



SEATTLE CITY COUNCIL

7.16.18

MEMORANDUM

To: HHEWR Committee
From: Councilmembers Lisa Herbold and Teresa Mosqueda
Subject: Discrimination protections for Domestic Workers

C.B. 119286, the Domestic Workers Ordinance (DWO), if passed by Council will establish new labor standards and protections for domestic workers, a domestic workers standards board and a new chapter in the Seattle Municipal Code (14.23). 14.23 will be implemented and enforced by the City's Office of Labor Standards.

In developing the DWO, stakeholders expressed concerns about discrimination and sexual harassment, which is a form of discrimination, in the workplace. Employees are currently protected by the City of Seattle's Fair Employment Practices SMC 14.04 et seq which prohibits employers from discriminating in employment decisions. The Seattle Office for Civil Rights (SOCR) implements and enforces SMC 14.04.

The DWO covers both employees and independent contractors. Independent contractors are not covered in SMC 14.04 and it would be confusing to amend SMC 14.04 to include both employees and only independent contractors who are domestic workers.

In order to include all domestic workers, employees and independent contractors, in the protections against employment discrimination, a new chapter in the Seattle municipal code will be proposed. It will use the definition of Domestic Worker in 14.23 and mirror the investigation procedures in SMC 14.04. SOCR will be the enforcement agency.

Councilmember Herbold oversees items related to SOCR and will introduce this council bill and hear it in her Civil Rights, Utilities, Economic Development and Arts (CRUEDA) committee in August 2018.