FOIA Report
Working Washington

CONTENTS

WORKING WASHINGTON FOIA RECORDS – UPDATED FINDINGS ....................... 2
  Working Washington’s Behind The Scenes Input On PayUp Legislation ................ 2
  Working Washington’s Aggressive PayUp Lobbying Campaign ........................... 13
  Working Washington’s Close Relationship With The City Of Seattle ................... 18
  Working Washington’s Close Relationship With Seattle City Council ................... 25
  Overlap Between Working Washington and the Fair Work Center ...................... 28
Since Working Washington launched its PayUp campaign, it has been in secret contact with Seattle policy staff, who rely on Working Washington’s registered lobbyist Sage Wilson as a resource for discussing key policy components of PayUp legislation.


Working Washington’s PayUp Campaign Also Calls For New Rules Around Transparency And Flexibility. “It doesn’t have to be this way. Gig workers are calling on the Seattle City Council to make the gig economy Pay Up Now by passing new laws that raise pay, protect flexibility, and provide transparency. We can’t afford to wait any longer to ensure gig workers have the economic security they need to get through this crisis and help set our city on the path to an equitable recovery going forward.” (“Gig workers can't afford to wait: Tell Seattle City Council to take action now & make the gig economy Pay Up,” Working Washington, 3/30/21)

Working Washington Also Calls For Better Protecting Gig Employee Workers From “Unfair Deactivation.” “This morning, hundreds of GoPuff drivers across the country are on strike to demand higher pay, flexible shift access, and protection from unfair deactivation. A delegation of leaders will also be protesting outside GoPuff’s corporate headquarters in Philadelphia.” (“Using slogan "#GoPuffYourself", GoPuff workers on strike today for better pay, flexible shifts, and deactivation protections,” Working Washington, 11/23/21)

• Bull Is A Strategic Advisor To Seattle’s City Council. (Karina Bull, LinkedIn, Accessed 3/9/22)

Three Days After The Draft Policy Was Presented, Sage Wilson, A Lobbyist For Working Washington, Emailed Seattle Labor Policy Staff, Asking For A Meeting “To Discuss The Potential Deactivation Policy.” (Email, City of Seattle, 9/17/21)

• Since September 2011, Wilson Has Worked As Working Washington’s Campaign Director. (Sage Wilson, LinkedIn, Accessed 3/9/22)

• Since March 2019, Marwaha Has Worked As A Policy Analyst At The City Of Seattle. (Jasmine Marwaha, LinkedIn, Accessed 3/9/22)

• Since April 2019, Levitas Has Worked As A Strategic Advisor At Seattle’s Office Of Labor Standards. (Kerem Levitas, LinkedIn, Accessed 3/9/22)

• Since April 2021, Middaugh Has Worked As A Policy Analyst For Seattle’s Office Of Labor Standards. (Laine Middaugh, LinkedIn, Accessed 3/10/22)
In October 2021, Less Than A Month After The Draft PayUp Proposal, Wilson Arranged Another Meeting With Seattle Labor Policy Staff To Discuss “Transparency” And “Flexibility.” (Email, City of Seattle, 10/8/21)

That Same Month, The Seattle Policy Staff Met Again With Wilson For A “Check-In,” Alongside With Emily Dhatt, Another Working Washington Employee, And Tina Sigurdson, A Policy Analyst For SEIU. (Email, City of Seattle, 10/22/21)
• **Dhatt Is A Digital Organizer For Working Washington’s PayUp Campaign.**
  “However, Amber and Emily Dhatt—a digital organizer for PayUp—said those claims are simply misleading, especially in regards to sick leave.” (Emanuel Lee, “Postmates Couriers Demand Sick Pay, Protective Gear, Fair Wages,” *San Jose Inside*, 5/10/20)

• **Since March 2019, Sigurdson Has Worked As A Research And Policy Analyst For SEIU Local 775.** (Tina Sigurdson, [LinkedIn](https://www.linkedin.com/), Accessed 3/10/22)

  ![Experience](Screenshot.png)

The Month After That, In December 2021, Marwaha Asked For A Meeting With Sage Wilson To Again Discuss “Pay Up.” “Hi Sage, I’m back and work and diving back into Pay Up! Can we schedule a time for Kerem and I to touch base in the next week? Feel free to invite anyone else and let us know your availability. It looks like next Friday the 10th is flexible for both of us all day. But if that doesn’t work feel free to propose other dates. Thanks, Jasmine” (Email, City of Seattle, 12/10/21)
• Levitas Was Also Invited To The Meeting.  (Email, City of Seattle, 12/10/21)

In February 2022, Marwaha Emailed Wilson, Asking If He And Working Washington Could Provide A List Of Groups Who Support “The Pay Up Policy.”  (Email, City of Seattle, 2/12/20)

In March 2022, Seattle Proposed PayUp Legislation Dealing With Compensation, And Future Proposals Are “Expected To Include Rules Around Deactivation Of Worker Accounts.”  “The Pay Up proposal would eventually lead to numerous bills aimed at creating a suite of worker protections for app-based gig workers. This first measure deals mostly with compensation, while future bills are expected to include rules around deactivation of worker accounts and background checks, bathroom access for drivers in the City, anti-discrimination and reasonable-accommodation provisions, and the creation of an app-based worker advisory board.”  (Ben Adlin, “Landmark Seattle Proposal Would Guarantee Gig Workers a Minimum Wage,” South Seattle Emerald, 3/2/22)

Thanks to a Seattle city councillor’s office, Working Washington and its lobbyist Sage Wilson appear to have had advance notice of draft PayUp legislation and the timing of when it would be debated in committee.
On September 10, 2021, Sage Wilson Emailed Councilmember Lewis' Office, Demanding That Draft PayUp Legislation Be Discussed In The Tuesday Meeting Of Seattle’s Public Safety And Human Services Committee. (Email, City of Seattle, 9/10/21)

Hello Kamilah — hope you are doing well!

