Paid Time Off for Domestic Workers

A City of Seattle Policy Assessment

October 2025

Office of Labor Standards

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EXECUTIVE SUMMARY

This paper is a response to Resolution 32028 which directed the Office of Labor Standards (OLS) to work with community partners to develop policy recommendations regarding paid time off (PTO) for domestic workers.[1] In accordance with this directive, the Seattle Domestic Worker's Coalition (Coalition) and the Office of Labor Standards conducted extensive qualitative and quantitative research between 2021 and 2024 that revealed:

1. Domestic workers in Seattle are mostly women of color and immigrant workers who work low wages, have few benefits, and are excluded from standard workplace protections and social safety net programs. Demographic and job quality data for domestic workers locally mirror national trends.
2. Most Seattle-area domestic workers do not have PTO and there are significant disparities in access by occupation; for example, only 17% of housecleaners have access to paid sick leave compared to 70% of nannies.[2]
3. Even workers who do have PTO face challenges using it due to fear of retaliation and limited job security.
4. There are no off-the shelf app-based solutions available to implement a portable PTO program for all domestic workers at the local level. Instead, a suite of approaches will be required to improve access to and usage of PTO.
5. Jurisdictions across the country are implementing unrestricted paid time off policies and/or broadening paid sick leave policies to cover more workers, reduce limits on usage, and increase accrual amounts.[3]

Based on our research findings, OLS has identified four actionable opportunities:

1. Amend Seattle's Domestic Worker Ordinance to protect covered workers from retaliation when seeking time off.
2. Increase outreach and enforcement of existing Paid Sick and Safe Time (PSST) laws specific to domestic work, with a focus on employer education.
3. Research options for a publicly managed fund to provide PTO benefits to workers who do not have access to employer-paid PSST.
4. Engage worker and business communities to evaluate options for expanding PSST. Such options could include adding specific permissible reasons for using PSST, adding a PTO benefit in addition to PSST, and converting PSST to PTO.

BACKGROUND: WHAT IS DOMESTIC WORK?

Domestic workers are people who provide a broad range of paid services to a hiring entity (i.e. an individual or household in a private home) including caring for children, cooking, cleaning, taking care of elderly people, gardening, or managing a household.[4] Despite their important role, they are among the most exploited and abused workers in the world. Globally, domestic workers are often migrants and 81% are informal workers, meaning they have limited or no access to social or labor protections.[5] They are often subject to abusive and exploitative practices including being locked in their workplace, having essential documents (like passports) withheld, and are vulnerable to physical and sexual violence.[6]

In the United States domestic workers are three times as likely to be living in poverty as other workers and are disproportionately women and people of color: over 90% of domestic workers identify as women and over 50% are Black, Latino, or Asian/Pacific Islander.[7]

Structural racism and economic exploitation served as the foundation of domestic work industry in the United States, first through centuries of enslaved Black labor and later through economic exploitation rooted in structural and racialized power imbalances. Following emancipation in 1863, formerly enslaved people faced extreme restrictions to employment, confined to agricultural and domestic labor. Southern states enacted strict "Black Codes" that imposed fines on Black people who sought work outside farming or domestic service. Violating these laws or breaking labor contracts resulted in arrest and forced return to unpaid work and exploitation.[8]

In the 1930s, agricultural workers and domestic workers were also excluded from the fundamental labor protections provided by the National Labor Relations Act and the Fair Labor Standards Act. During the mid-20th century, the US experienced a rapid decline in the number of Black farm and domestic workers, in part, due to a mass migration north.[9][10] This decline combined with the passage of the Immigration and Nationality Act of 1965, led to an expansion of hiring domestic workers from Central America and Southeast Asia.[11] [12]

Today, domestic work is often conducted "under the table" without formal contracts or documentation of work and is therefore more accessible for noncitizen workers without work authorization. The risk of deportation faced by undocumented populations increases the power differential between domestic workers and domestic employers, creating a situation primed for exploitation and abuse.[13] Despite this context, progress has been made nationally, in Washington State, and locally to begin to unwind the intertwined legacies of structural racism and legal exploitation of this essential workforce. In 1974 Congress amended the FLSA to extend coverage to domestic workers.[14] [15] Since 2010, several states and cities across the country have passed protections for domestic workers including passing Domestic Worker's Bills of Rights and ensuring that domestic workers have access to paid sick leave.[16]

