

City of Seattle Domestic Workers Standards Board Meeting Minutes

February 26, 2024, 6:30pm

Held in-person at Casa Latina and via Zoom

Members Attending: Silvia González, Jordan Goldwarg, Baylie Freeman, Estefana Harry, Edy Dominguez, Liz Hunter-Keller

Members Absent: Etelbina Hauser

OLS Staff: Diana Salazar, Jennifer Molina, Tina Sigurdson, Jeanette Aranda

Guests: Laura Hurley (Spanish Interpreter), Cristal Barragan (Spanish Interpreter), Elvia Cortes, Veronique Fachinelli, Dana Barnett, Elia

1. Welcome & Agreements
 - a. Silvia welcomed people to the meeting.
 - b. Baylie read through the DWSB community agreements.
2. Approval of minutes
 - a. Edy moved to approve the January minutes; Estefana seconded. The minutes were approved unanimously.
3. OLS Updates
 - a. Policy
 - i. Diana provided policy updates
 - ii. Appointments and reappointments will take place on March 28 in the morning
 - iii. Thank you to everyone who sent suggestions for website updates; Diana will take more suggestions until the end of this week
 - iv. Seattle University invited board members to attend a lunch with Prof. Cesar on Tuesday, March 19, 1pm (they can accommodate 3-4 board members, so let Diana know by the end of the week if you would like to attend)
 - v. The soccer World Cup will be hosted in Seattle in June/July 2026. OLS is working on plans to do outreach, education, and enforcement of labour standards during the World Cup.
 - b. Outreach
 - i. Jennifer provided outreach updates
 - ii. OLS is working on an outreach campaign to let workers eligible for existing PSST know about their rights
 - iii. The campaign will also target hiring entities
 - c. Enforcement
 - i. Jeanette provided an update on enforcement
 - ii. There have not been any complaints about violations in recent months
 - iii. The one complainant who came forward has retained an attorney
 - iv. Jeanette was curious if any board members have been receiving complaints

- v. Silvia noted that some workers come directly to organizations like Casa Latina for support
- vi. Casa Latina now refers them to Working Washington, but WW doesn't always have capacity to act on all complaints
- vii. Elvia also refers people to Via Comunitaria as well as Working Washington. Some workers are afraid to present their cases.
- viii. Edy pointed out that many workers experience fear (often due to being undocumented), may not know where to find information; Edy is currently working with three nannies who have reported abuses
- ix. Most nannies want to resolve issues without going to court
- x. Because there have been so few cases of enforcement, it's important to share information about successes so that people can see examples (could be helpful to share on social media)
- xi. Edy also shared that because of the importance of references and personal reputations, workers are very reluctant to bring complaints
- xii. Jeanette pointed out that the burden of proof lies with the employer, so even if workers don't have records to corroborate their violations, it's still possible to bring a successful complaint
- xiii. Jeanette offered to attend meetings with workers to build relationships and educate workers
 - 1. Baylie suggested that when this happens, OLS should also highlight the language justice resources that are available, so that workers can make complaints in their own language
- xiv. Vero wondered if workers outside Seattle are making complaints to L&I; she also wondered if OLS is working with USCIS to give workers immunity from immigration enforcement if they make a complaint about labor violations (this could help people to feel safer coming forward)
 - 1. Jeanette said that this collaboration with USCIS is happening, but there is still a risk to workers, and the process is extremely long
 - 2. Jeanette also pointed out that employers will also get in trouble if they call ICE on an undocumented worker as a form of retaliation, so that could be another point of education for workers to help reduce fear
- xv. Jordan suggested that we devote more time to discussions about enforcement at a future meeting (maybe May or June)
- xvi. Edy suggested that the 5-year DWO anniversary could be a good opportunity to do additional outreach and reach more workers

4. Coalition Updates

- a. Vero and Dana provided an update from the DW Coalition
- b. The Coalition is working on updating and educating the new city council about the work of the Coalition (especially the PTO campaign) and also the DWSB
- c. The Coalition (with some board members) will start by meeting with the mayor's office to provide them with an update, after which they will schedule meetings with new council members
- d. They are also working with Fair Work Center and Casa Latina to ensure that workers can attend the meetings

5. New Member Orientation
 - a. When new members are appointed, there will be orientations/trainings required for them.
 - b. Some of these will be required by the city, but some of them are up to us to design.
 - c. While the intended audience is new board members, they are open to any existing board members who want a refresher
 - d. Diana asked how many options we want to offer to people, and what we want to highlight in the DWSB-specific training
 - e. Jordan asked if we could add information about how city government works, and also create a board buddy system between veteran board members and new board members
 - f. Baylie suggested that we also include a timeline of how government works over the course of a year (e.g. the budget cycle)
 - g. Dana suggested to include the relationship between the board and community organizations (like the Coalition)
 - h. Vero also suggested inviting new board members to attend a Coalition meeting.
6. DWSB T-Shirt
 - a. OLS was able to use some funding to get t-shirts for DWSB members
 - b. There is currently a simple design with the city logo, but Diana asked if any board members are interested in creating a more elaborate design
 - c. We'd like to order the shirts by mid-April so that they could be distributed at the retreat
7. Retreat Update
 - a. Silvia provided an update on the retreat planning.
 - b. Nicole will be sending a survey to board members to finalize the exact time of the retreat on April 28
 - c. The retreat will likely be at the Columbia City library branch
 - d. The Coalition will also be invited to participate in the retreat; we would like two representatives from the Coalition to attend (representatives who are not also part of the DWSB)
8. Public Comment
 - a. Dana let people know about a domestic worker mediation program that is happening in NYC -- would this be something that Seattle would be interested in?
 - b. Dana will also be doing door-to-door canvassing this spring/summer to try to reach more employers; she would welcome board members to help with this
 - c. Vero shared the Coalition website, as an additional resource for people
 - i. <https://sdwcoalition.wordpress.com/>
 - d. Vero also suggested that more outreach could be done via social media, which could then lead people to the DWO/DWSB websites
 - i. OLS posts about the DWO every Thursday, is happy to share information from other organizations
9. Baylie adjourned the meeting at 8:03pm.