

11.14.19

OUTREACH COMMITTEE - WORK PLAN DRAFT

Goal	Strategies, Action, Measures	Outcomes
<p>Ensure all relevant audiences receive outreach and education regarding new law.</p> <p>Balance messaging and outreach to underrepresented domestic labor groups such as home health care, and gardeners/landscapers</p>	<ul style="list-style-type: none"> <li>* Identify audiences that need outreach (both employer and workers)</li> <li>*Identify which audiences have been reached out to already and which groups still needs intensive outreach (triangle of OLS, Partners, Board-- who is doing what)</li> <li>* Conduct in-person analyses of relevant community orgs/ audiences by canvassing communities in an effort to identify needs and gaps</li> </ul>	<ul style="list-style-type: none"> <li>* All groups of domestic workers receive education and outreach, even those who are hard to reach or don't identify as domestic workers such as gardeners and home health care workers</li> <li>* Domestic workers understand their rights under new ordinance</li> <li>*Employers understand their responsibilities and follow the law</li> <li>*Increase the value and dignity of domestic work to ensure there is a workforce for the future</li> <li>*Culture change toward professionalizing domestic work and deeper understanding of a home as a workplace.</li> </ul>
<p>Explore specific and tailored outreach campaigns for audiences of both domestic workers and employers that are not currently being reached</p>	<ul style="list-style-type: none"> <li>*Reach out to Seattle City Light to begin exploring utility campaign (partner with OLS?)</li> <li>*Seattle Public Libraries / Community Centers, brochures</li> <li>*Bus stops</li> <li>*PTA's</li> </ul>	<ul style="list-style-type: none"> <li>*80% of domestic workers and hiring entities reached???</li> </ul>

<p>Ensure workers and employers understand that this ordinance is not punitive. The purpose of the ordinance is protection not punishment.</p> <p>Address fear barriers to utilizing the ordinance.</p>	<p>*Adjust OLS website to create ease of use</p> <p>*Proactive outreach to community about what is and IS NOT included in ordinance</p> <p>*Emphasis on domestic worker rights and de-emphasis of taxation, retaliation by hiring entities and immigration status.</p>	<p>*Sense of safety between the community and the city/OLS (enforcers).</p> <p>*Sense of power for the workers</p> <p>*Domestic workers understand this is a floor not a ceiling - rights are not being removed.</p>
<p>Ensure all communication materials are clear, understandable, and accessible to both domestic workers and employers.</p>	<p>*Define essential domestic worker terminology for all external communications</p> <p>*All materials translated into multiple languages</p> <p>*All materials tailored to specific audiences with language that is relevant and accessible to them.</p>	<p>* Domestic workers understand their rights under new ordinance</p> <p>*Employers understand their responsibilities and follow the law</p> <p>*Increase the value and dignity of domestic work to ensure there is a workforce for the future</p>

General Notes:

- Domestic workers often viewed as women
- Gardeners don't always ID as domestic workers --Most are already charging \$15. They are wary of interacting with Seattle Office of Labor Standards.
- No group cohesion for gardeners, difficult to reach.
- Everyone is wary of OLS and thinking this could be about taxes. Some nanny's somewhat worried about some of their benefits being taken away.
- Floor not a ceiling
- Employers don't always understand that they are employers and haven't heard the term "domestic worker."
- Increase dignity and value of the work. Workers are valued and continue to work in Seattle economy.
- Website LP or portal to decrease navigation and ease of use of the OLS Domestic Workers section
- Self advocacy is non-existent for many domestic workers
- Home care attendants are also not cohesive and don't necessarily have a partner to reach out to them.
- Who else: Liz, Jasmine, Doris, Jennifer