SEATTLE PROTECTIONS FOR DOMESTIC WORKERS

Seattle's Domestic Worker Ordinance (DWO) gives all domestic workers the right to minimum wage, meal periods, paid rest breaks, and the right to time off from work for live-in domestic workers. The DWO also established the Domestic Worker Standards Board, a board comprised of domestic workers, domestic employers, and community members which makes recommendations to the Office of Labor Standards, Seattle City Council and the Mayor on how to improve working conditions for domestic workers. [17] Additional City laws apply to some domestic workers, though many domestic workers are effectively excluded from these protections because they are either independent contractors or are improperly classified as such.

2012

Paid Sick & Safe Time: Requires that employers provide paid leave to employees to 1) take care of themselves or a family member for a health condition, including a doctor appointment; 2) care for themselves or a family or household member for reasons related to domestic violence, sexual assault, or stalking; and 3) care for a family member when their school or place of care has been closed.[18]

2015

Wage Theft Ordinance: Requires all employers to establish a regular pay day at least once a month for employees, provide written notice of payment details including hours worked, pay rate, pay deductions and gross wages, and provide employment information to employees including the employer's name, physical location, and regular pay day.[19]

Minimum Wage Ordinance: Established a minimum wage for all employees working with Seattle city limits. The minimum wage increases annually on January 1st.[20]

2019

Domestic Workers Ordinance: Gives all covered domestic workers the right to minimum wage, meal periods, paid rest breaks, and time off from work for live-in domestic workers. Under City law, domestic workers also have a right to keep their personal documents and possessions. This law grants rights to all covered domestic workers regardless of immigration status or whether they are classified as employees or independent contractors.[21]

2021

Domestic Worker Standards Board recommends portable, universal paid time off for domestic workers.[22]

City Council Resolution 32028: A resolution directing the Office of Labor Standards to work with community partners to explore pathways to portable, universal paid time off for domestic workers.

2022

City Council allocates $400k funding to implement the recommendations of the Domestic Workers Standards board including research into paid time off.[23]

2023

City Council allocates $100k funding to conduct an employer-focused Paid Sick and Safe Time campaign and to continue paid time off research.[24]

App-Based Sick and Safe Time Ordinance: Required app-based companies to provide paid sick and safe time to food delivery workers contracted through an app-based platform; this protection was expanded to app-based workers in other sectors, including household services, in 2024.[25]

2024

App-Based Worker Minimum Payment Ordinance: Requires minimum payment, transparency and flexibility for covered app-based workers.[26]

2025

App-Based Worker Deactivation Rights Ordinance: Provides deactivation related rights and protections for covered app-based workers (i.e. rights when worker is blocked from the platform/loses access to work). [27]

RESOLUTION 32028: EXPLORING PAID TIME OFF FOR DOMESTIC WORKERS

Seattle City Council Resolution 32028, "A Resolution concerning the health, well-being, and safety of domestic workers; expressing Council's intent to establish a right to portable Paid Time Off (PTO) for domestic workers in Seattle; and requesting the Office of Labor Standards to work with community stakeholders to draft legislation creating a portable PTO policy for domestic workers.[28] In accordance with this directive, the Office of Labor Standards partnered with the Seattle Domestic Worker's Coalition on an extensive mixed-methods research project combining qualitative and quantitative data collection and analysis including:

- In-depth interviews with dozens of experts in domestic worker policy, portable benefits, public funds, immigration law, employment law, and banking and benefit regulations.
- Consultation with other jurisdictions working on portable paid time off solutions for domestic workers.
- Interviews with platform developers to assess potential app-based solutions.
- Surveys with nearly 300 workers and hiring entities.
- Focus groups with 100 domestic workers.
- A demographic analysis of Seattle area domestic workers based on census data.
- Reviews of hundreds of pages of existing research.

This paper presents findings and opportunities for action in accordance with the directives set forth in Resolution 32028.

FINDINGS

Finding 1: Local demographic and job quality data mirror national trends.