I wanted to reach out and let you know we are looking forward to the Tuesday hearing on the first piece of unimplemented draft legislation, as planned. Our assessment is that it is extremely valuable to have the piece of draft policy out there on Tuesday so the process can continue moving forward. Having the policy there will bring a higher degree of reality to the policy and the companies have indicated they want to see the language to engage on a deeper level.

Workers are also really looking forward to seeing the policy out there as a sign of momentum and progress to show we are getting closer to the shared goal of achieving labor standards for app-based workers in the city; otherwise the many months of work will appear to be not be delivering, and the companies will see it as a lack of momentum.

Happy to talk more if that is helpful, but really want to underscore the importance to us of the draft legislation being discussed in committee on Tuesday.

On September 13, 2021, Lewis’ Office Confirmed The Draft Proposal Would Be Introduced The Next Day, And Asked Wilson For A Meeting “To Discuss The Timeline Further.” (Email, City of Seattle, 9/13/21)

On Tue, Sep 14, 2021 at 11:12 AM Sage Wilson <sage@workingwa.org> wrote:
Hi Kamilah — Of course! I'm always happy to talk! I have some time Thursday afternoon & Friday morning, do either of those work for you?

On Mon, Sep 13, 2021 at 10:24 AM Brown, Kamilah <Kamilah.Brown@seattle.gov> wrote:

Hi Sage,

Thanks for sending along your thoughts on the introduced draft legislation. Looks like the draft legislation will be discussed in committee tomorrow. I want to take you up on the offer to discuss the timeline further. It will be good for us to check-in sometime later this week or early next week.

Another city councilmember’s office has worked to make sure Working Washington is in direct contact with Seattle’s Office of Labor Standards on the development of PayUp legislation.

In October 2021, A Legislative Assistant From Councilmember Herbold’s Office Emailed Sage Wilson, Asking Him To Confirm That Working Washington Is “Having Conversations With [Seattle’s Office Of Labor Standards]” On Proposed PayUp Legislation. (Email, City of Seattle, 10/29/21)

```
From: Clardy, Alex
to: sage@workingwa.org
subject: PayUp Status
Date: Friday, October 29, 2021 1:21:00 PM
Attachments: image001.jpg
              image002.jpg
              image003.jpg
              image004.jpg

Hi Sage,

Hope you're doing well. I wanted to check-in with you regarding PayUp – we want to make sure that you're having conversations with OLS during the Council's budget process so that we can be prepared to take this up again immediately and not suffer any more details.

Have you been able to meet with OLS and other stakeholders over the last month?

Thanks,

Alex Clardy
He/him/his
Legislative Assistant
Seattle City Councilmember Lisa Herbold, District 1
```

Wilson Responded By Confirming Working Washington Has “Had Several Conversations With OLS” And Proclaimed He Expects PayUp Legislation To Deliver Everything Working Washington Wanted. (Email, City of Seattle, 10/29/21)
That same city councilmember’s office even shared with Working Washington a draft version of the PayUp legislation and sought input from Working Washington’s main lobbyist on the text of the proposed ordinance.

In December 2021, Herbold’s Office Shared With Sage Wilson A Draft Version Of The PayUp Legislation Being Debated In Committee. (Email, City of Seattle, 12/7/21)

Wilson Replied By Approving OLS’ Proposed Changes, And Proposing Changes Of His Own. (Email, City of Seattle, 12/11/21)
In December 2021, Wilson directly called on OLS staff to make edits to the draft PayUp legislation, and those edits ultimately are now present in the version of the bill proposed by city council.

In December 2021, Wilson Wrote To Seattle’s OLS, Calling For Direct Changes To How Draft PayUp Legislation Treats Marketplace Network Companies. (Email, City of Seattle, 12/22/21)

Wilson’s Changes Focused On Several Specific Changes To The PayUp Legislation, Including How Marketplace Network Companies, Engaged Miles, And Minimum Compensation Should Be Defined. “1. Create Marketplace Network Company definition Create a definition of ‘Marketplace Network Company’ to capture those network companies whose models involve workers and customers directly communicating before orders are placed and offers are made, and which do not monitor the time or location of work. ‘Marketplace network company’ means a network company primarily engaged in facilitating offers in which the prospective customer and worker exchange information regarding the scope and details of services to be performed, prior to the customer placing the online order for those services or the app-based worker accepting the offer, provided that services facilitated by a marketplace network company can be performed without monitoring by geographic location or by time. 2. Modify engaged miles definition for Marketplace Network Companies. Specify that engaged miles do not apply to offers facilitated by a Marketplace Network Company, provided that the company does not otherwise collect or monitor information about the mileage required by and given offer. (This is to avoid incentivizing platforms to engage in additional tracking of workers, which is not in anyone's interests.) ‘Engaged miles’ means miles traveled during engaged time in a vehicle that the network company does not own and maintain, or miles traveled during engaged time in a vehicle leased by the network company to the app-based worker. Engaged miles do not include any miles which may be traveled in furtherance of an offer facilitated by a marketplace..."
network company, provided that the company does not collect nor monitor information about the engaged miles required to perform an offer. 3. Modify the engaged time definition for Marketplace Network Companies. Specify that for Marketplace Network Companies, compliance with the engaged time per-minute minimum is satisfied if the terms of the offer are in compliance. (This is to avoid incentivizing platforms to engage in additional monitoring and verification of work performed if they do not currently do so.) Add under 8.37.050 (B) 5—Application of Minimum compensation: A marketplace network company may fulfill the requirements of this Section 8.37.050 (B) 1 by ensuring that the terms of each offer facilitated by the company are in compliance with the required per-minute minimum compensation for engaged time or non-exclusive engaged time, as applicable, when the offer is accepted.” (Email, City of Seattle, 12/22/21)

All Three Of Wilson’s Changes Made It Essentially Verbatim Into The PayUp Legislation Now Before Seattle City Council. (Text, Council Bill 120294, City of Seattle, Introduced 4/12/22)

Working Washington’s Aggressive PayUp Lobbying Campaign

In January 2022, several representatives from Working Washington, including the group’s lobbyist Sage Wilson, met with councilmember’s Nelson office after Wilson requested a meeting only days after she was sworn in.

On January 11, 2022, Only Days After Sara Nelson Was Sworn In As A Seattle City Councilmember, Sage Wilson Emailed Her Office Asking To Meet About Working Washington’s PayUp Campaign. (Email, City of Seattle, 1/11/22)

• Nelson Was Sworn In On January 3, 2022. “Sara Nelson seen via Monday’s online Seattle City Council meeting being sworn-in to office: ‘We did it! I just took my ceremonial oath of office during my first City Council meeting. Thank you to my former boss and mentor, Councilmember Richard Conlin, for administering the oath.’” (“Seattle’s new City Council: New president, new member, same committee for Sawant, and a new schedule that is probably a sign of things to come for workplaces across America,” Capitol Hill Seattle Blog, 1/5/22)

Wilson Stated “A Small Group Of Gig Workers” Would Be Present At The Meeting, Which Would Focus On The Importance Of PayUp Protections. “We are confident you appreciate the importance of including more workers in our labor standards, and we hope you
will be able to meet with a small group of gig workers to learn more about what these protections would mean for them.” (Email, City of Seattle, 1/11/22)

Wilson And The Other Working Washington Representatives Met With Nelson’s Office On January 27, 2022. (Email, City of Seattle, 1/27/22)

From: Sage Wilson
To: Katie Nelson
Subject: Re: 3/7 & Working Washington (Payup)
Date: Thursday, January 27, 2022 7:14:53 PM

Great to meet you today Kate & thank you so much for taking the time to hear from some of the workers leading the campaign! I’d be happy to talk more and answer any questions you may have — let me know what might be a good time for you!

Best,
Sage

Written Notes From The Meeting Show That Several Working Washington Activists Were Present, Including Mia Kelly, Theresa Herstad, And Mickey Pullman. (Meeting Notes, City of Seattle, 1/27/22)

• Since November 2019, Mia Kelly-Hayward Has Worked As An Organizer For Working Washington. (Mia Kelly-Hayward, LinkedIn, Accessed 3/24/22)
• Theresa Herstad Is Currently Helping Lead A Working Washington Campaign Against Instacart. “Led by Instacart workers of Washington state: Mia Kelly (Seattle); Corrinne Pettitt (Tacoma); Ashley Knudson (Tacoma); Phoenix Di Corvo (Bremerton); Mark Moran (Seattle); Lori Tripp (Gig Harbor); Hannah Leighton (Bellingham); Ryan Munsell (Lynnwood); Samantha C. Sanabria (Tacoma); Terri Harstad (Bremerton); Julia Mascarella (Seattle); John LeMaster (Lakewood); Austin S. (Bellingham); Josh Siliaga (Seattle); Theresa Herstad (Bremerton)” (“Instacart: Here's our 22 cents — no more tip theft, low pay, and black-box pay algorithms,” Coworker, Accessed 3/24/22)

• Mickey Pullman An Activist With Working Washington’s PayUp Campaign. “Mickey Pullman is a DoorDash driver in Seattle, and a volunteer with the Pay Up campaign.” (“Gee and Ursula: Delivery drivers ‘have to do better’ in demand for minimum wage,” Idaho News, 2/14/22)

In January 2022, Councilmember Pedersen personally met with Sage Wilson and Working Washington after Wilson requested a meeting about “PayUp policy.”

