[Urging the California State Legislature to Pass California State Assembly No. Bill 2314 (Ting) - Domestic Worker Rights Implementation Act]

Resolution urging the California State Legislature and the Governor to pass California State Assembly Bill No. 2314 (AB 2314), authored by Assembly Member Phil Ting, the Domestic Worker Rights Implementation Act, that establishes and maintains the Domestic Worker Enforcement Program, a statewide program to provide resources, education, and training for California's domestic workers and domestic employers.

WHEREAS, In California, there are over 300,000 domestic workers - housekeepers, nannies, and caregivers for children, persons with disabilities, and seniors - working in private households to care for the health, safety and well-being of the most important aspects of Californians' lives, their families, and homes; and

WHEREAS, Domestic workers across the state of California have united with the California Domestic Workers' Coalition to achieve social and economic justice, to secure much-needed protections, and to implement and enforce those protections for domestic workers under California's labor laws; and in 2013, the California legislature passed the Domestic Worker Bill of Rights (California State Assembly Bill No. 241), requiring homecare and childcare employers to pay overtime; and in 2016, the Legislature passed Domestic Worker: Labor Standards (California State Senate Bill No. 1015), which finally granted the permanent right to overtime to this workforce; and

WHEREAS, California Sanctuary State Bill (California State Senate Bill No. 54) and the Immigrant Protection Act (California State Assembly Bill No. 450) are leading the way to protect all of our workers and to defend our values as a sanctuary state; and,

WHEREAS, Domestic workers play a critical role in California's economy and work to ensure the health and prosperity of California families and free others to participate in the
workforce, and since an estimated 2 million households rely on domestic work, with the
number of private in-home attendants for our state's aging seniors expected to increase by at
least 52% by the year 2022 due to the unprecedented "elder boom;" and

WHEREAS, Only about a quarter of employers of domestic workers know about the
recently extended overtime protections, and only 2% of employers who hired for overtime paid
the worker for it; and

WHEREAS, While most employers value the contributions that domestic workers make
to their home and lives, they do not understand their responsibilities as employers, and may
never develop a formal contract or clearly establish the rights and obligations each party owes
to the other; and California State Assembly Bill No. 2314 (AB 2314) provides resources and
tools to employers who seek to uphold fairness and dignified labor standards in their homes;
and

WHEREAS, The treatment of domestic service workers under federal and state law
has historically reflected stereotypical assumptions about the nature of domestic work,
specifically that the relationship between employer and "servant" was "personal" rather than
commercial in character; that employment within a household was not "real" productive work;
and that women did not work to support their families; and

WHEREAS, The majority of domestic workers are women of color and are largely and
increasingly immigrants who, because of race and sex discrimination and fear of deportation,
are particularly vulnerable to unlawful employment practices and abuses and usually work
alone, behind closed doors out of the public eye, leaving them isolated, vulnerable to abuse
and exploitation, and unable to advocate collectively for better working conditions; and

WHEREAS, Despite the fact that most domestic workers work to support families and
children of their own and more than half are primary income earners, two-thirds of domestic
workers earn low wages or wages below the poverty line, and one in four domestic workers report not being paid the minimum wage and report frequent violations of their rights; and

WHEREAS, In the worst cases, domestic workers are verbally and physically abused or sexually assaulted, forced to live in conditions unfit for human habitation, and stripped of their privacy and dignity; and

WHEREAS, Assembly member Phil Ting has introduced the Domestic Worker Rights Implementation Act, AB 2314, which would create a program within the California Division of Labor Standards Enforcement to contract with a collaborative of qualified community organizations to provide for domestic worker and employer education and training, development of a core wage and hour training curriculum, creation of a statewide domestic worker helpline, and launch of an online employer resource hub; now, therefore, be it

RESOLVED, That the San Francisco Board of Supervisors urges the California legislature and the Governor of California to pass the Domestic Worker Rights Implementation Act, AB 2314, supported by the California Domestic Workers Coalition; and, be it

FURTHER RESOLVED, That the San Francisco Board of Supervisors directs the Clerk of the Board to transmit copies of this Resolution to all of San Francisco’s State Legislators with a request to take all action necessary to achieve the objectives of this resolution.
Resolution urging the California State Legislature and the Governor to pass California State Assembly Bill No. 2314 (AB 2314), authored by Assembly Member Phil Ting, the Domestic Worker Rights Implementation Act, that establishes and maintains the Domestic Worker Enforcement Program, a statewide program to provide resources, education, and training for California's domestic workers and domestic employers.

June 05, 2018 Board of Supervisors - ADOPTED

Ayes: 11 - Breed, Cohen, Fewer, Kim, Peskin, Ronen, Safai, Sheehy, Stefani, Tang and Yee

I hereby certify that the foregoing Resolution was ADOPTED on 6/5/2018 by the Board of Supervisors of the City and County of San Francisco.

Angela Calvillo
Clerk of the Board

I hereby certify that the foregoing resolution, not being signed by the Mayor within the time limit as set forth in Section 3.103 of the Charter, or time waived pursuant to Board Rule 2.14.2, became effective without his approval in accordance with the provision of said Section 3.103 of the Charter or Board Rule 2.14.2.

Angela Calvillo
Clerk of the Board