**POLICY SUBCOMMITTEE – NOVEMBER**

<u>Work Plan Item</u>	<u>Analysis/Strategy/Activities</u>	<u>Outcomes</u>	<u>Notes</u>
Mandate and fund the distribution of the NRA by and with Community-Based Organizations, in-language. And funding for workers training on their rights	<p>Coordinate with the outreach committee to develop get feedback from Hiring Entities &amp; Domestic Worker industries;</p> <p>Coordinate with the tools subcommittee to develop tools to make the NRA accessible</p>	The NRA is easily accessible and visible throughout the community.	Will need to coordinate with the outreach committee and figure out what is already happening vs. what is needed. Could look at SF model.
Explore potential uses/mandates of model contracts	<p>Draft Model Contracts language for Independent Contractors and Employees; Review and research contract language that is currently helping workers;</p> <p>Explor language saying that when agency tries to increase your work, that you can increase the compensation</p> <p>Requirement of basic contracting for someone to hire a nanny</p>	All DW will have access to contracts	Need research, including Philadelphia and Mass. Also need to explore consequences of creating a contract regarding the list-building. Could use the notice of rights as the basis for the model K. Might have orgs create their own using the notice of rights. Figure out enforceability
Explore enforcement and outreach mechanisms to au pairs or additional rights or policies.	Funding to educate and enforce the AU Pairs right		

<p>Explore alternative collective bargaining methods for domestic workers</p>	<p>Utilize OLS/city staff and other resources to research models used in other jurisdictions including wage boards or sectoral bargaining, or co-operative models.</p>	<p>Workers have a unified and powerful voice. Hiring entities have a standardized structure that simplifies their burden. Helps ensure economic stability and acknowledges the value of the work provided.</p>	<p>Need to do research on other models.. Maybe bulk up the standards board to encourage organizing and collective action, including giving it legislative authority.</p>
<p>Explore requiring prevailing wage for Domestic Workers</p>	<p>Utilize OLS/city staff and other resources to research models used in other jurisdictions,</p>	<p>Stable, living wage with full employment.</p>	<p>Need to do research on how prevailing wage could work here. Maybe short-term goal would be a to attach to city funding?</p>
<p>Develop city subsidies for caregiving and domestic work</p>	<p>Research funding models for HE's of nanny and homecare workers</p>	<p>HE can pay full wage for caregivers and not go broke</p>	<p>Breaks into four types: subsidies for families, direct subsidies for caregivers and direct subsidies for portable benefits.</p>
<p>"Pay to play" for hiring entity agencies</p>	<p>Identify policy tools that will require caregiver and Hiring Entity agencies (not single household Hiring entities) to register their business</p>	<p>Funding tool to cover some cost and prohibition on very low road employers.</p>	<p>Need to do research on other models where requirements must be met in order to operate in a jurisdiction.</p>
<p>Recommendations of what the City supports on their state leg agenda</p>	<p>Come up with the policies that are not within the city's power and recommend that the city include them in their state or federal legislative agenda. (i.e. State based retirement program)</p>	<p>Able to improve employment rights for DW at State &amp; Federal level</p>	<p>Separate into current legislation such as the Workers bill of rights and future legislation such as the future of work task force, workers comp and health care.</p>

Explore potential Portable Benefits delivered by the city	Community outreach and research of potential feasibility to determine what benefits. to pursue (i.e. paid sick and safe time, and workers compensation). Research city based health care to help cover benefit costs for low wage DW earners.	Stable and sustainable workforce	Need a ton of research on models in public and private, voluntary and mandated. San Francisco has a good example of universal health care as “portable benefit”
Explore potential private Portable Benefits (paid for by hiring entities and/or workers)	Community outreach and research of potential feasibility to determine what benefits	Stable and sustainable workforce	Need a ton of research on models, voluntary and mandated.
Secured Scheduling	Guaranteed hours, vacation and advance notice for days off	Quality of life for domestic workers and assurance of agreed wages. Allows domestic workers the freedom to have lives outside of their work.	Make sure that it works for both independent contractors and employees. Include cancellation fees and hours promised vs. hours provided. Could be folded into model contract.
Minimum wage for any biz using domestic workers (employees only or employers)			
Remove public funding exemption			
Mandate that the employers share lists for workers of certain industries or certifications			

