



SEATTLE CITY COUNCIL
CENTRAL STAFF

Draft Response: Domestic Workers Standards Board Recommendations

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FINANCE & HOUSING COMMITTEE
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Recommendations: Domestic Workers Standards Board (Board)

Presented on May 18, 2021

1. Invest in community expertise and build trust.
2. Provide more materials and resources to workers and hiring entities.
3. Implement policy changes to improve the Domestic Workers Ordinance.
4. Mandate portable benefits for domestic workers.

Draft Response: Finance & Housing Committee (Committee)

Domestic Workers Ordinance, SMC 14.23.030(H) ♦ Within 120 days of the Board's presentation, the Committee shall provide a written response as follows:

- A. The Committee supports the submission of a proposal to put before the City Council for approval.
- B. The Committee requests further information from the Board.
- C. The Committee requests the Board to develop alternatives.
- D. The Committee rejects the proposal with reasons for the rejection.
- E. The Committee will consider the proposal on a longer timeline.

Invest in community expertise and build trust (1/2)

1. Fund community organizations

- Build on trust of community partners who can reach vulnerable populations and close existing communication gaps, such as within the African and Asian Pacific Islander communities.



**Draft
Response**

A. The Committee supports submission of a Board and/or OLS proposal (e.g., budget request).

Invest in community expertise and build trust (2/2)

2. Compensate workers for their expertise

- Pay board members who are domestic workers.
- Fund paid surveys and interviews of domestic workers to inform Board and Office of Labor Standards efforts.



**Draft
Response**

B. The Committee requests further information from the Board.

Provide more materials and resources (1/5)

- 1. Fund development of new outreach materials and expand language access.**



**Draft
Response**

- A. The Committee supports submission of a Board and/or OLS proposal (e.g., budget request).*

Provide more materials and resources (2/5)

2. Fund a mailing to all households in Seattle.



Draft
Response

C. The Committee requests the Board to consider and/or develop alternatives.

Provide more materials and resources (3/5)

3. Fund improvement of the domestic worker section on the OLS website



**Draft
Response**

A. The Committee supports submission of Board and/or OLS proposal (e.g., budget request).

Provide more materials and resources (4/5)

4. Ensure third-party platform compliance with the Domestic Workers Ordinance



**Draft
Response**

A. The Committee supports submission of a Board and/or OLS proposal (e.g., budget request). The Committee would be interested in signing a compliance letter to third-party platforms.

Provide more materials and resources (5/5)

5. Address the devastating impact of lack of healthcare for domestic workers

- Provide resources for hiring entities to understand worker healthcare options.
- Convene City departments to discuss options for worker access to healthcare.
- Push state legislature to adopt a statewide affordable health insurance option.



**Draft
Response**

A. The Committee supports submission of a Board and/or OLS proposal (e.g., budget request) on providing new resources and convening City departments. The Committee supports advocating for statewide affordable healthcare.

Policy changes (1/3)

- 1. Require hiring entities to provide domestic workers with information about their rights and conditions of work**



**Draft
Response**

A. The Committee supports submission of a Board and/or OLS proposal (e.g., legislation).

Policy changes (2/3)

2. Eliminate the exclusion of publicly funded home care workers from the Domestic Workers Ordinance



**Draft
response**

A. The Committee supports submission of a Board and/or OLS proposal (e.g., legislation). The Committee encourages working with SEIU on outreach and engagement of this proposal.

Policy changes (3/3)

3. Eliminate the “interference” standard for joint hiring entity liability

- Establish third party liability for ordinance violations for those who contract with a separate hiring entity that employs the domestic worker to provide domestic services.



**Draft
response**

B. The Committee requests more information from the Board.

Mandate portable benefits

- 1. Develop a portable benefits program for domestic workers that would allow workers to access paid leave for sick days, rest days, and other uses**



**Draft
response**

- A. The Committee supports the Board's collaboration with OLS to develop and submit a proposal (e.g., rules or legislation).*

Summary (1/4)

A. The Committee supports the submission of a proposal:

Budget proposal

Fund community organizations.

Fund development of new outreach materials and expand language access.

Fund improvement of the Domestic Worker section on the OLS website.

Fund resources to ensure third-party platform compliance.

Fund resources to address the devastating impact of lack of healthcare.

Summary (2/4)

A. The Committee supports the submission of a proposal:

Legislative proposal

Require hiring entities to provide domestic workers with information about their rights and conditions of work.

Eliminate the exclusion of publicly funded home care workers from the Domestic Workers Ordinance.

Mandate a portable benefits program.

Summary (3/3)

B. The Committee requests further information from the Board:

Fund resources to compensate workers for their expertise.

Eliminate the “interference” standard for joint hiring entity liability.

Summary (4/4)

C. The Committee requests the Board to develop alternatives:

Fund a mailing to all households in Seattle.

Questions?