On January 11, 2022, Sage Wilson Contacted Councilmember Pedersen’s Office, Asking For A Meeting About “PayUp Policy.” (Email, City of Seattle, 1/11/22)

From: Sage Wilson
To: Janet White
Subject: Pay: meeting request - gig workers PayUp campaign
Date: Tuesday, January 11, 2022 8:52:22 AM

CAUTION: External Email

Hello! I wanted to renew this thread that I had let lapse (so long ago!) in the shuffle of last year and see if we would be able to set up a meeting with regard to the PayUp policy providing basic labor protections to gig workers.

Do you have any time Thursday or Friday of this week or mid-next week that might work for you? Happy to find other times as well of course!

Let me know — look forward to connecting!

Best,
Sage

On January 13, 2022, Councilmember Pedersen Met With Wilson Personally. (Email, City of Seattle, 1/11/22)
Wilson has also worked to organize a meeting with Councilmember Sawant’s office to discuss PayUp legislation.

In January 2022, Wilson Contacted Councilmember Sawant’s Office, Asking For A Meeting “Between Gig Workers And The Councilmember.” (Email, City of Seattle, 1/18/22)
In January 2022, Wilson And Sawant’s Office Set The Meeting For February 9th, With Wilson Clarifying It Would Include Him, A Colleague From Working Washington, And “4 Or 5 Gig Worker Leaders.” (Email, City of Seattle, 1/27/22)
NOTE: More recent emails were not included in the requested public records – it is likely Sawant’s office ultimately met with Wilson and Working Washington.

In December 2021, Danielle Alvarado, the executive director of both Working Washington and the Fair Work Center, used a holiday party as an opportunity to lobby councilmember Lewis about PayUp legislation.

In December 2021, Danielle Alvarado, Emailed Councilmember Lewis Thanking Him For Their Discussion about At A Recent Holiday Party, And Asking For A “Follow Up” Meeting To Discuss PayUp Policy. (Email, City of Seattle, 12/17/21)

• Since September 2021, Alvarado Has Served As The Executive Director Of Both The Fair Work Center And Working Washington. (Danielle Alvardo, LinkedIn, Accessed 3/25/22)

Working Washington’s Close Relationship With The City Of Seattle

Sage Wilson, a registered lobbyist for Working Washington, is not only comfortable texting Seattle policy analysts directly to request meetings, he even texted one of the policy analysts to thank for all her work on “the gig stuff.”
In October 2021, Jasmine Marwaha, A City Of Seattle Policy Analyst, Texted Wilson Asking If He Had “Time To Chat Today.”  

(Text, City of Seattle, 10/20/21)

Since September 2011, Wilson Has Worked As Working Washington’s Campaign Director.  
(Sage Wilson, LinkedIn, Accessed 3/9/22)

(Sage Wilson, Seattle Ethics and Election Commission, Accessed 3/9/22)

Since March 2019, Marwaha Has Worked As A Policy Analyst At The City Of Seattle.  
(Jasmine Marwaha, LinkedIn, Accessed 3/9/22)
In October 2021, Sage Wilson Texted Marwaha, To Thank Her For “All The Time & Care You Put Into The Gig Stuff.”  (Text, City of Seattle, 10/29/21)

Sage’s Contact Information Is Stored In Marwaha’s Phone Under Only His First Name – A Sign Of Their Familiarity With One Another.  (Text, City of Seattle, 10/29/21)

In December 2021, Wilson Texted Marwaha And Levitas, Two Analysts For The City Of Seattle, To Request A Meeting On “A Quick Question.”  (Text, City of Seattle, 12/15/21)
Since April 2019, Levitas Has Worked As A Strategic Advisor At Seattle’s Office Of Labor Standards. (Kerem Levitas, LinkedIn, Accessed 3/9/22)

Seattle’s Office of Labor Standards has also been working behind the scenes with Working Washington on a portable PTO policy for domestic workers, while Working Washington publicly pushes for the policy both on its own and as a member of the city’s Domestic Workers Standards Board.

In April 2021, Seattle’s Domestic Workers Standards Board Called For Giving Domestic Workers Portable Paid Leave. “Seattle can continue its tradition of innovative leadership on workers’ rights by implementing a portable benefits system for domestic workers across the city. A portable benefits system for paid time off (PTO) will ensure domestic workers can access the basic benefits many other workers receive. Domestic workers deserve a right to portable paid leave for paid sick days, rest days and other uses as they may need. The DWSB believes that portable benefits for all domestic workers should be mandated, and that this mandate be supported by strong and simple enforcement.” (“Report and Recommendations to City Council & Mayor,” Domestic Workers Standards Board, City of Seattle, April 2021)
• **The Co-Chair Of The Domestic Workers Standard Board Is A Working Washington Activist.** “She helped found the Nanny Collective (under the umbrella of the Fair Work Center/Working Washington) to create an advocacy space for nannies and au pairs to share their stories and influence lawmakers. She has been the Co-Chair of the Domestic Workers Standards Board since January 2021 and is excited to continue to center and empower the voices of those too vulnerable to advocate for themselves.” (“Who We Are,” Domestic Workers Standards Board, City of Seattle, Accessed 3/9/22)

![Image of Bayle Freeman](image)

Bayle Freeman began working as a professional nanny in 2015, following a career as a teacher and daycare worker, totaling over 10 years of childcare service. In July 2020, she took up the role of Director of Client Engagement and Social Responsibility at Seattle Nanny Network. In this position, she helps families find nannies, educates the parents on their responsibilities regarding labor law compliance, and teaches them how to manage communication and boundaries with their new hire. She helped found the Nanny Collective (under the umbrella of the Fair Work Center/Working Washington) to create an advocacy space for nannies and au pairs to share their stories and influence lawmakers. She has been the Co-Chair of the Domestic Workers Standards Board since January 2021 and is excited to continue to center and empower the voices of those too vulnerable to advocate for themselves. Bayle holds a Master of Science (Child & Developmental Psychology) from Southern New Hampshire University and Bachelor of Arts from Evergreen State College.

Working Washington Also Publicly Calls For Giving Domestic Workers Portable Benefits, Like Paid Time Off. “That means creating a portable system that moves with workers as they move from job to job. Because many domestic workers are employed by multiple households, they often don't work enough hours at a single employer to build up a meaningful amount of paid time off. And every time they get a new job, they have to start over accruing benefits.” (“Nannies & house cleaners urge Seattle City Council to create a system that ensures they have access to paid time off,” Working Washington, 11/10/21)

The Fair Work Center Is A Recognized Stakeholder For The Domestic Workers Standards Board Who The City Of Seattle Invites To Board Workshops. “I believe you would all still like to have representation here, so we’re assuming at least 2 representatives of Casa Latina (not including Silvia), 2 representatives of FWC, and a spot for Andrew and Kim.” (Email, City of Seattle, 1/13/22)
In October 2021, Marwaha Texted Wilson, Asking “To Check In About Portable PTO Budget.” (Text, City of Seattle, 10/6/21)
In November 2021, Seattle City Council Called On The Office Of Labor Standards To Work With Stakeholders And Draft Legislation On Portable PTO. “The council also began to set the tone for ongoing priorities by approving resolutions to request King County and the state of Washington to ‘increase services to address behavioral health conditions,’ and another expressing council’s ‘intent to establish a right to portable Paid Time Off (PTO) for domestic workers’ and requesting the Office of Labor Standards to ‘work with community stakeholders to draft legislation creating a portable PTO policy for domestic workers.’” (Sarah Grace Taylor, “Seattle City Council passes a 2022 budget that emphasizes funding for homelessness, affordable housing,” The Seattle Times, 11/23/21)

NOTE: As evidenced by the above text messages, Seattle’s Office of Labor Standards was already in contact with Working Washington on portable PTO before city council called on stakeholder engagement on the issue. “


In January 2022, Seattle staff volunteered to connect Working Washington with the Freelancers Union, a worker activist group based in New York.

In January 2022, Kerem Levitas, A Strategic Advisor At Seattle’s Office Of Labor Standards, Offered To Connect Sage Wilson With New York City’s Freelancer Union To Discuss “Recent Labor Standards Developments In Seattle.” (Email, City of Seattle, 1/11/22)

- Since April 2019, Levitas Has Worked As A Strategic Advisor At Seattle’s Office Of Labor Standards. (Kerem Levitas, LinkedIn, Accessed 3/9/22)
The Freelancers Union Represents Millions Of “Independent Workers.” “Freelancers Union is the largest and fast-growing organization representing the 56.7 million independent workers across the country. We provide our 500,000+ members a powerful support system and voice through policy advocacy, benefits, resources and community.” (“Who We Are,” Freelancers Union, Accessed 3/9/22)

- The Freelancers Union Is Based In Brooklyn, NY. “Thinking ahead to what the first few months will look like, I will be focusing on the early states that have pledged to adopt a version of AB5,’ said Espinal, who resigned his seat as a Democratic councilman in Brooklyn, N.Y., to take the role at the Brooklyn-based Freelancers Union. He joined the State Assembly at age 26.” (Elaine Pofeldt, “New Freelancers Union Head Plans To Prioritize Gig Worker Legislation,” Forbes, 1/29/20)

Working Washington’s Close Relationship With Seattle City Council

In October 2021, Councilmember Herbold’s office sent a letter to DoorDash, Instacart, and Uber, expressing disappointment in their comments on draft PayUp legislation, only to forward the correspondence mere minutes later to Working Washington.

In October 2021, Councilmember Herbold’s Office Sent A Letter To DoorDash, Instacart, And Uber, Expressing Disappointment With Their Comments On Working Washington’s Draft PayUp Legislation. (Letter, Councilmember Lisa Herbold, 10/1/21)
Only Minutes After Sending The Letter To The Respective Companies, Herbold’s Office Looped In Sage Wilson. (Email, City of Seattle, 10/1/21)

From: Clardy, Alex
To: sage@workingwashington.org
Subject: FW: DNC Standards Legislation Proposal - Industry Letter
Date: Friday, October 01, 2021 12:00:00 PM
Attachments: Response to Network Concern Letter.odf
image001.png
image002.png
image003.png
image004.png