Based on our analysis of census data, union membership, and local field research, we estimate there are between 24,000 and 35,000 domestic workers currently working in King County households.[29] Of those workers, 66% identify as women, 52% identify as people of color, and at least 36% were not born in the United States.[30] Seattle area domestic workers make less than half of the median income in King County.[31] They receive SNAP (Supplement Nutrition Assistance Program) benefits at double the rate of other workers in King County and are four times more likely to not have health insurance coverage.[32]

Domestic workers in Seattle report precarious and dangerous working conditions. The Seattle Domestic Workers Coalition carried out 13 focus groups with 100 domestic workers across the city and found that workers reported multiple incidences of mistreatment, discrimination, and wage theft.[33] They also found that workers faced a variety of risks from exposure to illness, high potential for injury, and the potential for assault.[34]

Finding 2: Many domestic workers in Seattle do not have access to paid time off.

Within the field of domestic work, there are differences in access and usage of paid time off (PTO) benefits based on occupation. The Seattle Domestic Workers Coalition interviewed 179 local workers for their study including 96 housecleaners, 64 nannies, 13 gardeners, and 6 home care workers.[35] Overall, fewer than half of surveyed domestic workers reported having any employer-paid time off at all, though the data revealed significant differences between housecleaners and nannies as seen in Table 1.

The Seattle Domestic Workers Coalition carried out 13 focus groups with 100 domestic workers across the city and found that workers reported multiple incidences of mistreatment, discrimination, and wage theft.

Table 1: Differences Among Domestic Workers in Working Conditions and Access to Benefits based on Occupation[36]

	Nannies (64 Surveyed)	Housecleaners (96 Surveyed)
Demographics	Predominately women, white, and U.S.-born	Predominately women, immigrant, and Latina
Access to Paid Sick Leave	70%	17%
Access to Paid Rest / Vacation	67%	12%
No Access to Benefits	25%	75%
Typical Hours	30-40 hours per week	15 hours or less per week
Number of Hiring Entities	One or two hiring entities	Three or more hiring entities

A 2022 survey of domestic employers conducted by Hand in Hand, an association of domestic employers, confirms the difference in access to PTO, with over 90% of employers of caregivers (like nannies) stating that they offer some form of PTO and only 39% of employers of other household workers stating that they provided some form of PTO.[37]

Domestic workers in Seattle who have consistent hours with one or two households (such as nannies) typically meet eligibility requirements for Seattle's Paid Sick and Safe Time (PSST) law, and some domestic workers who access work via an app now also have access to PSST following the 2024 expansion of App-Based Worker PSST (ABWPSST). However, there are still gaps in coverage: independent contractors (not contracted through apps) and domestic workers whose work hours are spread across many hiring entities do not currently have the legal right to paid time off and/or cannot accrue enough PSST with any one employer to make access meaningful.

75% Of housecleaners have no access to benefits.

Finding 3: Domestic workers face significant challenges accessing paid time off benefits.

For many domestic workers, the legal or contractual right to paid time off doesn't guarantee usage of the benefit. In focus groups, nannies reported that benefits are not always clear and that negotiating leave is a source of tension with their employer. Some lucky enough to have not yet been sick or injured are unsure whether their employer will be willing to pay their legally required Paid Sick and Safe Time or not.[38]

I had no vacation days or paid sick time in eight years. I was deeply afraid to ask for time off … on the occasion when I did get sick, I went to work anyway.

Focus Group Participant
Seattle Domestic Workers Coalition, Focus Group Analysis

Fear, intimidation, and limited job security restricts many domestic workers from accessing their rights under the DWO or PSST. A 2018 survey found that domestic workers in Seattle do not feel safe approaching employers or hiring entities about work-related concerns.[39]

More than two thirds of workers surveyed had "never raised concerns with their employers." Nearly half of the workers who did raise concerns "felt that their employers did not take their concerns seriously," and 16% reported retaliation or termination. Domestic workers often rely on word-of-mouth referrals and don't want to risk losing a positive reference by asserting their rights.

When the pandemic came, the family put intense pressure on her not only to continue to work, but to report on her and her family's activities, including work and school. In turn, she put pressure on her family to minimize their activities and felt profoundly stressed. When the employer family did eventually get COVID, not only did she not get paid time off, but they did also not even tell her they had COVID until she had already been at work for four hours and in contact with the children.

Domestic Worker #4, Survey Results
WA Labor & Industries, Domestic Worker Workgroup 2022 Report

Focus groups found that the informal nature of domestic workers' arrangements with hiring entities exacerbates poor working conditions and that most workers, particularly housecleaners, do not have written contracts with their hiring entities.

THREE BARRIERS TO ACCESSING SEATTLE PAID SICK AND SAFE TIME

Treated as independent contractors

Generally, City and Washington State law only guarantees PSST to workers who are properly classified as "employees."[40] Whether a worker is an employee or an independent contractor is a fact-specific legal analysis, but the essential question is whether the worker is economically dependent on the employer or in business for themself.[41] Some domestic workers may actually be employees, but their employers are either mistaken or treating them as independent contractors in order to forego providing benefits like PSST. The DWO asserts that all domestic workers have access to rights like minimum wage, regardless of classification, but the DWO does not include access to PSST.

The "portability" challenge

Not accruing enough PSST from any one employer: Even when domestic workers are correctly classified as employees and entitled to the benefits that come with employee status, covered workers accrue PSST at a rate of one hour per 40 hours worked for each employer, and are only able to use it after 90 days of employment. This leaves domestic workers who work for many different households without a way to accrue enough PSST hours to take a sick day, even if each employer properly tracks and provides PSST in a payroll system (not a common practice among employers of housecleaners and gardeners).

Fear of retaliation

Fear of retaliation prevents domestic workers from asserting their legal rights for several reasons: domestic workers often rely on word of mouth to get new work and don't want to risk losing referrals; some workers fear losing tips or bonuses for speaking up; and noncitizen domestic workers without work authorization fear arrest, confinement, and deportation if they are reported to a federal enforcement authority.

Finding 4: There are no off-the-shelf, one-size fits all solutions to implement an app-based portable PTO program at the local level.

Resolution 32028 sought to ensure that all domestic workers had access to "a solution that protects the health and safety of domestic workers who may not accrue adequate PTO or PSST from any one single employer or household." The resolution provided guidance on researching various app-based models to provide universal, portable benefits for domestic workers.

What are portable benefits?

Portable benefits is a broad colloquial term that refers to benefits that are connected to an individual, rather than a particular employer, so they can be taken from job to job (or hiring entity to hiring entity) without interruption in coverage or loss of funding.[42] Prorated benefits are those that are provided in proportion to work performed and can be funded from multiple sources.[43] Universal benefits are accessible by all workers regardless of work arrangement. Portable benefits are not new; social security is an early example of a program that provides portable, prorated benefits that have become universal over time.[44]

In 2019, Philadelphia passed legislation that included an early concept of providing portable, prorated paid time off to domestic workers.[45] In 2021, San Francisco passed similar legislation to provide portable, prorated paid sick time to domestic workers.[46] Both cities envisioned a platform that could track hours and PTO accrual and enable payments but have not yet found high-quality affordable responses to their RFPs to build a portable benefits app for domestic workers.

To understand the pros and cons of a platform-based approach to PTO, we spoke with dozens of policy experts, lawyers, and developers working in this space to understand the challenges and potentials of this model.

Key takeaways from these conversations include:

- Some existing platforms can administer portable benefits; however, only for W2 employees or publicly funded programs like tax credits or guaranteed basic income programs.
- There is no existing platform that can track PTO accrual, collect payments from hiring entities, and pay out benefits directly to workers. That platform would need to be developed and the creation of such an application is legally complex and very expensive to design, implement and manage.
- Many workers already receive tips and are concerned that asking for additional PSST or PTO payments would replace or crowd out tips.
- A software tool does not fully address the challenges of enforcing labor standards in thousands of private homes, and must be paired with adequate outreach, engagement, and legal protections.

The promise of app-based portable benefits, in which a hiring entity and/or worker tracked hours, made/collected payments, and pre-paid for PTO, seemed to provide an elegant solution for providing PTO to domestic workers, but our research found that there are currently no appropriate off-the-shelf solutions currently on the market. Even if such an app existed, this solution would not circumvent fraught power dynamics between domestic workers and hiring entities, limiting the effectiveness of an app-based PTO tool absent additional outreach and enforcement efforts.

