My legislative priorities include improving public safety, taking action to end homelessness, and building affordable housing. I'm also focusing on critically needed public infrastructure investments like bridge maintenance, road repairs, sidewalks, and potholes. I am committed to addressing the underlying causes that threaten the health of our community and to creating community-based solutions for the problems facing District 1.

As important as broader issues are, it's also crucial we focus on "the little things" that get overlooked – all the things that make a city a place we call 'home'. That means a focus on infrastructure and improving public transit, but also maintaining vibrant parks and culture, and cultivating the kind of future in which all of District 1 can be proud.

If you'd like to weigh in on what that looks like, I welcome your collaboration. You can contact Team Saka by emailing Rob.Saka@seattle.gov or by calling my office at 206-684-8801.

Tammy Morales – CD 2



It is an honor to serve as your District 2 Councilmember, proudly representing the many neighborhoods of our district, including Rainier Beach, Beacon Hill, Chinatown/International District, SODO and Georgetown.

As a City Councilmember, I take the job of listening to constituents seriously, especially the voices of those most impacted by decisions made at City Hall. I promise to keep District 2 residents and neighbors at the center of every decision I make, with an unwavering commitment to the people of my community.

My priority as a Councilmember is to amplify the voices of our racial, climate and economic justice coalitions. Ours is one of the most demographically distinct districts in Seattle. Because of this I am committed to authentic community engagement that centers racial equity to address issues related to displacement, public health, food security and access, and shifting toward an inclusive economy that works for everyone. I will fight for a city where working families don't have to struggle so hard to make ends meet, and everyone has a fair shot at a happy and healthy life.

Joy Hollingsworth – CD 3



Hi, I'm Joy Hollingsworth, and I represent Seattle's District 3, which includes Eastlake, Montlake, Madison Park, Capitol Hill, First Hill, Leschi, and the Central District. I've lived in the Central District my entire life and have raised my family here. I have deep roots within our community and am eager to begin work bringing collaborative, community-based solutions to the issues residents of the Central District care about most.

A safe community is my number one priority. It impacts our day-to-day lives. From our transit, grocery stores, sidewalks, and public spaces. We are working to implement different response models and collaborating with SPD on community resource officers.

More than 13,000 of our neighbors are living unsheltered or in housing instability, and the biggest contributor is the lack of housing at every level. I am focused on removing these barriers to affordable housing and creating programs that would ensure a road to success for every individual.

I am committed to the revitalization of Seattle, promoting small business and economic recovery and revitalization of downtown. Repairing existing public infrastructure and creating new infrastructure, supporting community centers, programs, and activities that strongly impact youth and families' lives, and exploring how we can combat climate change as a city.

I welcome your collaboration. Reach me and my team by emailing Joy.Hollingsworth@seattle.gov or by calling 206-684-8803

Martiza Rivera – CD 4



I'm Maritza Rivera. I represent Seattle's District 4, which includes the neighborhoods Bryant, Laurelhurst, Maple Leaf, Ravenna, Roosevelt, Sand Point, the U District, View Ridge, Wallingford, Wedgwood, and Windermere.

I am grateful for and humbled by the privilege of representing the citizens and businesses of those communities. Public Safety is my number one priority. And while I was campaigning in the District, I learned that it's a priority for the D4 residents as well. I will work to reduce 911 response times, get enough officers on the streets to keep our children and all citizens safe, and create effective public safety alternatives – because we know that every situation does not require

a uniformed officer.

I am also committed to bringing both accountability and civility back to City Hall. Our city programs should be consistently delivering their intended results, with robust systems in place to measure progress and outcomes. If programs don't deliver - then we must act and make the necessary changes to meet the goals.

I will always be ready to listen to - and work with - everyone to restore Seattle to the safe, welcoming, and more affordable city that I moved to more than twenty years ago. I'm looking forward to working with our neighborhoods and residents to make District 4 the best it can be.

You can contact me and my team at Maritza.Rivera@seattle.gov or call 206-684-8804.

Cathy Moore – CD 5



I am honored to serve the city of Seattle as the councilmember for the District 5 area, including the neighborhoods of Bitter Lake, Haller Lake, Pinehurst, Lake City, Broadview, Licton Springs, North Beach, Crown Hill, Greenwood, Maple Leaf, Northgate, and Meadowbrook. I am a lifelong Seattleite and North End resident, former King County Superior Court Judge, and former Seattle public defender – my long connection to our city and history of civic engagement is what led me to join the Seattle city council as the representative for District 5.

