



Seattle Office of
Labor Standards

ARE YOU A DOMESTIC WORKER?

WHAT YOU NEED TO KNOW



SEATTLE DOMESTIC WORKERS ORDINANCE

The City of Seattle has a new Domestic Workers Ordinance giving basic workplace protections to domestic workers.

This guide has information about these protections but is not intended as legal advice. For more information, and for any questions, please contact:



Seattle Office of
Labor Standards

Call (206) 256-5297

laborstandards@seattle.gov

www.seattle.gov/laborstandards

Full details on the Domestic Workers Ordinance can be found at:

www.seattle.gov/laborstandards/ordinances/domestic-workers-ordinance

DOMESTIC WORKERS: DID YOU KNOW?

IF YOU WORK IN A HOME AS A:

- Nanny
- Home care worker
- House cleaner
- Cook
- Household manager
- Gardener

YOU HAVE A RIGHT TO:

- Seattle minimum wage
- Uninterrupted meal and rest breaks, or extra pay if you don't get a break
- One day (24 hours) off after working six consecutive days for workers who live or sleep where they are employed.
- Keep all your documents and personal effects
- Protections against sexual harassment and discrimination

*If you are an employee, you have rights under other labor standards



RIGHT TO **MINIMUM COMPENSATION**

All domestic workers must be paid at least the current Seattle minimum wage. For most workers, the following wage applies:



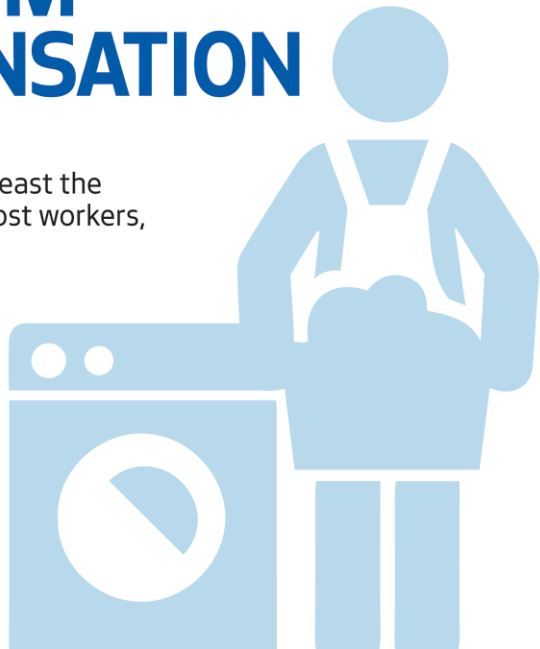
2019: \$15/hour

2020: \$15.75/hour

2021 or later:

Contact OLS for updates

NOTE: This requirement is just a minimum.
Many domestic workers are paid a higher wage rate.





RIGHT TO PAID REST BREAKS

If you work more than four hours, you must get a paid, uninterrupted 10-minute rest break before the end of the third work hour.



If you work through your rest break, you are owed an extra 10 minutes of pay.





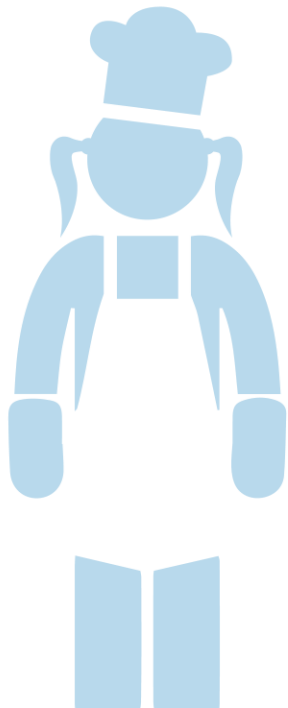
RIGHT TO MEAL BREAKS

If you work more than five hours, you get an unpaid, uninterrupted 30-minute meal break.

However, if you must stay at the workplace during the meal break and be ready to return to work, this break must be paid.



If you work through a meal break, you get an extra 30 minutes of wages for the missed break.





RIGHT TO A DAY OF REST

If you live or sleep at your workplace and work six days in a row, you are entitled to an unpaid 24-hour period of rest.





RIGHT TO **KEEP ALL PERSONAL DOCUMENTS**

You have the right to keep your original documents and personal items.





RIGHT TO **BE FREE OF
DISCRIMINATION
AND RETALIATION**

Domestic workers often work alone and can be at risk for experiencing sexual harassment and other types of discrimination. Domestic workers have the right to protections against such treatment under the City's Fair Employment Practices law.

Employers are not allowed to take action against you for asserting your rights or filing a complaint with the City.



If you are a worker who would like to talk about your rights, contact the Seattle Office for Civil Rights at (206) 684-4500, email discrimination@seattle.gov or visit www.seattle.gov/civilrights.

THE SEATTLE OFFICE OF LABOR STANDARDS (OLS)

The Seattle Office of Labor Standards is here to help workers understand their rights. OLS also investigates and resolves violations of the law.

For questions, or to report violations,
please call (206) 256-5297, or email laborstandards@seattle.gov.

OUR PROMISE

We are here to help. We will provide language interpretation and our services are free. We will not ask you about your immigration status.



For more detailed information about these requirements, please see our website for updates: [**www.seattle.gov/laborstandards**](http://www.seattle.gov/laborstandards)

THE SEATTLE OFFICE OF LABOR STANDARDS (OLS)

The Seattle Office of Labor Standards wants to assist hiring entities understand their duties under this new law.

For questions, please call (206) 256-5297, or email laborstandards@seattle.gov.

OUR PROMISE

We are here to help! We want you to call with your questions on how to apply the new law. The Seattle Office of Labor Standards will give private advice and will not report you to our enforcement staff. Your questions are safe with us.

For more detailed information about these requirements, please see our website for updates: www.seattle.gov/laborstandards



PROTECTION FROM DISCRIMINATION AND RETALIATION



Domestic workers often work alone and can be at risk for experiencing sexual harassment and other types of discrimination. Domestic workers have the right to protections against such treatment under the City's Fair Employment Practices law.

Hiring entities are subject to additional penalties if they take action against a domestic worker for asserting their rights or filing a complaint with the City.

If you want to know more about the Fair Employment Practices law contact the Seattle Office for Civil Rights at (206) 684-4500, email discrimination@seattle.gov or visit www.seattle.gov/civilrights.



NO WITHHOLDING PERSONAL DOCUMENTS

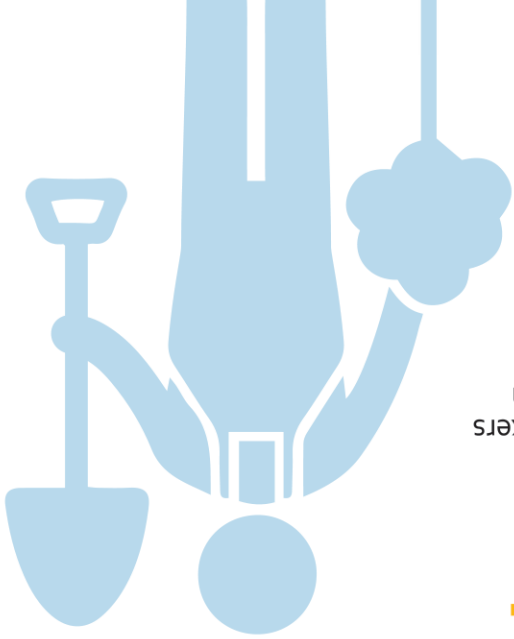
Domestic workers have the right to keep their original documents and personal items.



A DAY RIGHT TO OF REST



Hiring entities must provide an unpaid 24-hour period of rest to domestic workers who live or sleep at the workplace when they work six days in a row.



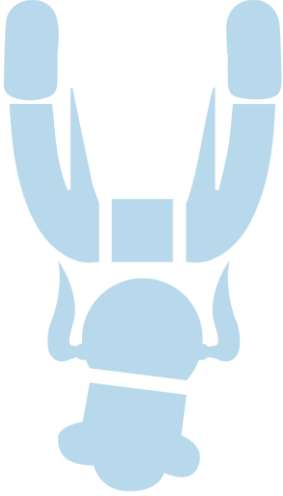


MEAL RIGHT TO BREAKS

Hiring entities must provide domestic workers an unpaid, uninterrupted 30-minute meal break if they work more than five hours.

However, you must pay a worker for the meal break if you require the worker to stay at the workplace during the break and be ready to return to work.

If the worker works through a meal break, you must pay the worker an extra 30 minutes of wages for the missed break.





PAID REST BREAKS

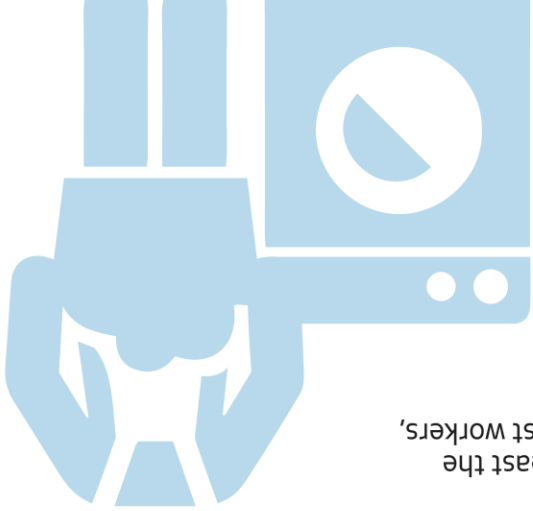
Hiring entities must provide domestic workers a paid, uninterrupted 10-minute rest break before the end of the third work hour.

If the worker works through a rest break, you must pay the worker an extra 10 minutes of wages.





RIGHT TO MINIMUM COMPENSATION



All domestic workers must be paid at least the current Seattle minimum wage. For most workers, the following wage applies:

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NOTE: This requirement is just a minimum. Many domestic workers are paid a higher wage rate.

DOES THE LAW APPLY TO YOU?

Individuals, households, and companies who directly hire or employ domestic workers must follow the law. Any such person, household or company is referred to as a "hiring entity."

If you use a separate company to provide domestic services, that business is the "hiring entity" responsible for providing worker protections. However, if you interfere with a worker's rights under this law you will be in violation of the law.

The law does not cover the following types of workers:

- Individuals who work on casual basis
- Individuals in a family relationship with the hiring entity
- Home care workers paid through public funds

DID YOU KNOW?

If you have work done in or around a home, you should know about Seattle's Domestic Workers Ordinance.

- You are considered a covered hiring entity if you pay for these services:
- Nanny
- Home care worker
- House cleaner
- Cook
- Household manager
- Gardener

A hiring entity must provide the domestic worker with the following:

- Seattle minimum wage
- Uninterrupted meal and rest breaks, or extra pay if they don't get a break
- One day (24 hours) off after working six consecutive days for workers who live or sleep where they are employed.
- Right to retain documents and personal effects
- Protections against sexual harassment and discrimination

*If you are an employer, you have obligations under other labor standards

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HIRING A DOMESTIC WORKER?

WHAT YOU NEED TO KNOW

