

City of Seattle Domestic Workers Standards Board Meeting Minutes

February 23, 2026, 6:30pm

Held via Zoom

Members Attending: Silvia Gonzalez, Jordan Goldwarg, Baylie Freeman, Elvia Cortes, Edy Dominguez, Becca Rose, Estefana Harry

Members Absent: Etelbina Hauser, Gea Bassett, Danielle Budd

OLS Staff: Diana Salazar, Jennifer Molina, Jeanette Aranda

1. Welcome
 - a. Baylie called the meeting to order at 6:43.
2. Approval of minutes
 - a. Becca motioned, Estefana seconded, and the minutes from the January board meeting were approved unanimously.
3. OLS updates
 - a. Policy
 - i. Diana shared policy and administrative updates.
 - ii. Administrative
 1. All board members will be encouraged to use a dedicated email address for board business going forward, in the event of a public records request and to comply with the mayor's directive on data privacy.
 2. Diana is preparing appointment packets for prospective board members.
 3. Laine Middaugh is now the interim policy manager at OLS. OLS is hiring for a permanent policy manager.
 - iii. Policy
 1. A group of board members met with CM Lin in early February to share information about the DWO and the DWSB. CM Lin drafted a letter on behalf of the city council to express support for the statewide bill of rights. This letter should be sent to Senate leaders this week.
 2. CM Rinck has invited the board to present to her committee on April 3 about the work of the DWSB and the implementation of the DWO.
 - b. Outreach
 - i. Jennifer shared that in March, she will be sharing data from 2025 outreach efforts.
 - c. Enforcement
 - i. Jeanette shared an enforcement update.
 - ii. There are no active investigations at the moment.
 - iii. Jeanette has been meeting with local consulates to share information about the DWO for them to pass on to nationals who seek services from their respective consulates.
4. Seattle coalition updates
 - a. The Coalition has been on a break.

5. State coalition updates
 - a. Estefana and Edy shared an update from the state coalition.
 - b. The statewide bill is moving well. It has passed the House and is now in the Senate Rules committee and getting ready for a floor vote in the Senate.
 - c. The bill has also been getting a lot of positive press attention.
6. Presentation & Discussion: State Law and DWO
 - a. Diana shared information comparing the city's DWO and the proposed statewide bill of rights, and also comparing the statewide bill to other states that have passed a bill of rights.
 - b. Key features of the state bill
 - i. Domestic workers defined as having worked at least 4 hours/month per hiring entity (Seattle has no coverage threshold)
 - ii. Workers must be paid state minimum wage (\$17.13/hr) and overtime
 - iii. Requires written agreements in languages understood by the worker and the hiring entity
 - iv. Notification of termination requirements
 - v. Requires hiring entities to keep track of hours worked and rate of pay
 - vi. Requires L&I to create model agreements in the top-8 spoken languages in the state
 - vii. Private right of action
 - c. Silvia asked if the passage of the statewide bill will affect any protections at the city level.
 - i. No. The state bill includes a provision saying that any jurisdiction with stronger protections are not affected.
 - ii. It will still be in our interest to pass a strong city amendment to require written agreements.
7. Discussion: 2026 retreat
 - a. Silvia led a discussion for planning for our 2026 board retreat.
 - b. Diana floated the idea of having board members facilitate the retreat in order to develop our facilitation skills.
 - c. Approximate time: 9:30am-4pm
 - d. Possible dates: April 25 or 27, May 2 or 16
 - e. Possible topics:
 - i. Creation of 2027-28 work plan (including development of PTO)
 - ii. Time to build relationships
 - f. Next steps: Diana will look into possible venues and see which dates they are available
8. Discussion: Policy Subcommittee
 - a. The board agreed with the suggestion to send a letter to state legislators thanking them for their support of the statewide bill.
 - b. Feedback on proposed amendments
 - i. Could do a focus group with representatives from various worker organizations
 - ii. Meetings can be recorded to make sure that details are not missed
 - iii. Goals for focus groups
 1. Hearing worker experiences to inform the amendments
 2. Hopefully have draft language ready so that people can respond to it

3. Focus groups have historically yielded more information than written surveys, but it could still be worth having a survey to gather more information from more people

iv. Next steps: Diana will coordinate focus groups with various worker organizations, plus outreach to let unaffiliated workers know about the focus groups, plus a survey

9. Public Comment

a. There was no public comment.

10. Close

a. Silvia thanked Gea for her service to the board.

b. Silvia thanked the interpreters for their service and OLS staff for their work.

c. Diana shared that we will likely have two openings on the board (for hiring entities).

d. Silvia adjourned the meeting at 8:24pm.