North Seattle is a dynamic and diverse area with many strengths. It also faces the same issues that affect the larger Seattle community citywide and for District 5. I am focused on addressing issues of public safety, the homelessness epidemic, housing affordability, and climate change.

More specifically for District 5, we have our share of unique needs which include the Aurora Avenue corridor redesign, human trafficking on Aurora, the ongoing redevelopment of the Northgate Mall and surrounding area, mandated density around the coming 130th Street light rail station, east/west transit, the future plan for the Lake City Community Center, sidewalks, the Thornton Creek watershed, and parks and open spaces.

With your help, I am dedicated to ensuring all in our community live with dignity, safety, and opportunity. Contact my team at Cathy.Moore@seattle.gov or (206) 684-8805 with comments, suggestions, and requests for assistance.

Dan Strauss – CD 6



I am honored to have the opportunity to represent our community as your District 6 City Councilmember.

I look forward to working with you to build our future together, a city that is sustainable, equitable, affordable and works for everyone, whether you've been here one or 40-plus years.

My priority as a Councilmember will be to create bold solutions at the scale of the problems we are seeking to address. I will fight to ensure Seattle is a healthy city, one connected by transit, that supports our small businesses, that has accessible and affordable childcare, and has safe, affordable places to call home.

As our city changes, I'm hopeful you'll work with me to build a Seattle that is inclusive and reflective of our values to create a good quality of life for everyone.

I'm eager to partner with the community that makes our district so special -- the people of Ballard, Phinney Ridge, Green Lake, Greenwood and Fremont -- the same communities that have shaped me into the person I am today.

Please reach out to me and my office, and let me know what a healthy Seattle looks like for you, and how your local government can serve you. I look forward to serving you in City Hall!

Robert Kettle – CD 7



Bob Kettle is a distinguished former Naval officer with a decade of experience volunteering for non-profit organizations. Bob has served on the board of the Queen Anne Community Council for the past eight years, including as Chair of the Public Safety Committee. He was also part of the West Precinct Advisory Council and the Queen Anne Block Watch Network, working on neighborhood-level public safety.

Bob is a first-generation American, the son of a welder and homemaker in a working-class family. He earned an undergraduate degree from Boston University, graduate degrees from Georgetown University's School of Foreign Service, and the University of Washington's Evans School of Public Policy and Governance, and is a graduate of the U.S. Army's Command and General Staff College.

His extensive community involvement includes the 36th LD Democrats, World Affairs Council Seattle, Ballard Eagleson VFW Post 3063, Society of White House Military Aides, and Veterans for Patty Murray. Bob is part of the St. Anne's community on Queen Anne and, in his spare time, has coached girls' youth soccer.

Bob is married to Sarah Dunne, a civil rights attorney. The couple met when Sarah was the Legal Director of the ACLU of Washington, where she led many important civil rights cases, including as co-lead counsel on the Witt v. Air Force case that helped overturn "Don't Ask, Don't Tell." Bob is deeply proud of his wife's advocacy work, and the two share a commitment to progress and social justice.

You can contact him by emailing robert.kettle@seattle.gov or calling 206-684-8807.

(ADDED POST-JAN 22 MEETING) Tanya Woo – At-Large (Seat 8)

Official website picture and bio forthcoming (as of Jan 29)

Sara Nelson – At-Large (Seat 9) / Council President

Councilmember Sara Nelson is a small business owner, former public servant, and policy nerd who watches the Seattle Channel for fun. She brings a pragmatic, collaborative approach to addressing our current challenges and improving quality of life for all Seattleites.



Originally from California, Sara moved to Seattle in 1990 to pursue a doctorate in Cultural Anthropology at the University of Washington, earning her Ph.D. in 1997. She taught courses in anthropology, women studies, and international studies before leaving academia to have a greater impact on her community in public service.

Sara got her start in local politics as a City Council Legislative Aide in 2002 and helped pass landmark legislation to increase affordable housing, transit service, and environmental protections. She served through 2013 but left City Hall for a couple years to help launch her family business, Fremont Brewing, in 2009. Sara's responsibilities at Fremont Brewing included leading the brewery's sustainability efforts, community partnerships, and craft beer industry advocacy

As the first small business owner on City Council since 2009, Sara understands the difficulties of starting and growing a small business in Seattle. As Chair of the Economic Development, Technology, and City Light Committee, she's focused on revitalizing our downtown core and neighborhood business districts; retaining jobs and expanding our workforce; and reducing the displacement of minority-owned small businesses.

Bringing our economy back, improving public safety, and reducing homelessness are urgent issues but Sara believes that the day-to-day work of local government is first and foremost solving constituent problems and delivering essential city services. Her office is committed to being responsive and getting these basics done right.