

## SUMMARY and FISCAL NOTE\*

<b>Department:</b>	<b>Dept. Contact/Phone:</b>	<b>CBO Contact/Phone:</b>
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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

- 1. Legislation Title:** AN ORDINANCE relating to the Human Rights Code; broadening coverage of unfair practices to include domestic workers and hiring entities; extending protections to domestic workers and extending obligations to hiring entities; amending Sections 14.04.020 and 14.04.030 of the Seattle Municipal Code (SMC); and adding a new Section 14.04.230 to the SMC.
- 2. Summary and background of the Legislation:** In July 2018, the Council passed Ordinance 125627, 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). 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). This bill extends the protections against discrimination and harassment to domestic workers.

### 2. CAPITAL IMPROVEMENT PROGRAM

- a. Does this legislation create, fund, or amend a CIP Project?**           Yes   X   No  
If yes, please fill out the table below and attach a new (if creating a project) or marked-up (if amending) CIP Page to the Council Bill. Please include the spending plan as part of the attached CIP Page. If no, please delete the table.

### 3. SUMMARY OF FINANCIAL IMPLICATIONS

- a. Does this legislation amend the Adopted Budget?**           Yes   X   No  
If there are no changes to appropriations, revenues, or positions, please delete the table below.
- b. 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?**  
If so, describe the nature of the impacts. This could include increased operating and maintenance costs, for example.  
Yes. Extending protections to more than 30,000 workers, some of whom are not currently protected under the law will have impacts on both enforcement and outreach for SOCR. To conduct appropriate outreach and support community partnerships to conduct outreach will likely cost approximately \$75,000.
- c. Is there financial cost or other impacts of *not* implementing the legislation?**  
Estimate the costs to the City of not implementing the legislation, including estimated costs to maintain or expand an existing facility or the cost avoidance due to replacement of an existing facility, potential conflicts with regulatory requirements, or other potential costs or consequences.  
No.

#### 4. OTHER IMPLICATIONS

- a. Does this legislation affect any departments besides the originating department?**  
This bill affects the Seattle Office for Civil Rights, who will conduct outreach regarding the protections and enforce the extended protections for domestic workers.
- b. Is a public hearing required for this legislation?**  
No.
- c. Does this legislation require landlords or sellers of real property to provide information regarding the property to a buyer or tenant?**  
No.
- d. Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation?**  
No.
- e. Does this legislation affect a piece of property?**  
No.
- f. Please describe any perceived implication for the principles of the Race and Social Justice Initiative. Does this legislation impact vulnerable or historically disadvantaged communities?**  
If yes, please explain how this legislation may impact vulnerable or historically disadvantaged communities. Using the racial equity toolkit is one way to help determine the legislation's impact on certain communities.  
Domestic workers include nannies, housecleaners, home care workers and gardeners. The Seattle Domestic Worker Alliance (SDWA) estimates, based on Bureau of Labor Statistics, the American Community Survey and information from their labor and community networks, that there are at least 30,000 domestic workers in Seattle. Domestic workers are primarily women, immigrants and people of color working predominately in private homes isolated from other workers. In their survey of 174 domestic workers, the SDWA found wages varied along lines of race, education, language and nationality. In SDWA's survey, public testimony to the City Council, and listening sessions conducted by Councilmember Mosqueda - domestic workers addressed the challenges they face in their work environment.
- 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).**  
No.

List attachments/exhibits below: