



# Domestic Workers Standards Board

Human Services, Labor & Economic Development  
Committee

Silvia González & Jordan Goldwarg

Friday April 3, 2026

# Co-presentadores

## **Silvia González**

DWSB Co-Presidenta

Organizing Manager, Casa Latina

Domestic worker representative

## **Jordan Goldwarg**

Board Secretary

Hand in Hand member

Hiring entity representative





DWSB role and collaboration with Office of Labor Standards (OLS)



Provide a history and overview of the DWSB



Share on-going and future DWSB work

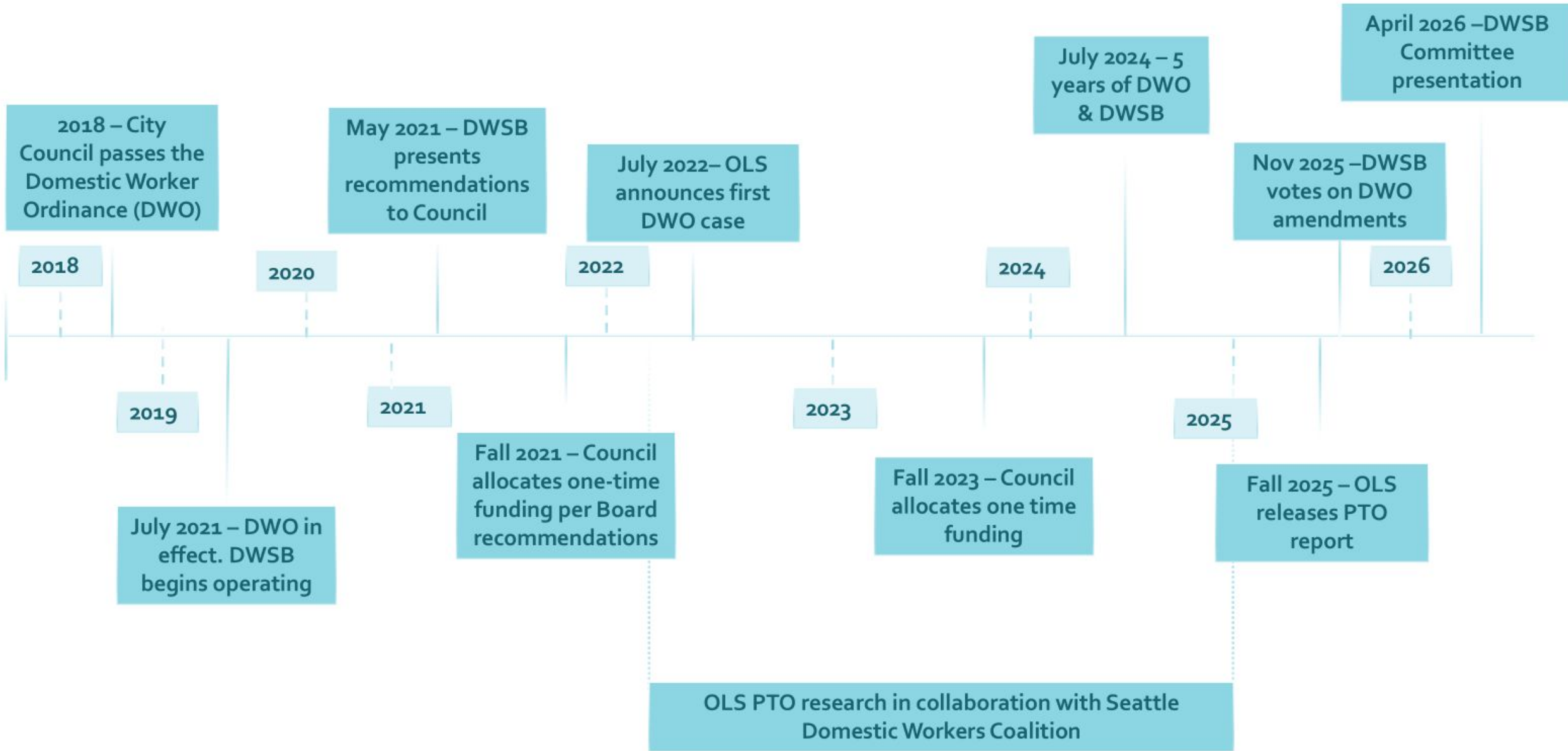


Recent State law win protecting domestic workers



Answer Councilmember questions

# Purpose of Presentation





## Make a complaint

Intake  
Prioritization



## Investigation

Notice to employer / hiring entity  
Company wide investigation



## Resolution

Settlement agreement  
Appeal(s)

Our staff will **never** ask about immigration status. We provide language interpretation and accommodations for disability-related needs. Our services are free.



