

SUMMARY and FISCAL NOTE*

Department:	Dept. Contact/Phone:	CBO Contact/Phone:
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** Note that the Summary and Fiscal Note describes the version of the bill or resolution as introduced; final legislation including amendments may not be fully described.*

1. BILL SUMMARY

Legislation Title: 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.

Summary and background of the Legislation: The Domestic Workers Ordinance, Seattle Municipal Code Chapter 14.23, (1) established rights to minimum wage and other basic labor protections for domestic workers in Seattle and (2) created the Domestic Workers Standards Board (DWSB). The DWSB provides a forum for hiring entities, domestic workers, worker organizations, and the public to make recommendations on ways to improve the legal protections, benefits, and working conditions of domestic workers.

In May 2021, the DWSB, in consultation with the Domestic Workers Coalition, recommended the creation of a portable paid time off (PTO) policy for domestic workers to Council’s Finance and Housing Committee (Committee). The DWSB recommended the portable PTO policy for domestic workers because they may not accrue meaningful amounts of paid leave as employees in short-term jobs for multiple hiring entities or they may not qualify for mandated paid sick leave as independent contractors. In August 2021, the Committee issued a letter to the DWSB supporting (1) a resolution to affirm the Council’s commitment to creating a portable PTO policy for domestic workers and (2) the submission of a proposal to fund OLS’s development of the policy.

This resolution reflects Council’s intent to establish a right to portable PTO for domestic workers. In the resolution, Council requests the Office of Labor Standards (OLS) to collaborate with a community coalition to draft legislation that would create a portable PTO policy for domestic workers. The resolution specifies that OLS and the community coalition should follow a set of guiding principles and directly engage stakeholders for consultation and feedback. Council requests draft legislation by no later than the first quarter of 2023 and references the allocation of funds to OLS to support their development of the policy.

2. CAPITAL IMPROVEMENT PROGRAM

Does this legislation create, fund, or amend a CIP Project? ___ Yes x No

3. SUMMARY OF FINANCIAL IMPLICATIONS

Does this legislation amend the Adopted Budget? ___ Yes x No

Does the legislation have other financial impacts to the City of Seattle that are not reflected in the above, including direct or indirect, short-term or long-term costs?

The resolution requests OLS to draft legislation that would create a portable PTO policy for domestic workers and references the Council’s consideration of appropriations in the 2022 Adopted Budget to accomplish this work. The 2022 Proposed Budget includes a one-time appropriation to OLS of \$500,000 to develop a portable PTO policy and implement other DWSB recommendations.

Is there financial cost or other impacts of *not* implementing the legislation?

There are no financial costs of not implementing the legislation.

4. OTHER IMPLICATIONS

a. Does this legislation affect any departments besides the originating department?

The resolution requests OLS to develop a portable PTO policy for domestic workers and submit accompanying legislation.

b. Is a public hearing required for this legislation?

No.

c. Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation?

No.

d. Does this legislation affect a piece of property?

No.

e. Please describe any perceived implication for the principles of the Race and Social Justice Initiative. Does this legislation impact vulnerable or historically disadvantaged communities? What is the Language Access plan for any communications to the public?

The resolution reflects the Council’s intention to create a portable PTO policy that would cover domestic workers who are majority women and disproportionately workers of color. According to the Economic Policy Institute (EPI), nannies, housecleaners, and home care workers in the United States (U.S.) are 92 percent women, 52 percent BIPOC workers, and disproportionately immigrants, with 35 percent born outside of the U.S., compared with just 17 percent of the rest of the workforce. While domestic workers have long needed paid leave for personal and safety reasons, the COVID-19 crisis has deepened the urgency for PTO, with domestic workers facing massive loss of work hours, illness of workers and family members, safety risks from entering homes of individuals who are sick or at risk for illness, and disproportionate health impacts of COVID on Black, Indigenous, and People of Color (BIPOC) workers.

f. Climate Change Implications

- 1. Emissions: Is this legislation likely to increase or decrease carbon emissions in a material way?**

N/A.

- 2. Resiliency: Will the action(s) proposed by this legislation increase or decrease Seattle's resiliency (or ability to adapt) to climate change in a material way? If so, explain. If it is likely to decrease resiliency in a material way, describe what will or could be done to mitigate the effects.**

N/A.

- g. If this legislation includes a new initiative or a major programmatic expansion: What are the specific long-term and measurable goal(s) of the program? How will this legislation help achieve the program's desired goal(s).**

The resolution includes sustainability and accountability as guiding principles for the portable PTO policy. These principles focus on evaluating the feasibility of different models; identifying funding sources for ongoing operations; and creating a policy that reflects short and long-term measurable goals, a commitment to transparency, and methods for evaluation.

List attachments/exhibits below: