

City of Seattle Domestic Workers Standards Board Meeting Minutes

June 26, 2023, 6:30pm

Held via Zoom and in-person at Casa Latina

Members Attending: Silvia González, Jordan Goldwarg, Baylie Freeman, Edy Dominguez, Estefana Harry

Members Absent: Steve Hooper, Etelbina Hauser, Liz Hunter-Keller

OLS Staff: Diana Salazar, Laine Middaugh, Tina Sigurdson

Guests: Laura Hurley (Spanish Interpreter), Elvia Cortes, Dana Barnett, Danielle Alvarado, Estephany

1. Welcome
 - a. Baylie welcomed people to the meeting and invited people to introduce themselves.
2. Approval of minutes
 - a. Silvia moved to approve the May minutes; Estefana seconded. The minutes were approved unanimously.
3. OLS Updates
 - a. Laine introduced Tina Sigurdson, who has joined OLS staff. She has already been working with the Coalition on portable benefits and will continue that work while Laine is on maternity leave. Tina previously was a research and policy analyst at SEIU 775.
4. DWO Coalition Updates
 - a. Dana provided an update from the Coalition. In addition to portable PTO, the Coalition is also looking at the existing PSST to ensure that those employees who are eligible can receive their benefits.
 - b. The Coalition is thinking about what needs to move this year before city council elections, and will be reaching out to the DWSB to share their priorities so that the board can get aligned with the Coalition on advocacy needs.
 - c. Laine emphasized that there is a desire to make some short-term gains with the current city council while also planning for longer-term priorities.
5. Fair Work Center Community Organizing Presentation
 - a. Danielle and Edy gave a presentation on FWC's community organizing work with funding they received through the OLS grant last year.
 - b. The goal is to support nannies in filing complaints about DWO violations.
 - c. The strategy is to engage 5 Nanny Collective leaders to do peer-based community organizing, with 1:1s and workshops.
 - d. Project began last week, will continue through December.
 - e. Silvia asked if the work that the 5 leaders will do will be compensated
 - i. Edy shared that yes, they will be compensated for their work
 - f. Silvia also asked if there is a membership fee to be part of the Nanny Collective
 - i. Edy said that there is not currently a fee, but they are considering it in the future, since nannies are asking for it

- ii. Danielle added that it has been helpful to learn from Casa Latina's model on this
 - g. Jordan asked how the 5 leaders will be building their networks to reach 30 nannies each
 - i. Edy responded that the 5 leaders are spread geographically around Seattle
 - ii. The focus is on recruiting new nannies who are not already involved in the Nanny Collective.
 - iii. Some of the 5 leaders have already been doing organizing on their own, will bring these networks into the project.
 - iv. There will be a learning process to map the networks across the city.
 - v. Even nannies who have already been connected to Nanny Collective often struggle to make enforcement complaints, so this project will help to strengthen that work.
 - h. Silvia commented that there are so many immigrants/refugees arriving in Seattle, and many of them will be working as nannies as a first job here. It's important that we strengthen our collective ability to support them.
 - i. Elvia asked if the Nanny Collective currently helps people to find nanny jobs.
 - i. Edy responded that there is not a formal program, but they do maintain a WhatsApp group for sharing a range of information, including job postings.
 - j. Baylie asked if any au pairs have been included so far in the project (with all the complications that entails).
 - i. Edy responded that au pairs can participate in meetings and workshops.
 - k. Laine asked what the most commonly reported violations (or issues) were in the initial conversations with the 5 leaders
 - i. Nannies not getting any vacation (but this is still not a violation, hence the importance of developing the PTO policy)
 - 1. This is also why it's important to train and support people in negotiating a contract
 - ii. Sick time, last-minute schedule changes, worker's comp for injuries, breaks, other issues
6. Retreat Planning Discussion
 - a. We decided to have a mini-retreat in August, and then have a larger retreat at the beginning of 2024; this will allow us to strategize for a budget request this fall.
 - b. Saturday, August 12, 10am-2pm seems to work for most people
 - c. The goal would be to have as many people join in person as possible, with a Zoom option for people who cannot join in person
 - d. The retreat planning subcommittee can meet in July to plan.
7. Public Comment
 - a. Dana shared information about a workshop that Hand in Hand and the Nanny Collective are hosting on Thursday for employers of nannies. She could use help in spreading the word and getting people to sign up.
 - b. Silvia invited all workers to come to the worker's council meeting on Wednesday at Casa Latina at 5pm.
 - c. Silvia was contacted a few months ago by an organizer in Detroit who is working with jurisdictions that have passed bills of rights, to see how different places are dealing with

enforcement. There is a meeting coming up in Chicago to bring together people from each jurisdiction and share learning and ideas.

8. Silvia adjourned the meeting at 8:23pm.