

# City of Seattle Domestic Workers Standards Board Meeting Minutes

July 24, 2023, 6:30pm

Held via Zoom and in-person at Casa Latina

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

Members Absent: Steve Hooper, Etelbina Hauser, Estefana Harry

OLS Staff: Diana Salazar, Laine Middaugh, Tina Sigurdson

Guests: Laura Hurley (Spanish Interpreter), Dana Barnett, Kim England, Brenda, Raul

1. Welcome
  - Silvia welcomed people to the meeting and invited people to introduce themselves.
2. Approval of minutes
  - Baylie moved to approve the June minutes. The minutes were approved unanimously.
3. OLS Updates
  - There were no updates from OLS.
4. Coalition Report & Discussion
  - Dana provided a comprehensive update on the Coalition's work and the effort to provide PTO to domestic workers, along with some history on the Coalition.
  - The Coalition has been working for about three years.
  - There have always been orgs working on DW rights in Seattle (e.g. Casa Latina, Working Washington)
  - A coalition formed to pass the DWO, which included the creation of the DWSB.
  - In the early day of the DWSB, we split into subcommittees to help advance the work of the board; those subcommittees included representatives from other organizations who were not board members
  - The Policy subcommittee looked at portable paid time off as an important benefit that was not included in the original DWO
  - Because there was so much work to do on developing the PTO policy, the Coalition began to focus exclusively on that policy, providing updates to the DWSB
    - Current members include Casa Latina, Fair Work Center/Working Washington/Nanny Collective, Harry Bridges Center for Labor Studies at UW, Hand in Hand, ALA Garifuna (Legal Voice was an important early member)
  - In November 2021, the City Council passed a resolution endorsing the creation of a portable PTO policy
  - The Coalition has worked with consultants to research policy, while also having focus groups to keep workers centered in the development of the policy

- Philadelphia, San Francisco, and Chicago are also working on portable PTO policies; there has been efforts to coordinate with them, but it has been challenging
- Developing a portable system has been more complicated than people imagined.
- SF and Philly's policies don't really conform with what the Coalition would like to see
- Chicago is working toward developing a community fund that would be public funds available to workers who need PTO (but they haven't yet figured out where the revenue will come from)
- The Coalition originally had a March 2023 deadline to propose a policy; because of the challenges, OLS asked for an extension, which was approved to March 2024
- Current priorities: researching the Chicago-style community fund, figuring out how to enforce Seattle's current PSST law for DWs
- Many workers and employers don't realize that workers are covered by the PSST law, and there are complications when workers are split between many employers
- The Coalition was allocated funding from OLS for consultants, research, and language justice at meetings; this funding runs out at the end of 2023
- The Coalition is working with CM Morales to try to get funding in the supplemental budget to continue funding into 2024, including outreach to help workers and employers understand the PSST requirements
- Funding would help to create a study group for the Chicago-style community fund (\$40,000), and increase OLS outreach and education for existing PSST (\$60,000)
- The Coalition would like DWSB support on this budget request, much as the two groups have collaborated on past budget requests
- A little more history/context: a federal employment law (ERISA) makes a system like the old Alia system difficult, if not impossible
- CM Morales has pledged to be the sponsor of this budget request
- The Coalition is also considering requests to amend the PSST ordinance to cover more workers.
- Baylie asked how PSST and a public fund could work together
  - Laine responded that even if the PSST ordinance were applied perfectly to all DWs, it would still not cover all DWs (especially those who work for many employers); so, a public fund could cover the rest
  - Kim added that the PSST ordinance should be amended to include the same definition of DWs as the DWO
- Jordan asked how DWSB members can support this budget request
  - Dana responded that it would be great to have the board vote to approve this budget request
  - In the future, board members would be welcome to attend meetings with CM Morales or other council offices
- Silvia asked to clarify the difference between PTO and the PSST ordinance
  - Laine responded that PSST is a specific kind of PTO (it is restricted in terms of what it can be used for); it could cover some DWs, but not all, and it would be an important bridge to getting PTO for all DWs

- Baylie asked if there could eventually be a need to propose an amendment to the DWO related to PTO
    - Dana responded that that would actually be coming full circle, since one of the original goals of the DWSB was to create portable benefits for DWs
  - Edy pointed out that having written contracts for DWs would be a great way to amend the DWO to take into account things like PTO
  - Timeline: CM Morales has requested more information from the Coalition about the budget request by the end of July
  - Jordan put forward a motion to endorse the Coalition's budget request; the motion passed unanimously.
5. Retreat Agenda and Discussion
- Baylie shared an update on the upcoming retreat (Saturday, August 12, 10am-2pm)
  - The location has been confirmed at El Centro de la Raza.
  - Laura and Cristal will both interpret.
  - Coalition members will be invited to the retreat.
  - Baylie shared a draft agenda for the day.
  - The planning committee will be meeting again on Thursday.
  - If anyone is interested in facilitating a section of the retreat, please reach out to Silvia or Baylie.
  - If anyone has food suggestions for lunch catering, please reach out to Silvia or Baylie or Diana.
6. Public Comment
- Brenda from *Siete Dias* asked how enforcement works when there are violations of the DWO.
    - Baylie and Diana responded that there is usually a financial penalty
  - Brenda also asked about how outreach and education work, both to workers and employers
  - Dana shared updates about upcoming events
    - IG Live tomorrow about meal and rest breaks for nannies
    - Tabling at upcoming farmers markets (x3)
7. Baylie adjourned the meeting at 8:30pm.