

Seattle Domestic Workers Standards Board
Meeting Minutes
Monday, March 25, 2019, 6pm
Seattle City Hall, Boards and Commissions Room L280

Meeting Summary	Date: Time: Location:	Monday, March 25, 2018 6 PM- 8PM Seattle City Hall, Boards and Commissions Room L280
Members Present	Andra Kranzler, Silvia González, Elijah Blagg, Emily Dills, Lani Todd, Liz Hunter-Keller, Dana Barnett	
Members Absent	Teresa Hills	
Vacant Positions	Position # 9 – Vacant (Board Appointed)	
Guests	Adrienne Thompson (Mayor’s Office), Sabrina Bolieu (Mayor’s Office), Martin S. Garfinkel (Office of Labor Standards)	
Minutes	Karina Bull, OLS	

1. Opening and Agenda

2. Public Comment

- **Doris** – She is the founding member of the Nanny Collective and excited about the work of the Board.
- **Kay** – She is excited about the work that is about to start with the Board.
- **Tony** – He has worked with kids since he was 16 years old and has made nannying his career for the last 4 years. He is getting more involved because nannying has given him so much joy. Through the ups and downs of his employment, he has come to realize that nannies’ stories need to be heard and shared.
- **Elvia** – She works at Casa Latina as an organizer for housekeepers.

3. Welcome

- a. **Opening comments from Mayor’s Office** - Sabrina Bolieu, Business Liaison and Adrienne Thompson, Senior Labor & Policy Advisor
- b. **Opening comments from OLS** – Marty Garfinkel, Director and Jeneé Jahn, Policy Analyst

4. Board Introductions

- a. Board members interviewed one another and shared out their names, organizational affiliations, and how they are connected to domestic work.

5. Presentation from City of Seattle - Jenee Jahn, OLS

Please see presentation for details.

6. Q&A Discussion

- a. How does the work of the Board intersect with OLS's rule-making process?
 - OLS is responsible for creating rules on the existing protections in the Ordinance. These rules provide any needed clarity on meaning and increase predictability on how OLS will interpret the ordinance. All DWSB are invited/encouraged to participate in the rulemaking meetings and/or via written public comment during comment period. Please encourage others to attend.
 - OLS has also planned two meetings on enforcement and outreach approaches. These conversations do overlap directly on the work of the DWSB and we invite all to attend and participate. The Board will also continue (as OLS will) to engage in ways to continually improve the City's outreach and enforcement efforts.
- b. OLS is hiring two new staff (policy position and outreach position) who will be dedicated to this work.

7. Quick Business

a. Orientation

- Board members must complete a standard, online orientation within 90 days (Five modules -- Race & Social Justice; Public Disclosure; Open Public Meetings Act; Ethics, etc.).

b. Meeting Schedule

- **Action Item, OLS:** Assess the meeting times that members wrote down and will suggest times for regular meetings.

c. Retreat Date

- Full day, 9 to 3 or 4 pm
- Please hold June 29 (this date worked for all members present)
- The retreat may include some training (possibly Race & Social Justice Training) and primarily develop and finalize the 2-Year Work Plan.
- **Action Item, OLS:** Align date with schedule of new OLS policy analyst and confirm retreat date.

d. Boards Website

- Explains the Board's purpose, who is on the Board, and information about meetings, work plan, etc.
- **Action Item, Board members:** Send biography and photograph info by April 1

e. Email

- Create a new email address solely for Board work or allocate a folder in your email to filter Board business. Please take the Member Orientation module on the Public Records Act.
- Because all City business is subject to the Public Records Act, members can create a new email address that will not subject their personal matters to public disclosure requests.

f. Selection of work groups ➡ meeting in the next two weeks

- **Bylaws Work Group** – Between now and next meeting, this group will create a set of recommendations about bylaws that require group discussion. At next meeting, they will present recommendations and facilitate a decision-making discussion.
- **Ninth member Selection Process Work Group** – Between now and next meeting, this group will develop recommendations regarding a recruitment and selection process for determining ninth member. At next meeting, these members will present recommendations and facilitating discussion about how to make that selection.
- **Action item, OLS:** –Will call members who did not specify their choice of work group.

8. Visioning the Future

- a. **Visioning Question** - Two years from now, two of you are having a coffee at your favorite coffee shop. Someone behind you is talking about the amazing work of the DWSB. What do you want them to be saying?
- b. **Themes** – The members shared their collective visions of what they hope the Board will accomplish. Groups shared out collective visions:
 - DWSB brought a diverse group of people together to collectively share how the laws would affect them. They affected standards across the industry. We made it safe for workers to stand-up. We created models for worker benefits and on how to work with City on building resources. They said that the City’s enforcement is stronger because of the Board’s contributions.
 - App on the phone with all clients on one single page so workers can see all the hours that they worked. Most domestic workers do not have ability to manage electronics. The dream is to ensure that workers have all the benefits that they deserve (i.e. portable benefits). Educate the employers of all the domestic workers. Workers and employers are educating their peers. The DW Standards Board is a place where all can voice their needs.
 - They never thought that it could be done, but they did it! We changed the landscape of domestic workers in the Seattle area. We made people aware of their rights. They made progress on portable benefits and predictable schedules. The work that they did was worker-led and employer supported. Doable, creative, flexible. The Board is a national model and laid the groundwork for the rest of the country.

9. Next Steps

- a. **Action Item, OLS:**
 - Assess the meeting times that members wrote down and will suggest times for regular meetings.
 - Select Retreat Date; Align date with schedule of new OLS policy analyst who will be taking over this work
 - Call members who did not specify their choice of work group.
- b. **Action Item, Board members:**
 - Send biography, photograph, and confirm the email address you will use for Board work by April 1

10. Other News

- a. **Upcoming Events** – WSBA is creating a CLE for the DW Ordinance and would like to collaborate with the board. Co-presenters include Fair Work Center, Legal Voice, and maybe OLS and the Board. Tentative date of **June 5**. Stay tuned.
- b. **Upcoming Events** – OLS Open House Snack in April. Stay Tuned.