

Labor Standards Advisory Commission Meeting Minutes

Minutes prepared by: Megan Jackson

May 9, 2019

2:30-4:30pm

Central Building Conference Room- 810 3rd Ave Seattle, WA 98104

Attendees

Commissioners Present

| Position No. | Name |
|---------------------|-----------------|
| 2 | Anthony Burnett |
| 3 | Anna Boone |
| 8 | Artie Nosrati |
| 9 | Will Pittz |
| 10 | Samantha Grad |
| 11 | Gay Gilmore |
| 12 | Mona Smith |
| 14 | Alia Abboud |

Commissioners Absent

| Position No. | Name |
|---------------------|-----------------|
| 1 | Elizabeth Ford |
| 4 | Nicole Grant |
| 6 | Andrew Beane |
| 13 | Marilyn Watkins |
| 15 | Janet Chung |

Commission Positions Pending Confirmation/Vacant Commission Positions

| Position No. | Name |
|---------------------|-------------------------------------|
| 5 | Vacant |
| 7 | Betsy McFeely- Pending Confirmation |

Guests/Presenters:

Karina Bull, Acting Director and Policy Manager, Office of Labor Standards

Afeworki Ghebreiyesus, Fellow, Puget Sound Sage Community Leadership Institute

Jeneé Jahn, Policy Analyst, Office of Labor Standards

Katie Jo Keppinger, Enforcement Manager, Office of Labor Standards

Kerem Levitas, Business Engagement and Policy Specialist, Office of Labor Standards

Call to Order– Ann Boone, Acting Co-Chair

- Welcome
- Approval of February Meeting Minutes
 - Minutes are unanimously approved

Co-Chair Elections- Anna Boone, Acting Co-Chair

- Motions to nominate Mona Smith and Elizabeth Ford as Co-Chairs are seconded and unanimously pass

Welcome to New Members and New Member Statements- Anna Boone, Acting Co-Chair

- Introduction of new members Gay Gilmore and Will Pittz.

Misclassification Subcommittee Update- Mona Smith, Commissioner

- State bill did not pass.
- The subcommittee will now discuss and issue a recommendation to City Council on how best to proceed at the City level.

OLS Update

- **Enforcement Update-** Katie Jo Keppinger, Enforcement Manager, OLS
 - Highlights from Q1
 - Aacres Washington
 - Provider of in-home care
 - Violations of MW and WT for employees working in Seattle on an occasional basis.
 - 377 current and former employees were provided with financial remedies in a \$120,050.30 settlement.
 - Poke to the Max
 - Restaurant and 3 food trucks in Seattle
 - PSST, WT, and MW violations
 - Failure to provide paid sick time until early 2018.
 - Systematically withheld breaks from employees in food trucks.
 - Withheld tips
 - Paid sub-minimum wage to some employees
 - Target
 - 3 locations in Seattle
 - Settled allegations of PSST and Secure Scheduling
 - Employees not paid the correct rate for PSST
 - Non-compliance with Access to Hours under Secure Scheduling
- **Outreach Update-** Karina Bull, Acting Director and Policy Manager, OLS
 - May 1 Outreach Event
 - Majority of staff visited businesses across City to provide information about OLS and say hello.
 - Provided materials including workplace poster, Secure Scheduling poster, flyers, and stickers in five languages.
 - OLS Bus Advertisements
 - Ads will highlight different ordinances throughout the year to raise awareness.
- **Policy Update-**
 - Domestic Workers Update- Jeneé Jahn, Policy Analyst, OLS
 - Domestic Workers Standards Board has been established and first meeting was held.
 - 8 commissioners currently. There will soon be a ninth with four more next year.
 - DWSB currently developing their bylaws

- Rulemaking Process
 - Four rulemaking meetings have been held so far. Two additional meetings planned for 5/16 and 5/30 to talk about the enforcement process and outreach.
- Outreach
 - Developing an informative flyer about DWO
 - Coordinating with office of Civil Rights as their Fair Employment Practices law has been amended to include Domestic Workers.
 - A great deal of workers have attended meetings so far, but only one household.
 - Strategizing on how to engage households and spread the word.
 - Commissioner has suggested talking to faith-based organizations as that's a good source of outreach for many communities.
- Timeline
 - 7/1/19- Ordinance goes into effect
 - 9/1/19- Rules will be finalized
- Secure Scheduling Update- Karina Bull, Acting Director and Policy Manager, OLS
 - 7/1/19 is 2-year anniversary of Secure Scheduling.
 - UW research on Secure Schedule Ordinance
 - Researchers will be sharing their draft on the 2nd leg of research in June.
 - Starting work on their 3rd leg of research.
 - 1st leg of research was baseline report which they began work on before the ordinance start date.
- Commuter Benefits Update- Karina Bull, Acting Director and Policy Manager, OLS
 - Rules will be finalized near end of year.
 - Ordinance goes into soft effect in January.
 - Ordinance goes into full effect in 2021.
 - Overview of ordinance-
 - Applies to businesses with 20 or more employees worldwide
 - Employer must allow employees to deduct pretax monies to pay for transit costs
 - Employer subsidizing a transit pass can lead to pretax deduction in some instances, as well.
 - Employee may opt out
- Omnibus Ordinance- Kerem Levitas, Policy Analyst, OLS
 - Will focus mostly on provisions in ordinances to make enforcement more efficient
 - Looking at December for passage
 - There will be a public stakeholder process
- Hiring Update- Karina Bull, Acting Director and Policy Manager, OLS
 - Ahmed Abdi- Business Engagement Specialist
 - Kerem Levitas- Policy Analyst
 - Jasmine Marwaha- Policy Analyst
 - Jennifer Molina- Labor Standards Engagement Specialist
 - To be hired- Paralegal, Sr. Investigator, Business Engagement Specialist

Puget Sound Sage Community Leadership Institute Fellows Intro and Questions- Afeworki Ghebreiyesus, Fellow, Puget Sound Sage CLI

- Afeworki works at ReWA, an organization that provides workers' rights trainings as one of its services, and sees the challenges refugees and immigrants face in the workplace.
 - Businesses often hire part-time rather than full-time
 - Workers are laid off prior to the 90-day period when they would be able to access benefits and rights like PSST
 - Sees that employers often don't observe Secure Scheduling obligations
 - A lot of newcomers aren't aware of their rights, especially when they are working with staffing agencies.
- About CLI
 - Program focuses on advocacy for environmental justice, housing justice, and social justice and taking that advocacy to the next level by representing on boards and commissions.
 - Afeworki would like to bring an immigrant and refugee focused lens to the work of LSAC and OLS.

August Agenda Planning- Anna Boone, Acting Co-Chair

- Secure Scheduling research draft
- Key policy decisions around Commuter Benefits
- Misclassification subcommittee report-out
- More information on Enforcement process and figuring out how commissioners can help streamline the process via their organizations and referrals.
- Strategies for commissioners to help spread the word about OLS- brainstorming session.

Next Commission Meeting

August 7 from 2:30-4:30 pm in the Central Building lobby large conference room- 810 3rd Ave