FYI

From: Herbold, Lisa <Lisa.Herbold@seattle.gov>
Sent: Friday, October 01, 2021 11:53 AM
To: ‘Anna Powell’ <anna.powell@doodrash.com>; Tiffani Alvidrez <tiffani.alvidrez@instacart.com>; Ramona Prieto <ramona.prieto@uber.com>
Cc: Gonzalez, Lorena <Lorena.Gonzalez@seattle.gov>; Lewis, Andrew <Andrew.Lewis@seattle.gov>; Morales, Tammy <Tammy.Morales@seattle.gov>; Sawant, Kshama <Kshama.Sawant@seattle.gov>; Pedersen, Alex <Alex.Pedersen@seattle.gov>; Strauss, Dan <Dan.Strauss@seattle.gov>; Rolf, Kyle <Kylie.Rolf@seattle.gov>; Sandeep Kaushik <sandeep@soundsviewstrategies.biz>; Tim Ceis <tim@cbestrategic.com>; Paul Berndt <paulb@strategies360.com>; Clardy, Alex <Alex.Clardy@seattle.gov>; Pleasant-Brown, Amanda <Amanda.Pleasant-Brown@seattle.gov>

Subject: RE: DNC Standards Legislation Proposal - Industry Letter

Hello Anna, Tiffani, and Ramona,

Thank you for reaching out to Councilmember Herbold, and I sincerely apologize for the delay in getting back to you. Please see the attached response letter from Councilmember Herbold.

Councilmember Herbold’s office closely works with Working Washington and Sage Wilson, seeking Wilson’s input on potential policy questions and thanking him for sharing research.
In October 2021, A Legislative Assistant From Councilmember Herbold’s Office Emailed Sage Wilson, Asking Whether PayUp Legislation Could Be Used To Regulate Amazon Workers. (Email, City of Seattle, 10/8/21)

Hey Sage,

I just finished reading this: https://www.seattletimes.com/business/amazon-delivery-partners-rage-against-the-machines-we-were-treated-like-robots/

I expect you’ve already seen it, but wanted to flag. Truly a horrifying picture. I’m emailing though because I’m trying to process through how the PayUp policies might effect these workers. It’s different than typical on-demand delivery because 1. It may not fall into our definition of on-demand (2 hour notice), but 2. Because it’s not clear to me how all of these drivers are classified even though they’re working for an Amazon subcontractor. Have you thought through how the policy interacts with this business model?

Thanks,

Alex Clardy
He/him/his
Legislative Assistant
Seattle City Councilmember Lisa Herbold, District 3

In October 2021, A Legislative Assistant From Councilmember Herbold’s Office Thanked Wilson After She Shared An Article “A New Academic Study Showing The Positive Impacts Of Secure Scheduling On The Lives Of Seattle Workers.” (Email, City of Seattle, 10/12/21)
Sage Wilson, despite being a registered lobbyist for Working Washington, is also involved in the Fair Work Center’s (FWC) day-to-day operations: a Seattle policy analyst asked Wilson whether FWC would attend a city workshop, and in February 2022, Wilson responded to a meeting related to Working Washington business with his FWC email.

In January 2022, Marwaha Texted Sage Wilson, Asking Whether The Fair Work Center Would Participate In A Domestic Workers Standards Board Workshop. (Text, City of Seattle, 1/12/22)
• On His LinkedIn Profile, Wilson Only Lists Employment With Working Washington. (Sage Wilson, LinkedIn, Accessed 3/9/22)

![LinkedIn Profile](image)

- Campaigns Director
  - Full-time
  - Sep 2011 - Present: 10 yrs 7 mos
  - Seattle, Washington, United States
  - Led communications and digital efforts for Seattle fast food strike campaign that sparked the movement to win the nation's first $15 minimum wage, garnering hundreds of news stories and transforming the ...see more

- Media Relations
  - 2011 - Present: 11 yrs 3 mos
  - Amplified worker voices, raised organizational profile, and achieved key campaign goals with hundreds of media hits on issues ranging from gig worker rights to minimum wage to unemployment benefits ...see more

- Digital Communications & Social Media
  - Sep 2011 - Present: 10 yrs 7 mos
  - Oversees strategy, calendar, and execution of various mailings to 100,000-person email list, including BooFeed, a popular weekly review of "the week in work" which is regularly read by tens of thousands ...see more

• The Fair Work Center’s Website Also Does Not List Wilson As An Employee. ("Staff," The Fair Work Center, Accessed 3/10/22)

Marwaha’s Text Referred To The Fair Work Center And Working Washington, Where Wilson Ostensibly Works, As “You.” Suggesting She Views Both As A Singular Organization. “You have 2 slots to help us decide how 500k will be prioritized.” (Text, City of Seattle, 1/12/22)

Similarly, Wilson Answer Also Suggested He Treats Working Washington And The Fair Work Center As The Same Organization, And Promised “We Will Be There.” (Text, City of Seattle, 1/12/22)
In February 2022, Wilson Responded To A Meeting Invite With Seattle Policy Analysts With His Fair Work Center Email. (Email, City of Seattle, 2/4/22)

- Wilson Had Requested The Meeting To Discuss “Marketplace Network Company Stuff.” (Email, City of Seattle, 2/1/22)
Working Washington also appears to be exploiting vast sums of taxpayer money acquired by the Fair Work Center to directly fund its advocacy efforts and specifically outreach to "app-based drivers."

