

City of Seattle Domestic Workers Standards Board Meeting Minutes

May 19, 2025, 6:30pm

Held via Zoom

Members Attending: Silvia Gonzalez, Jordan Goldwarg, Baylie Freeman, Elvia Cortez, Liz Hunter-Keller, Estefana Harry, Becca Rose, Edy Dominguez

Members Absent: Gea Bassett, Etelbina Hauser

OLS Staff: Diana Salazar, Jeanette Aranda

1. Welcome and Introductions
 - a. Baylie called the meeting to order at 6:34 and asked everyone attending to introduce themselves in the chat.
2. Guest Presenters (City Clerk and City Attorney Office)
 - a. Aaron Valla from the Seattle City Attorney's Office gave a presentation on the Public Records Act.
 - b. Alex Acevedo from the Office of the City Clerk gave a presentation on managing city records.
3. Approval of minutes
 - a. Becca motioned, and Silvia seconded, and the minutes from the March board meeting and the April retreat were approved unanimously.
4. OLS Updates
 - a. Policy
 - i. Diana, Silvia, and Vero shared good news from Philadelphia, which just passed increased labor protections for workers (protections against retaliation).
 - ii. Also from Philadelphia: given the challenges of implementing the PTO provision in their bill of rights, they have shifted to advocating for higher wages and giving workers more money in their pockets if PTO is not yet possible
 - iii. Silvia is going to represent the board at a labor conference in June
 - iv. We are still waiting for city council to schedule appointments and reappointments
 - v. The community representative position can be voted on by the board without approval from Council
 1. Danielle Budd introduced herself as someone working in the labor rights field who is interested in joining the board
 2. Baylie made a motion to appoint Danielle to the board; Silvia seconded; and the motion carried unanimously
 - vi. The board now has 11 members, with two vacancies
 1. A person who hires a domestic worker
 2. A domestic worker who is NOT affiliated with an organization
 - vii. The city's budget trend is lower than expected.
 - b. Outreach
 - i. Diana offered an update on behalf of Jennifer.

- ii. OLS will be offering a train-the-trainer workshop on July 23 for anyone who is interested in giving trainings on the DWO.
- iii. Jennifer will also have office hours on Zoom each week in July, for anyone who has questions about the DWO.
- iv. The communications team asked if there is anything planned for the DWO anniversary in August.
 - 1. There is not currently anything planned, but Silvia offered that Casa Latina could be a space for doing a small event. She suggested getting together with COEF partners to do some planning.
 - 2. Vero offered that the PTO research report will be ready around that time, so its release could be linked to an anniversary celebration.
 - 3. Ezra shared information about a mural project he is hoping to do this summer that could also tie in to the DWO anniversary.
 - 4. The outreach subcommittee folks can continue this conversation in this month's subcommittee meeting to bring back to the Board
- c. Enforcement
 - i. Jeanette shared an Enforcement update.
 - ii. OLS received a complaint from a domestic worker. It is being investigated under the wage theft ordinance, rather than under the DWO.
 - iii. Jeanette also suggested sharing information about the DWO with the West Seattle Nanny Network (and other nanny/parent groups).
 - iv. Jeanette also shared that regulations about meal and rest breaks are widely misunderstood (by both employers and workers) and a common source of wage theft and other labor violations.

5. Coalition Updates

- a. Vero provided an update from the Coalition
- b. As a reminder, SF, Philly, and Chicago are also working on PTO.
- c. Philadelphia has shifted toward enforcement with the POWER Act.
- d. SF has tried to develop an app-based system that allow employees to accumulate PTO from multiple employers (like the old Alia system)
 - i. The city issued an RFP, but the proposals they received were all too expensive
 - ii. The city is regrouping to figure out an alternative
- e. Chicago has been using a multi-pronged strategy
 - i. Some workers should already be protected under existing labor laws
 - ii. Workers who are not protected would receive PTO through a public fund
 - iii. Unfortunately, this public fund proposal did not pass (in part because there was no system to distribute the public funds, and also, the city budget is stretched)
- f. Here in Seattle, OLS is continuing to work with the Coalition on research and is developing a proposal, which includes a public funding option
- g. Members of the Coalition and Board recently met with a staffer from CM Saka's office
 - i. The staffer received the group positively and said he would share the information with CM Saka

- h. The Coalition is considering strategies and timing for releasing the PTO report. Possibilities include the DWO anniversary in July or after Labor Day.
- 6. Retreat Next Steps
 - a. As a follow-up from a suggestion at the retreat, the board is setting up a rotation for any board member to co-facilitate meetings with either Silvia or Baylie
 - i. Ideally, each month should have one Spanish-speaking facilitator and one English-speaking facilitator
 - ii. The co-facilitator will also join the board leadership meeting in the second week of the month to help prepare the agenda
- 7. DWSB Subcommittees
 - a. Policy
 - i. The Policy committee met, with Hannah Sabio-Howell from Fair Work Center joining the committee as a guest
 - ii. The group discussed coordinating strategy when meeting with council members, including advocating for maintained BOEF/COEF funding.
 - b. There is not currently any employer representation on the Outreach Committee. At the same time, there is a lot of overlap between the Tools Committee and the Outreach Committee. Board leadership proposed combining these two committees. There was discussion about whether this is the right direction to move. Committee members will continue to discuss this and then we can revisit the discussion as a full board next month.
- 8. Public Comment
 - a. There was no public comment.
 - b. Announcement/reminder: the DWSB/LSAC town hall will be on June 16 from 6-8pm.
- 9. Close
 - a. Silvia adjourned the meeting at 8:37pm.