

August 10, 2018

## MEMORANDUM

**To:** Members of the Civil Rights, Utilities, Economic Development & Arts Committee  
**From:** Asha Venkataraman, Council Central Staff  
**Subject:** Discrimination protections for domestic workers

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On August 14, 2018 the Civil Rights, Utilities, Economic Development & Arts Committee (CRUEDA) will discuss the status of a bill to protect domestic workers from discrimination. This memo (1) provides background related to the draft bill and (2) identifies the approach that will be reflected in the bill.

### Background

In July, the Council passed [Ordinance 125267](#), which, among other things, established labor standards for domestic workers and regulations for enforcement of those standards in a new Chapter 14.23 of the Seattle Municipal Code (SMC).

As described in the [July 16, 2018 memo](#) to the Housing, Health, Energy, and Workers' Rights Committee, in developing the [ordinance](#) stakeholders expressed concerns about discrimination and harassment in the workplace. Employees are currently protected from discrimination and harassment by [SMC Ch. 14.04](#), enforced by the Seattle Office for Civil Rights (SOCR).

In response to stakeholder concerns, Councilmember Herbold, who oversees items related to SOCR, agreed to consider in CRUEDA legislation to extend the protections against discrimination and harassment to domestic workers.

### Approach

The initial approach at the time of the July 16 memo was to create a new chapter of the SMC, which would use the definition of "domestic worker" in SMC 14.23 and mirror the investigation procedures in SMC 14.04. After Councilmember Herbold's staff, Central Staff, SOCR and the City Attorney's Office further discussed the legislation, Councilmember Herbold has decided to take the approach of amending SMC 14.04 to include protections for domestic workers rather than create a new SMC chapter.

Councilmember Herbold's office is still working on drafting the legislation and anticipates hearing it at the September 11, 2018 CRUEDA committee.

cc: Kirstan Arestad, Central Staff Director  
Ketil Freeman, Supervising Analyst