

**Seattle Domestic Workers Standards Board
Meeting Minutes**

Meeting Summary	Date: Time: Location:	Monday, May 20, 2019 6:30 PM- 8:30 PM Central Building, First Floor Conference Room
Members Present	Andra Kranzler, Silvia González, Emily Dills, Lani Todd, Dana Barnett, Teresa Hillis	
Members Absent	Elijah Blagg and Liz Hunter-Keller	
Vacant Positions	Position # 9 – Vacant (Board Appointed)	
Guests	N/A	
Minutes	Jeneé Jahn, OLS	

1. Welcome and Introductions

2. Public Comment

- a. None

3. Minutes

- a. Corrections: Minutes – Date corrected to April 23, 2019, Teresa’s name is misspelled
- b. Minutes approved with corrections.

4. Updates

- a. Gary Smith from City Attorney’s Office will be providing a training on the Open Public Meetings Act and the Public Records Act on July 22
- b. Retreat– June 29th
 - o El Centro is the preferred retreat Location. OLS Staff to secure space
 - o Childcare? Yes. We just need to know how many and ages.
 - o OLS will encourage 9th board member (even though they aren’t confirmed at that point) to come to the meeting
 - o OLS Staff will prepare a draft agenda, readings, and discussion questions by June 10th Board preferred as much lead time as possible to use that time effectively.
- c. Board members – 9th Member
 - o Need a position description, OLS will turn something around as soon as possible and put on the Board website.
 - o Preference expressed for worker, and someone representing industry not represented on board, but also don’t want to necessarily limit candidates. There is a chance that we could have someone great that didn’t fall within our priorities that we discussed last time.
 - Will mention that some folks (women, POC, immigrants, etc.) strongly encouraged to apply
 - o Share via networks.
 - Nanny Collective
 - Direct Care Lists
 - Casa Latina (gardeners, contractors)
 - National Domestic Workers Alliance
 - Disability Justice Community
 - SEIU 775 list

- OLS can do social media post to advertise
 - Seattle Office for Civil Rights Commissions
 - Baylie Freeman of Nanny Collective expressed interest
 - If there are many applicants, can also develop list of people who would be good candidates when four more positions open up in January. Board has desire to help provide names of individuals to consider for January
- d. Board discussed process and criteria for choosing the 9th member.
 - June 7th deadline
 - Applications will be processed by OLS staff Friday evening and distributed over email to Board
 - Phone calls with DWSB on Monday June 10th if possible
 - OLS staff will create an evaluation guide that everyone can use for their review
 - Board members can take notes, but will not be numerical scoring for now
 - Understanding that discussion will happen in a public meeting, transparency is a key value to DWSB.
- e. Criteria that we brainstormed don't necessarily have the same weight.
 - For example: Priorities: worker representation of industries not at the table, home language is other than English, racial/ethnic diversity, workers that are currently workers
 - Silvia – would love to have a gardener and to more men representation.
 - There are a number of people that would be interested in applying. Marcos (at Casa Latina) were chatting.
 - Language Access – multiple languages
- 5. By-laws Discussion, Section 1
 - a. Section One was mostly okay
 - Would like some language around promoting the voice of domestic workers and considering models of collective bargaining
 - OLS staff to propose specific language
 - b. Question on #6: What does applicability mean?
 - References the inability of City to provide legal advice.
- 6. Section Two
 - a. 2.2 – Board expressed desire to consider those that might live or work outside City, for the following reasons:
 - Gentrification pressures: many workers cannot afford to live in the City, and the majority of workers live outside of Seattle
 - Housing and displacement could be something this board also considers among its issues
 - Shifting nature of the work: if you work in Seattle one month, you could not have any Seattle jobs the next month, and then be back in Seattle the following month.
 - It is possible that almost anyone would fall under the “conduct business within the boundaries” criteria
 - For a potential candidate (board member) we can look at economically distressed zip codes, like Priority Hire
 - b. 2.3 – some discussion of two-term limit (5-6 years), and board ultimately was okay with that
 - c. 2.4 – Discussion of no compensation.
 - Cannot change now, but board could address this in the future.
 - d. No other comments in Section 2
- 7. Section Three:
 - a. 3.1: The Board was okay with having co-chairs be representatives from each community

- Question about whether to specify if the co-chair must be worker or a hiring entity (not just a representative).
 - To not have someone be eligible as a co-chair seems a bit challenging
 - Silvia: to represent the voice of the worker, you have to be a worker – For example, I am an organizer and a worker – and I experience first-hand the challenges
 - We might have more credibility if on paper we can say they are “one person from worker” and “one from hiring entity” perspective
 - There is no payment for the board – so it is challenging. Requiring a worker may be limiting in the future, but the by-laws can be modified
 - Desire for there to be a conscious elevation of a domestic worker
 - Current worker reps (Andra and Lani) not interested in being co-chair
 - Proposal to Change Section 3.1 that co-chairs need to one domestic worker and one hiring entity OR community member.
- b. 3.2 – no issues.
 - c. 3.3 – overall good. OLS Staff will move the reference to delegation to the top of the list.
 - d. 3.4. Okay.
 - e. 3.5. Concern about excluding the 9th member from being co-chair. Adding, “Beginning in 2020...”
 - f. For 3.7 and 3.8, Board wanted to add requirement that members stepping off the board should return documents/items that they have from their membership duties.
 - *Staff note: added it to section 2, to cover all potential vacancies, not just chair.*

8. Next Steps

- a. OLS staff will revise bylaws and prepare board for next bylaws discussion, either June 10 (if time) or near the beginning of the retreat.
- b. Look for Position 9 description and share share share!

9. Adjourn

- a. The meeting was adjourned at 8:45 PM.

Addendum: Bylaws new language:

...Elevating the voice and power of domestic workers in shaping their working conditions, including exploring models of collective bargaining; and

Return of documents. Each Member is responsible for turning over all relevant documents and work product from their time on the DWSB to the Office of Labor Standards, within one month of the completion of their service.

At least one co-chair shall be a domestic worker or worker organization representative. When possible, at least one co-chair shall be a current domestic worker.

Unless otherwise noted, Co-Chairs may delegate the performance of their duties described in this section to any willing Member.

...Co-Chairs shall not delegate this duty.