

# City of Seattle Domestic Workers Standards Board Meeting Minutes

November 27, 2023, 6:30pm

Held via Zoom and in-person at Casa Latina

Members Attending: Silvia González, Jordan Goldwarg, Baylie Freeman, Liz Hunter-Keller, Estefana Harry, Edy Dominguez, Etelbina Hauser

Members Absent: None

OLS Staff: Diana Salazar, Jennifer Molina, Jeanette Aranda, Tina Sigurdson

Guests: Laura Hurley (Spanish Interpreter), Cristal Barragan (Spanish Interpreter), Elvia Cortes, Becca Rose, Dana Barnett, Vero Fachinelli, Karen Taylor

1. Welcome
  - a. Baylie welcomed people to the meeting.
2. Approval of minutes
  - a. Baylie moved to approve the October minutes; Edy seconded. The minutes were approved unanimously.
3. Interim Board Members
  - a. Baylie made a motion to approve Becca Rose and Elvia Cortes as interim board members, until they can get approved by Council; Jordan seconded. The motion passed unanimously.
4. OLS Updates
  - a. Outreach
    - i. Jennifer provided an update on outreach.
    - ii. Community partners are working on their project summaries for their final reports. Jennifer is hoping these will have more quantitative data to share in January.
    - iii. Jennifer's interviews with El Rey radio have started again, as of early November. She will do three more before year-end.
    - iv. There is also a series of 30-second ads on El Rey (the same ads that were used last year); focus is Know Your Rights.
    - v. OLS just received a new delivery of DWO booklets (both Spanish and English).
    - vi. Notice of Rights has been updated to reflect 2023 minimum wage.
    - vii. Jennifer is updating DWO webinars, trying to make them shorter. Should be ready by mid-January.
    - viii. Jennifer sent out all meeting invitations for 2024. The May meeting falls on Memorial Day, so we might want to consider rescheduling.
    - ix. OLS will be awarding \$50,000 to Hand in Hand to continue doing outreach to hiring entities in 2024. This is the same amount as they had in 2023.

- x. Jordan asked if it would be possible to get data on outreach activities from COEF and BOEF partners; Jennifer responded that OLS is working on the Q3 report, which will hopefully be ready for the January meeting.
- b. Policy
  - i. Diana provided an update on the budget.
  - ii. The \$400,000 that was won in 2022 has now been fully spent.
  - iii. Council has allocated an additional \$100,000 for 2024 to help with continued PTO research.
- c. Enforcement
  - i. Jeanette provided an update on enforcement.
  - ii. OLS has been receiving complaints from two workers who are working for wealthy, prominent individuals in Seattle.
  - iii. These employers are offering a lot of money for workers to settle their complaints, but this settlement may be less than what the worker is actually entitled to.
  - iv. While a settlement may help an individual worker, it does not help other workers who may be working for the same individual.
  - v. OLS is hoping these workers will move forward with pursuing their complaints.
  - vi. Becca commented that this could also be a good opportunity to get media coverage about domestic worker rights more generally.
- 5. Paid Time Off Focus Group Presentations
  - a. Fair Work Center and Casa Latina hosted focus groups with workers to talk about PTO.
  - b. The Coalition contracted with a researcher (Michelle) to analyze the focus groups.
  - c. 13 focus groups, 100 workers (house cleaners, nannies, gardeners, home health care workers)
  - d. The work is highly gendered (all house cleaners and nannies were male; all gardeners were male), and this may have impacted focus group results (because the gardener focus groups were facilitated by women)
  - e. Michelle has sent the Coalition a report, which Silvia can share with the board
  - f. Nannies who are part of Nanny Collective feel a lot safer than those who are not represented
  - g. House cleaners and gardeners who are represented by Casa Latina also felt safer than those who are not
  - h. Many workers said they felt comfortable using technology and apps (such as Zelle and Venmo)
  - i. Many workers who receive payments under the table prefer to use apps so that they have a record of the payments
  - j. Many workers want medical and other benefits and are willing to get an ITIN to do so
  - k. Informal contracts (like a verbal agreement) make things worse for workers; workers want written contracts

- l. Many workers report safety issues at their job sites and want OSHA to see that there are problems that need to be addressed in this sector
  - m. Many employers take advantage of workers' vulnerability
  - n. Etelbina commented that these problems exist for all domestic workers, not just house cleaners
  - o. Workers want the public to recognize that their work is valuable and deserving of respect
  - p. Workers want to do what is necessary to secure PTO
  - q. Worker organizations (like Casa Latina and Nanny Collective) are key to empowering workers
  - r. Liz commented that it's really helpful to know that worker orgs help workers to feel safe; it's like a union, even if they're not officially unions; and this helps us to justify why it's important to fund these orgs
  - s. Liz also commented that at least some workers are eligible for existing PSST; how can we help communicate this to workers?
6. Domestic Worker Coalition Updates
    - a. Dana provided an update from the Coalition.
    - b. The Coalition now has a website that contains some past research that the Coalition has done.
    - c. The Coalition has been working with Tina to develop a PTO policy, which is due to Council by March 2024.
    - d. The \$100,000 that was won from Council will help with interpretation at meetings, and also outreach to workers and employers who are eligible for existing Seattle PSST to let them know about this benefit
    - e. A PTO policy is beginning to be drafted, which will likely contain a few different options based on the focus groups and policies being developed in other cities
    - f. People are preparing to push for a statewide bill of rights again in 2024
    - g. Vero suggested sending some thanks to CMs Mosqueda, Morales, and Strauss for their support of domestic workers over the past few years (and congratulate them on their electoral victories)
  7. Seattle City Council Election
    - a. Tina provided a report on the recent election results
    - b. Only 3 of 9 current council members will be returning in January
    - c. Jordan asked what strategy could be used to try to set up a meeting with multiple council offices at once to introduce the board and our work to new council members
  8. Retreat update
    - a. Diana shared an update on planning the retreat.
    - b. We have selected Nicole Keenan as a facilitator for the retreat. She is already working with the Coalition on PTO, so she is familiar with our work.
    - c. April 28 has been selected as the date for the retreat.
  9. Public Comment
    - a. Dana wanted to ask Jennifer more about the data on outreach. Diana shared that the plan for 2024 is to have OLS provide a quarterly update on outreach data.

- b. Vero said that it's important to work together to educate the new council about the PTO proposal.
10. Silvia concluded by offering everyone love and appreciation, then adjourned the meeting at 8:15pm.