Since 2015, The City Of Seattle Has Given More Than $6.5 Million To The Fair Work Center “To Develop Awareness And Understanding Of Worker Rights.” "The goal of the Labor Standards Community Outreach and Education Fund is to foster collaboration between OLS and the community by providing funds to community-based organizations to develop awareness and understanding of worker rights provided by Seattle's labor standards.” (Community Outreach and Education Fund, City of Seattle, Accessed 3/10/22)

• The Fair Work Center Has Received This Money Through Seattle’s Community Outreach And Education Fund (COEF) And Is Scheduled To Receive Nearly $1.5 Million From 2022 To 2023. (2022 – 2023 Recipients, Community Outreach and Education Fund, City of Seattle, Accessed 3/10/22; COEF Past Recipients, Community Outreach and Education Fund, City of Seattle, Accessed 4/11/22)

<table>
<thead>
<tr>
<th>Time Period</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015-2016</td>
<td>$376,000.00</td>
</tr>
<tr>
<td>2017-2019</td>
<td>$2,151,818.00</td>
</tr>
<tr>
<td>2019</td>
<td>$822,078.35</td>
</tr>
<tr>
<td>2020-2021</td>
<td>$1,732,603.52</td>
</tr>
<tr>
<td>2022-2023</td>
<td>$1,458,520.00</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$6,541,019.87</strong></td>
</tr>
</tbody>
</table>

In October 2021, The Fair Work Center Submitted Its COEF Application For 2022-2023. (Email, City of Seattle, 10/8/21)

In Their Application, The Fair Work Center Also Directly Stated Their Intent Was To Use COEF Money To Fund Outreach To Gig Workers, Claiming “Fair Work Center & Working Washington (FWC/WW) Is A National Leader In…Organizing Gig Workers.”

“a. Describe the worker communities you will be providing outreach and education to and your experience engaging with them. In your description, please include race and ethnicity, their industries and/or jobs, languages spoken and Seattle neighborhoods/areas where they work. We plan to focus our outreach and education work on the following low-wage industries: domestic workers, food service workers, and gig workers. People working in these industries have long been excluded from workplace protections and continue to experience high rates of workplace violations. We know that the exclusion of workers in these industries is rooted in overlapping systems of institutional oppression — in society, policymaking, and the labor movement — including racism, misogyny, homophobia, xenophobia, and ableism. Because of this, many people of color, immigrants and refugees, women, people with disabilities, and LGBTQ+ people work in these industries. We prioritize these workers by prioritizing the industries in which they...
are more likely to work. To expand our outreach to these hardest-to-reach and most-marginalized workers, we will build on our deep collective experience and staff expertise conducting outreach and education across industries. Fair Work Center & Working Washington (FWC/WW) is a national leader in providing outreach and education to independent contractors, including through our work organizing gig workers and our work with nannies and domestic workers."


Seattle’s Office of Labor Standards may even be aware that Working Washington is abusing COEF money: a scope of work submitted by the Fair Work Center listed several Working Washington organiz

In Its Proposed Budget For The 2022-2023 COEF Program, Fair Work Center Provided A Breakdown Of All The Involved Employees And Their Responsibilities. (“2022-2023 COEF RFP Proposed Budget,” Seattle Office of Labor Standards, October 2021)

In January 2019, KUNW Described Rodriguez As A Representative Of Working Washington, Not The Fair Work Center. “No es ningún secreto que nuestros trabajos pueden causar algún estrés; pero ¿cuánto de nosotros sabemos cómo disminuirlo? Es por eso que el representante del programa Working Washington Ricardo Rodríguez, y la licenciada Esperanza del Rocío Nava estarán dando algunos talleres donde participantes recibirán apoyo y consejos sobre cómo mejor controlar el estrés.” (Elizabeth Medina, “En Comunidad: Apoyo con el control del estrés,” KUNW, 1/22/19)

In April 2020, The Yakima Herald-Republic Described Rodriguez Again As A Representative Of Working Washington, Not The Fair Work Center. “Gabriel Muñoz, vice chair of Eastern Washington Proyecto Bienestar, Ricardo Rodriguez of Working Washington and Yakima City Council member Eliana Macias are also scheduled to speak. Elizabeth Torres will speak about the Northwest Justice Project’s Welfare Project, highlighting the importance of educating women to avoid sexual harassment that they face as farmworkers, Rubin said.” (Adriana Bataille, “Annual May Day March to take place on the radio on Friday,” Yakima Herald-Republic, 4/29/20)

On Her LinkedIn, Monroe claims she only began working at the Fair Work Center in January 2022, and previously, was an “Outreach Coordinator” for Working Washington. (Danielle Monroe, LinkedIn, Accessed 4/13/22)

On His LinkedIn, Gustaveson states he works as a Communication Specialist at Working Washington, not the Fair Work Center. (Jeffrey Gustaveson, LinkedIn, Accessed 4/13/22)
Web Data For Working Washington’s Website Shows Gustaveson Has Authored At Least 21 Blog Posts Since October 2021.

<table>
<thead>
<tr>
<th>Date</th>
<th>Title Of Blog Post</th>
</tr>
</thead>
<tbody>
<tr>
<td>October 5, 2021</td>
<td>“After The Mountain Blew”</td>
</tr>
<tr>
<td>October 18, 2021</td>
<td>Pandora’s Box</td>
</tr>
<tr>
<td>October 26, 2021</td>
<td>Let’s Get Cryptic</td>
</tr>
<tr>
<td>November 2, 2021</td>
<td>Whatever Floats Your Boat</td>
</tr>
<tr>
<td>November 9, 2021</td>
<td>The Great State Of “Washington”</td>
</tr>
<tr>
<td>November 16, 2021</td>
<td>Time Warp</td>
</tr>
<tr>
<td>January 9, 2022</td>
<td>Eat Your Veggies</td>
</tr>
<tr>
<td>January 11, 2022</td>
<td>You Shall Not Pass</td>
</tr>
<tr>
<td>January 19, 2022</td>
<td>Paying A Premium</td>
</tr>
<tr>
<td>February 2, 2022</td>
<td>Proud Partners</td>
</tr>
<tr>
<td>February 9, 2022</td>
<td>“A Great Time To Be A Yacht Owner”</td>
</tr>
<tr>
<td>February 15, 2022</td>
<td>Land Of Make-Believe</td>
</tr>
<tr>
<td>March 1, 2022</td>
<td>Better Late Than Never</td>
</tr>
<tr>
<td>March 8, 2022</td>
<td>Hungry Hungry Hippos</td>
</tr>
<tr>
<td>March 15, 2022</td>
<td>Bingo</td>
</tr>
<tr>
<td>March 23, 2022</td>
<td>The Human Experience</td>
</tr>
<tr>
<td>April 5, 2022</td>
<td>As If By Magic</td>
</tr>
<tr>
<td>December 7, 2022</td>
<td>Cat And Mouse</td>
</tr>
<tr>
<td>December 14, 2022</td>
<td>The Cost Of Doing Business</td>
</tr>
<tr>
<td>December 21, 2022</td>
<td>A Whopping Sum</td>
</tr>
</tbody>
</table>

NOTE: Gustaveson’s authorship of the blog posts is hidden – it is first necessary to view the page source for each blog.

Unsurprisingly, Working Washington appears to be deeply involved in the Fair Work Center’s participation in the COEF program: an employee shared between both organizations has repeatedly served as a point of contact with OLS, while using her Working Washington email address.

Nishia Shankar, An Employee Who Is Shared Between Both Working Washington And The Fair Work Center, Handles The Fair Work Center’s Invoicing To The Community Outreach and Education Fund. (Email, City of Seattle, 12/1/21; Email, City of Seattle, 1/18/22)
Since January 2021, Shankar Has Worked In Grants & Data For Both Working Washington And The Fair Work Center. (Nishi Shankar, LinkedIn, Accessed 3/10/22)

Shankar’s Emails To The City Of Seattle On The Community Outreach and Education Fund All Were Also Sent Using Her Working Washington Email Address. (Email, City of Seattle, 12/1/21; Email, City of Seattle, 1/18/22)
Sage Wilson, the main lobbyist for Working Washington, appears to be an active participant in the Fair Work Center’s efforts to pass a portable benefits policy for domestic workers.

The Fair Work Center Is A Part Of A Coalition That Is Working To Pass A Portable Benefits Policy For Domestic Workers In Seattle. (Email, City of Seattle, 10/6/21)

In October 2021, The Coalition Contacted Councilmember Juarez’s Office, Asking For A Meeting. (Email, City of Seattle, 10/6/21)

Included On The Email Chain Was Sage Wilson, Working Washington’s Main Lobbyist. (Email, City of Seattle, 10/6/21)

Doris Garcia, an organizer at the Fair Work Center who specifically focuses on domestic workers, not only maintains an email with Working Washington, but appears to use it for conducting official business related to her job.

Since April 2019, Doris Garcia has Worked As An Education And Outreach Coordinator For The Fair Work Center. (Doris Garcia, LinkedIn, Accessed 3/24/22)
Prior To Working At The Fair Work Center, Garcia Spent More Than A Year Working As A Field Organizer For Working Washington. (Doris Garcia, LinkedIn, Accessed 3/24/22)

Garcia Joined The Fair Work Center When The Group Merged With Working Washington.

Internal Emails From Seattle City Council Show Garcia Maintains A Working Washington Email Address, And Receives Emails On That Account Related To Official Business. (Email, City of Seattle, 8/13/21)

The Email Above Referenced The Domestic Worker Standards Board. (Email, City of Seattle, 8/13/21)

At The Fair Work Center, Garcia Specifically Works To Organize Domestic Workers. “If you are a domestic worker or employ domestic workers, you can learn more about the new law by contacting our domestic worker organizer, Doris Garcia (doris@fairworkcenter.org) or by visiting the Seattle Office of Labor Standards.” (“Domestic Workers Ordinance,” Fair Work Center, Accessed 3/24/22)
The overlap between Working Washington and the Fair Work Center’s work organizing domestic workers was made most explicit by an out-of-office response from Garcia, which instructed people to contact Sage Wilson, Working Washington’s main lobbyist.

An Out Of Office Automated Response From Garcia Instructed People To Instead Contact Sage Wilson, Working Washington’s Registered Lobbyist. (City of Seattle, Email, 10/11/21)