Finding 5: Jurisdictions across the country are implementing unrestricted paid time off policies and broadening paid sick leave policies.

In response to recommendations by the Domestic Worker Standards Board, Resolution 32028 directed OLS to make recommendations regarding the creation of accessible paid time off for all domestic workers, not just paid sick and safe leave. In surveys and focus groups conducted by the Seattle Domestic Workers Coalition, workers expressed the need for time off for many different reasons, including taking care of a sick child, personal injury or illness, taking a day or two to rest and take care of personal matters, and going on vacation.

While Seattle has twice modified its Paid Sick and Safe Time law to expand usage,[47] other jurisdictions have gone further and implemented mandatory PTO that can be used for any reason.

Illinois, Maine, and Nevada have all passed laws that require employers to provide their employees with PTO. Chicago passed an ordinance in fall of 2023 to add PTO to their existing PSST requirements.[48] Employees there are now entitled to five sick and five vacation days per year. Bernalillo County, NM, and West Hollywood, CA are two more local jurisdictions with PTO laws.[49] [50] While workers are generally supportive of reducing restrictions on using PTO, some advocates are concerned that merging paid sick leave with other forms of paid time off could be used to justify limiting the overall amount of paid leave available to workers.

OPPORTUNITIES FOR ACTION

Opportunity for Action 1: Amend Seattle's Domestic Worker Ordinance to provide that all covered domestic workers are protected from retaliation when taking leave from work.

Many domestic workers are afraid to speak up when their rights are violated because they fear losing their jobs or other forms of retaliation. Seattle's current PSST Ordinance protects some domestic workers from retaliation when they exercise their rights, but amending the Domestic Workers Ordinance (DWO) would protect all domestic workers from retaliation, regardless of whether they're classified as employees, what apps or platforms they use to find work, or how many hours they work for any single employer.

Such an amendment could clarify that any domestic worker may take unpaid time off work for the same reasons protected by the PSST ordinance (e.g., to care for oneself when sick or for an ill family member, to address an incidence of domestic violence in the home, etc.). Domestic workers could be required to use the same notice protocols as well, for example providing advance notice when the need is foreseeable, such as for a doctor's appointment, and providing a doctor's note for absences longer than three days

This action would not solve the underlying problem that for many workers the leave is unpaid. However, a clear statement that leave is a protected right complements the other findings in this report by encouraging domestic workers to feel confident in taking leave for sustained health and livelihood.

Opportunity for Action 2: Increase outreach and enforcement of Seattle's existing Paid Sick and Safe Time (PSST) ordinances specifically for domestic workers and hiring entities.

Most domestic workers who regularly work for one or two employers, like nannies and home care workers, are employees and therefore are -- or should be -- accruing PSST. However, households are often unaware that they are employers with compliance obligations, and workers are often unwilling to speak up about their rights due to power imbalances in informal, intimate, and isolating work settings. Even workers who do receive some PSST may not be receiving leave that is fully compliant with Seattle law. For example, nannies reported in the focus groups that their employer's control when they are allowed to use their time off.

A concerted effort to conduct outreach to domestic employers would alleviate the need for domestic workers to educate their employers and help households come into compliance with existing laws. During OLS's 2025 campaign to conduct outreach with hiring entities, several hiring entities incorrectly assumed that they were operating in compliance with labor standards, in part due to changes and updates to the law since its initial passage.

There also appears to be significant demand for information about labor standards among households in Seattle that hire domestic workers: in 2025, OLS partnered with Hand in Hand to create videos targeted specifically to domestic employers, which reached hundreds of thousands of viewers and are proving to be an effective engagement tool.

…it's also been difficult for me to talk about my rights… They don't understand that the health system here makes you wait months to get an appointment. It happened a couple months ago. I told them a month and a half in advance, "I have a medical appointment." They said, 'I'm Sorry. We can't. We all work.'" I work more than 40 hours a week and need to rest.

Focus Group Participant
Seattle Domestic Workers Coalition, Focus Group Analysis

Additional outreach and education regarding PSST for domestic workers should:

1. focus on education among hiring households regarding their obligations as employers. The burden should not remain on domestic workers to educate their employers; and
2. be primarily conducted through partnerships with community organizations. Focus groups found that connection and education through worker centers meaningfully improves workers' situations, and that workers who have participated in training and community building activities report increased confidence in negotiating.