**Tools Subcommittee:** Sylvia, Emily Dills, Dana Barnett and Andra Kranzler and Jasmine Marwaha with OLS Priorities

<b>Domestic Workers &amp; Hiring Entities</b>		
<b>Goals - OUR WHAT</b>	<b>Strategies, Action and Measures - OUR HOW</b>	<b>Outcome - OUR WHY</b>
<p>Simplified and accessible human resource and benefits tools (i.e retirement, workers compensation, paid sick and safe time, health insurance, etc.)</p>	<p>Research portable benefit tools like Alia, black car fund and identify the gaps that are preventing the Domestic Worker from accessing new or existing employment benefits.</p> <p>Recommend best practices and identify gaps in the types of tools needed to assist domestic workers and hiring entities with receiving employment benefits.</p> <p>Create outreach and education tools about how to access financial tools available such as “FAQ” or “How To” guides on Workers Compensation Independent Contractor Domestic Workers and the Hiring Entities.</p> <p>Advocate for accessible financial tools for domestic workers and hiring entities.</p> <p>Tools that will help Hiring Entities advocate and protect Domestic Workers from ICE.</p>	<p>Domestic Workers will easily access their employment benefits and hiring entities will have easily accessible human resource tools that acknowledges the economic value of domestic labor.</p> <p>The tools will improve communication between Domestic Worker with Hiring Entities about salary and benefits.</p>
<p>Specified online tools for domestic workers and hiring entities that simply explain Domestic Worker rights and hiring entity responsibilities.</p>	<p>Create a webpage for materials explaining the ordinance, and process for reporting / enforcement, that are language accessible for workers, hiring entities and community based organizations that support domestic workers.</p>	<p>Domestic workers and Hiring Entities are easily able to access information about their rights, human resource tools and understand ways to address and avoid conflict</p>
<p>Contractual framework that allows the employer and the domestic worker to affirm the working relationship in writing</p>	<p>Develop/research tools such as a standardized offer letter that includes the notice of rights as well as agreed upon employment terms, provide template for model employment agreement/statement of understanding, modifications to the</p>	<p>Domestic Workers have the tools to negotiate their employment terms that are fair and transparent. Hiring entities have the tools that they need to create fair and equitable</p>

	original agreement, and tools to advance equitable contracting and negotiations	contracts in compliance with the ordinance.
Develop a system of resources to help workers enforce their rights and how to utilize the contractual and financial tools.	Identify partners to develop a monthly workshop for workers to get information about how to exercise their rights and utilize the contractual tools developed by meeting with community advocates, attorneys, small business support, government, and tax experts	Ensure that domestic workers have the tools to secure fair and equitable employment that helps with resolving conflict and mediating employment challenges.
Tools that educate hiring entities about employing an immigrant Domestic Worker, including Au Pairs.	<p>Research current visa (H1-B) options for immigrant domestic workers (NDWA campaign).</p> <p>Advocate for comprehensive immigration reform and options for domestic workers.</p> <p>Research existing tools and identify the gaps in tools available to Hiring Entities to advocate and protect Domestic Workers from ICE.</p> <p>Advocate for legal resources to help domestic workers apply for either U-Visa or T-Visa if they report a violation of the law against their employer .</p>	Identify policy tools that can support pathway to citizenship and also connect with Immigrant and Refugee Commission
Compile affordable care (elders, disabled and childcare) financial tools for Hiring Entities.	Research financial tools or budget allocations to offset the cost of childcare, elder care and homecare.	More resources or subsidies to help cover the high cost of child/elder/home care.
Help domestic workers access resources that will help with housing, transportation, childcare, food and healthcare.	<p>Create resource guide with all services that are available for low-wage workers (Fresh Bucks, Access to Affordable Housing and Healthcare, Orca Lift, etc.).</p> <p>Research affordable health care resources available or the gaps that help reduce the cost of healthcare for hiring entities.</p> <p>Advocate with the City of Seattle to identify educational materials and resources for hiring entities to understand the health care options.</p>	Domestic workers will have full access to resources in the City to improve their financial stability.

	available for small businesses and independent contractors.	
Tools for workplace safety	Develop best practice and training schedule for domestic workers to get specific training related to their industry	Domestic workers will be free from health and safe hazards at work and Hiring Entities will be able to comply with their duty to keep workers free from health and safety hazards
Listening Sessions, survey, and other tools to get feedback from higher entities and domestic workers about tools needed.	Develop outreach strategies to get input to the specific needs and opportunities related to best practices and recommendations from DWSB.	Our tools are directly informed by the people using them and most impacted by them. The tools are easily accessible, applicable for the various domestic worker industries and hiring entities. Creates an ongoing dialogue to constantly improve tools each year.
Remove the barriers of access for domestic workers and hiring to start or expand their business.	Increase networking opportunities for domestic workers and hiring entities to fully access economic opportunities and connections with the resources (i.e. Ventures)	Domestic workers will achieve full financial stability and develop a high roads jobs for all domestic workers.