**Low complaint rate**

# MW Complaints v. Violations: Identifying the Gaps

## Example: WA Minimum Wage Violation Study

	High violation rate	Low violation rate
High complaint rate	<b>Quadrant 1</b> <ul style="list-style-type: none"><li>• Accommodation</li><li>• Arts, Entertainment, and Recreation</li><li>• Food Services and Drinking Places</li><li>• Personal and Laundry Services</li></ul>	<b>Quadrant 3</b>
Low complaint rate	<b>Quadrant 2</b> <ul style="list-style-type: none"><li>• Private Households</li><li>• Social Assistance</li></ul>	<b>Quadrant 4</b> <ul style="list-style-type: none"><li>• Manufacturing</li><li>• Wholesale Trade</li></ul>

workplace justice lab@RU



Lead to **shift in societal perception of workforce**, increase **trust in institutions** and **expand enforcement**

# Domestic Workers Standards Board

*“Provide a forum for hiring entities, domestic workers, worker organizations, and the public to consider, analyze, and make recommendations to the City on the legal protections, benefits, and working conditions for domestic worker industry standards.” (SMC 14.23.030)*



## Características del Board

- Membresía
- Justicia lingüística
- Principal actor de interés para OLS
- Liderazgo nacional

# Por qué es importante

- Importante reunir a trabajadores y empleadores
- Mecanismo formal para una abogacía continua
- Una voz para los trabajadores
- Educa e informa a los empleadores
- Crea una estructura para una gobernanza más inclusiva
  - Justicia lingüística
  - Presupuesto participativo
  - Estipendios

# 2021 Board Recommendations, Council Response & Outcomes

Invest in community expertise	→	Domestic worker organizing grants
Provide DWO materials and resources	→	DWO booklets, flyers, informational videos, DWO branded swag, and radio ads
Mandate portable benefits for domestic workers	→	OLS with community partners releases PTO research in 2025

# Proyectos en Curso



# Future Work

- Three proposed amendments
  - Mandating written agreements between employers and workers
  - Requiring employers to maintain records of hours worked
  - Including anti-retaliation protections for workers who use time off
- Expanding PTO availability to ALL domestic workers
- Creativity and innovation in outreach, education, and enforcement
- Ongoing community engagement to determine emerging needs for workers and employers

# National Leadership

- Invited to present for UCLA Institute for Research on Labor and Employment, March 2026
- Highlighted in The New York Times Opinion: [How to Protect Millions of Workers Without a Union](#), January 2024
- *Governing Gig-Work: The Seattle Story* LERA 2025 Conference, where a DWSB co-chair was a panelist
- Seattle Law Conversation Lunch with University of Iowa School of Law Professor César F. Rosado Marzán, March 2024 – ongoing



# How we can improve



# Washington State Domestic Workers Coalition

- ❖ ALA Garifuna
- ❖ Casa Latina
- ❖ Fairwork Center / Working Washington
- ❖ Firelands
- ❖ Hand in Hand
- ❖ National Domestic Workers Alliance
- ❖ SEIU 775

## Nueva ley estatal, en vigor 1 de julio del 2027

Trabajadores del hogar que trabaja con un “hiring entity” por mas de 4 horas cada mes tienen el derecho al siguiente:

- Derecho al salario mínimo del estado
- Derecho a un contrato con información sobre sus derechos
- Prohíbe que los documentos personal sea confiscado
- Protecciones contra represalias
- Aviso de despedida
- Derecho de acción directa
- Enforzamiento: Washington Labor and Industries (L&I)

Governor Ferguson signing SHB 2355 Protections for Domestic Worker with advocates and bill sponsors: Senator Saldaña & Representative Thomas (March 9, 2026)





2025 DWSB Retreat  
with Ibelong Consulting

¡Gracias!