

## City of Seattle Domestic Workers Standards Board Meeting Minutes

February 24, 2025, 6:30pm

Held at Casa Latina and via Zoom

Members Attending: Silvia Gonzalez, Estefana Harry, Gea Bassett, Jordan Goldwarg, Edy Dominguez

Members Absent: Baylie Freeman, Elvia Cortes, Becca Rose, Etelbina Hauser, Liz Hunter-Keller

OLS Staff: Diana Salazar, Jeanette Aranda, Meredith Ruff, Jennifer Molina

1. Welcome and Introductions
  - a. Silvia called the meeting to order at 6:33.
2. Approval of minutes
  - a. Estefana motioned, Gea seconded, and the minutes were approved unanimously.
3. OLS Updates
  - a. Policy
    - i. Diana provided a policy update
    - ii. Some board member terms will end this month; Diana spoke with CP Nelson's office who said that confirmations will hopefully happen in April or May
    - iii. The state bill of rights was passed out of the policy committees in both the Senate and House; it is now in the rules committee and we hope it will pass this year
    - iv. The city is considering policies to keep board and community members safe in light of increased federal immigration enforcement
      1. Silvia suggested that the board switch to meeting only over Zoom
      2. Edy suggested that we could do Zoom meetings for 6 months and then re-evaluate
      3. Board members agreed unanimously that board meetings will switch to being online-only until further notice
    - v. Diana will be inviting some experts in the Open Public Meetings Act to come to a future board meeting for a refresher
  - b. Enforcement
    - i. The OLS team received two inquiries
      1. One was a complaint but did not have enough information to be able to follow up
      2. The other was an inquiry from an employer wanting to hire an au pair who was looking for resources to ensure they were complying with the DWO
4. Coalition Updates
  - a. The board and coalition are continuing to try to set up meetings with council members. There is a meeting tentatively scheduled with CM Kettle in late March. Other meetings still need to be scheduled.
  - b. Silvia shared that NDWA is planning their national assembly in April; they are hoping to schedule a panel of jurisdictions that have passed bills of rights to share learning from their experiences
5. DWSB Brochure
  - a. Diana shared a new brochure that OLS has prepared about the DWSB

- b. Gea reported back on feedback that the Tools & Communications committee shared
      - i. People liked the option with images, as being more engaging
      - ii. There was also conversation about how to source images that are sensitive and don't reinforce stereotypes about domestic workers
    - c. Silvia and Edy shared that Casa Latina and Nanny Collective have photos that would be appropriate to use in a brochure
    - d. Gea pointed out that if we use photos from Seattle-based organizations, we should ensure that we have photo releases of the people and also have a diverse representation of workers
    - e. Silvia and Jordan shared that their second choice, if an option with photos is not feasible, is the option with yellow print
    - f. Meredith noted that it may also be possible for the designers to combine elements of the different draft designs
    - g. Since many board members were absent tonight, we will wait until the March meeting to make a final decision
  - 6. Meetings protocol conversation
    - a. See notes above from OLS updates
  - 7. Forum on worker rights in Seattle
    - a. Jordan and Silvia introduced Danielle Alvarado to share a proposal for a forum on worker rights in Seattle
    - b. Danielle is a member of the Labor Standards Advisory Commission
    - c. We are in a moment where there are a lot of impacts on workers from what is happening at the national level
    - d. A forum would provide an opportunity for workers to share their priorities
    - e. Both boards have both employers and workers serving on them, positioning them to share priorities for both groups
    - f. Both boards have great members with lots of experience; a forum could help the city government understand that it can use these boards as a resource
    - g. LSAC met a few weeks ago and decided that they really wanted to do this, and wanted to do it together with the DWSB
    - h. This would require one or two members from the DWSB volunteering to help plan the event, which would ideally happen in the next month or two
    - i. This planning group would help to finish planning the event based on Danielle's initial idea, and would update the rest of the board on their work
    - j. The DWSB will discuss this more and see who is interested in helping; Diana will reach out to board members to gauge interest
  - 8. OLS outreach report back
    - a. Jennifer provided an update on outreach efforts in 2024
    - b. In 2024, Hand in Hand reached 400,000 people through their outreach efforts
    - c. OLS incorporated the DWO into their door-to-door business outreach, reaching 902 businesses
    - d. COEF partners had 38 intakes related to the DWO in addition to running a number of outreach activities and trainings
    - e. Fair Work Center held four trainings and created six new outreach and education materials
    - f. OLS is working on strategies to get more specific data related to the DWO, as opposed to other labor ordinances

- g. In 2025, Jennifer will have more capacity to focus on DWO outreach, and also to support the Outreach and Tools & Communications subcommittees
  - h. Jennifer will offer 6 DWO trainings in 2025 (3 each for workers and employers); will share the calendar for these at the next board meeting
- 9. Public Comment
  - a. Jordan shared a resource from Hand in Hand for employers to support immigrant domestic workers
    - i. <https://domesticemployers.org/wp-content/uploads/2025/01/Combined-How-Employers-Can-Support-Immigrant-Domestic-Workers.pdf>
  - b. Diana reminded board members that the facilitator for our April retreat will be coming to the March board meeting to share some resources to help us prepare
  - c. Danielle Budd introduced herself as someone interested in joining the DWSB
- 10. Close
  - a. Silvia adjourned the meeting at 8:13pm.