Opportunity for Action 3: Research options for a publicly managed fund to provide PTO benefits to workers who do not have access to employer-paid PSST.

Without an affordable app-based solution available to collect and administer portable benefits, a publicly managed fund may be the most efficient and cost-effective solution for providing PTO compensation to domestic workers providing services to multiple households. City and state COVID-19 relief funds, as well as Washington's Working Families Tax Credit and Paid Family and Medical Leave, have proven incredibly successful at providing immediate relief to families in need and could serve as a model for such a fund.[51]

Based on our interviews with fund administrators at the state and local level, we identified the following key elements that such a program should include:

- Low-barrier application process through which applicants can demonstrate that they meet clear standards for eligibility.
- Experienced third party administration of the fund.
- Contracts with community organizations to act as "outreach partners."
- Accessible technical support for applicants.
- Communication in domestic workers' own languages and in terms that all applicants can understand.
- Strategies to ensure confidentiality of applicants.

These and other key questions are explored further in "A publicly managed Paid Time Off fund for domestic workers: principles and considerations for program design."

Opportunity for Action 4: Engage worker and business communities to evaluate options for expanding PSST and/or adding PTO benefits with unrestricted usage.

Resolution 32028 directed the Seattle Office of Labor Standards to make recommendations to develop paid time off for domestic workers, although Seattle's existing labor standards for paid time off are exclusively related to paid sick and safe time off. This opportunity would allow but OLS to explore a legislative framework for PTO that not only covers domestic workers covered by PSST, but all covered employees within the City of Seattle. A first step toward exploring this option would be consulting employers, workers, and communities across the city to gauge interest and assess potential impacts.

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- Washington State Department of Revenue
- City of Seattle Office of Immigrant and Refugee Affairs
- Scholar Fund
- Washington Immigrant Solidarity Network
- Washington Budget and Policy Center
- NDWA Labs
- Steady
- Propio
- SEIU 775

End Notes

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[3] “PTO Laws by State in 2025,” PayCom, accessed on July 18, 2025, https://www.paycom.com/resources/blog/pto-laws-by-us-state/

[4] Definition of domestic workers in this report is similar to Seattle’s Domestic Worker Ordinance, which covers same occupations but exempts state-subsidized home care workers. The City’s DWO also does not cover pet or house-sitting.

[5] “Making decent work a reality for domestic workers: progress and prospects ten years after the adoption of the Domestic Workers Convention, 2011 (No. 189)”, International Labour Organization, 2021.

[6] Ibid.

[7] Asha Banerjee, Katherine DeCourcy, Kyle K. Moore, and Julia Wolfe, “Domestic Workers Chartbook 2022,” Economic Policy Institute, 2020. This study includes homecare workers, some of whom are exempted from Seattle’s DWO, but excludes gardeners.

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[26] Ibid.

[27] Ibid.

[28] Seattle City Council Resolution 32028, "A Resolution concerning the health, well-being, and safety of domestic workers; expressing Council's intent to establish a right to portable Paid Time Off (PTO) for domestic workers in Seattle; and requesting the Office of Labor Standards to work with community stakeholders to draft legislation creating a portable PTO policy for domestic workers," November 22, 2021, https://seattle.legistar.com/View.ashx?M=F&ID=10371387&GUID=DF80D2DF-93A5-4939-963C-0F117371F68B

[29] Breon Haskett and Kim England, "Profile of Domestic Workers in King County, Washington at a Glance," 2024, https://sdwcoalition.wordpress.com/wp-content/uploads/2024/07/haskettengland_2024_exec-summary.pdf. This report estimates there are 24,000 domestic workers in King County; we believe the actual number is likely higher because domestic workers are often under counted in census data due to the irregular nature of the work and limited outreach to people who speak English as a second, third, or fourth language.

[30] Ibid. Country of origin may also be undercounted due to the limitations of census data collection methods.

[31] Ibid.

[32] Ibid.

