

City of Seattle Domestic Workers Standards Board Meeting Minutes

January 23, 2022, 6:30pm

Held via Zoom and in-person at Casa Latina

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

Members Absent: Steve Hooper

OLS Staff: Laine Middaugh, Jennifer Molina, Lacey Collins

Guests: Laura Hurley (Spanish Interpreter), Elvia Cortes, Vania Adasme, Dana Barnett, Estephany Gonzalez

1. Welcome
 - a. Silvia opened the meeting and welcomed everyone.
2. Approval of minutes
 - a. Baylie made a motion to approve the minutes of the November meeting; Diana seconded. The motion was approved unanimously.
3. Commitments
 - a. Silvia asked us to consider our commitments to the DWSB.
 - b. As a reminder, a lot of people across the country look at this board to see what we are doing and how we are advancing workers' rights.
 - c. What commitments are we willing to make to the board this year? What commitment are we willing to make to the community?
 - i. Baylie: create an environment that is safe and supportive for people to attend meetings; being more proactive in checking in with members to ensure they can fully participate in meetings
 - ii. Silvia: No longer in charge of Zoom! Wants to create a space at Casa Latina for people to feel comfortable and welcomed; help people to feel prepared for meetings; wants to fill this space with domestic workers so that people can participate in public comment and see the work of the board
 - iii. Liz: Wants to have no unexcused absences; use her writing skills to help with any writing projects the board has
 - iv. Diana: Wants to be more involved with the board; can no longer say that she's new; wants to take more leadership
 - v. Estefana: Wants to get more involved now that she has been on the board for about a year; will try to attend more meetings and commits to being at Casa Latina for the next meeting
 - vi. Jordan: find at least one new employer who is interested in joining the board; help with advocacy with city council (budget requests, legislative requests, getting commitments from council candidates)
 - vii. Edy: Wants to be more active in the board and help with more projects

- viii. Elvia: Would like to bring more workers to meetings, will be at Casa Latina for in-person meetings
- ix. Dana: Wants to keep coming to meetings and see how she can connect people to the work of the board; commits to being a bridge between the coalition and the board; commits to letting the board know about things happening in other jurisdictions that are of interest to the board
- x. Laine: make sure that she is talking to city council and the mayor's office regularly to remind them about the work of the board; commits to keep bringing soup to meetings!
- xi. Jennifer: working with communications team to develop more content for the board; get everything related to meetings listed on website
- xii. Estephany: Wants to be more involved in the DWSB and more involved with the Casa Latina team; wants to get more workers involved
- xiii. Vania: To come to meetings when she is not fundraising! To support Casa Latina people in the meetings
- xiv. Lacey: As someone new to OLS, wants to support meetings and learn what her new role is

4. OLS updates

- a. OLS has new water bottles for the DWO! Also key tags with a QR code to learn more about the DWO! Also pens (very fancy)!
- b. The new campaign targeting employers is now live (on Facebook and elsewhere)
- c. OLS now has its own Zoom account! It's a two-year license, so we are good to go for a while
- d. Lacey will be helping with some meeting logistics going forward
- e. Laura will be our interpreter through October
- f. Jennifer will be doing a monthly update on El Rey radio about the DWO and DWSB
- g. OLS renewed its contract with Hand in Hand for 2023
- h. Jennifer will coordinate with Baylie and Silvia to schedule time for grant recipients to come to a DWSB meeting to introduce themselves and their work
- i. New DWO booklets are now translated into Garifuna

5. Retreat planning updates

- a. Liz shared an update on the retreat planning
- b. Tentative date is April 29, but could be moved pending facilitator availability
- c. Facilitator quotes were on the expensive side
- d. There are ethics guidelines on sponsorships for the retreat, which will limit our ability to get sponsorships
- e. Ideas for retreat content
 - i. Community building
 - ii. Updating the work plan
 - iii. Racial equity training
- f. Baylie and Liz will go over the work plan and update it ahead of time, to save time for the facilitator
- g. A work group will continue to have planning meetings to prepare for the retreat.

6. Coalition updates

- a. Dana shared an update from the Coalition.
- b. The portable PTO coalition now meets once a month.
- c. Through talking to folks in other cities, the Coalition has realized that it's important to craft a policy that can be implemented out of the gate (with funding to do so); in SF and Philly, things have gotten bogged down in rule-making
- d. The Coalition is asking for a one-year extension (to Q1 of 2024) for submitting its policy to city council.
- e. This will help ensure that the policy will actually work.
- f. With turnover coming on the council, the Coalition may look to the Board to help get commitments from candidates.
- g. The Coalition is also looking at state bills to support this session.
- h. WAISN's advocacy day (Feb. 16) is a good opportunity for people to go to Olympia and advocate in person.
- i. Liz asked Dana if there is a successful portable PTO model elsewhere that we can emulate; the short answer is no.
 - i. Silvia outlined some of the complexities of a *portable* PTO system.
 - ii. The Alia pilot has ended and the system no longer exists. There were regulatory challenges to implementing it long-term.
 - iii. NDWA Labs is working on a new pilot program.
- j. Jordan asked Dana if there is anything the board can help with.
 - i. Once the Coalition has a policy ready, the board can help advocate to get it passed.
 - ii. Laine added that the board can help recruit workers for focus groups and Casa's *assemblea*

7. Federal and other advocacy

- a. Silvia shared information about a new federal law that would allow victims of wage theft and sexual harassment to apply for a work permit.
- b. How can the board support workers who want to make a complaint under this new law?
- c. One of the groups that was funded in last year's outreach RFP was going to pilot a project to support nannies bringing complaints about DWO violations; can we learn from them to support other workers?
- d. Dana shared info about a new law in California to include DWs in OSHA protections

8. Public Comment

- a. Estefana expressed appreciation for Jennifer putting information on the DWSB web page in a timely fashion.
- b. Jennifer will work with Laine to make sure the board roster is updated on the website.
- c. Dana shared that one of Hand in Hand project's right now is disaster preparedness for employers of domestic workers (e.g. during wildfires). She is working on some resources that she will share.
- d. Estefana stressed the importance of getting resources that are translated into Garifuna.

9. Baylie adjourned the meeting at 8:13pm.