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[35] Seattle Domestic Workers Coalition, "Domestic Workers Coalition Portable Benefits Survey: Report of the Data," compiled by Casa Latina, Legal Voice, and the Harry Bridges Center for Labor Studies at the University of Washington, accessed July 18, 2025, https://labor.washington.edu/news/2023-07/domestic-workers-coalition-portable-benefits-survey-report.

[36] Ibid. In this study sample, gardeners surveyed (13) had similar profiles to housecleaners and homecare workers surveyed (6) had similar profiles to nannies. Another study using census (2015-2017) indicated that gardeners were more likely to be classified as employees rather than independent contractors. Breon Haskett and Kim England, "Profile of Domestic Workers in King County, Washington 2015-17," Casa Latina, 2024, https://casa-latina.org/wp-content/uploads/2024/04/ReportIn2024.pdf.

[37] Hand in Hand is a national association of domestic employers. This survey of domestic employers was conducted by the Seattle chapter of Hand in Hand. Hiring entities connected to Hand in Hand are more likely to know about labor laws and follow them – as a result this study may have a sampling bias of domestic employers (i.e. hiring entities) that provide PTO to nannies who are typically classified as employees. Breon Haskett, "Hand in Hand: Seattle Domestic Worker Employer Survey Analysis," November 5, 2022, https://sdwcoalition.wordpress.com/wp-content/uploads/2024/03/hand-in-hand_-seattle-domestic-worker-employer-survey-analysis-1.pdf.

[38] Michelle Flores, "Seattle Domestic Worker Coalition Focus Group Brief," Seattle Domestic Workers Coalition, 2024, https://sdwcoalition.wordpress.com/wp-content/uploads/2024/03/seattle-domestic-worker-coalition-focus-group-brief-1.pdf.

[39] Margaret Diddams, "Home Equity: Inequality and Exclusions Facing Domestic Workers in Seattle," Seattle Domestic Worker Alliance, 2018.

[40] However, some domestic workers in the City of Seattle who find work through an app receive PSST through the App-Based Worker PSST Ordinance.

[41] City of Seattle, “Worker Classification Guide,” Office of Labor Standards, accessed on July 18, 2025, https://www.seattle.gov/laborstandards/ordinances/independent-contractor-protections-/worker-classification-guide-

[42] The Aspen Institute, "Non-Traditional Work," Future of Work Initiative, accessed July 18, 2025, https://www.aspeninstitute.org/programs/future-of-work/nontraditional-work/.

[43] Ibid.

[44] Ibid.

[45] National Domestic Workers Alliance, “Philadelphia Just Passed Landmark Legislation for Domestic Workers’ Rights”, Ms. Magazine, accessed October 9th, 2025, https://msmagazine.com/2019/11/04/philadelphia-just-passed-landmark-legislation-for-domestic-workers-rights/

[46] National Domestic Workers Alliance, “Domestic Workers’ Equal Access to Paid Sick Leave”, access on October 9th, 2025, https://www.domesticworkers.org/domestic-worker-rights-updates/domestic-workers-equal-access-to-paid-sick-leave/#:~:text=On%20December%2014%2C%202021%2C%20San%20Francisco's%20Board,roughly%2010%2C000%20domestic%20workers%20in%20San%20Francisco.

[47] Since its initial passage in 2012, PSST has been modified twice to reflect changes in state law and to expand usage of PSST when a place of businesses has been closed for public health reasons or by order of a public official.

[48] “PTO Laws by State in 2025,” PayCom, accessed on July 18, 2025, https://www.paycom.com/resources/blog/pto-laws-by-us-state

[49] The City of West Hollywood amended their minimum wage ordinance to include PTO in 2022. City of West Hollywood, "Minimum Wage," accessed July 18, 2025, https://www.weho.org/business/operate-your-business/minimum-wage.

[50] Bernalillo County, "Employee Wellness Act," Planning & Development Services, accessed July 18, 2025, https://www.bernco.gov/planning/employee-wellness-act/.

[51] City of Seattle, “Seattle Disaster Relief Fund for Immigrants & Seattle Relief Fund Executive Summary Report.” March 14,2022. Seattle Office of Immigrant and Refugee Affairs, and Seattle Human Services Department. https://www.seattle.gov/documents/departments/oira/2021-sdrf-srf-exec-summary-full-report-final.pdf