

DEPARTMENT OF INDUSTRIAL RELATIONS
Division of Occupational Safety and Health
1515 Clay Street, Ste 1901, Oakland, CA 94612
Telephone: 510-286-7100
[SB 321 Email Address: SB321@dir.ca.gov](mailto:SB321@dir.ca.gov)



SB 321 - Employment Safety Standards Advisory Committee:
Household Domestic Services
Minutes of Meeting
Friday, June 24, 2022

Attendees

Suzanne Teran, *facilitator*
Laura Stock, *facilitator*
Erika Alonso
Nicole Brown-Booker
Socorro Diaz
Martha Herrera
Lian Mann
Martha Marquez
Kevin Riley
Megan Whelan
Nancy Zuniga
Theresa Peterson
Nicanora Montenegro
Julietta Hua
Jessica Lehman (*via Zoom*)
Eileen Boris (*via Zoom*)
Eduardo Garcia (*via Zoom for afternoon session @1:45pm*)

Absent:

Anna Pisarello
Hina Shah
Jose Mercado

DIR Attendees:

Sulma Guzman, *Deputy Director of Policy, Legislation and Regulatory Affairs*
Carl Paganelli, *Deputy Chief of Cal/OSHA*
Carmen Cisneros, *Cal/OSHA Area Manager of Consultation*
Deanna Ping, *Chief Deputy Director*

Welcome and Overview

- Brief Introduction (*Sulma Guzman*)
 - Meeting recorded. People participating via Zoom. Have interpretation too. Public comment available at end of day. Email SB321@dir.ca.gov.
- Welcome/Introduction (*Suzanne Teran*)
 - Introductions from advisory committee members in person and via Zoom
- Goals for Today's Meeting (*Suzanne Teran*)
 - (1) Discuss Profile of Day Laborers & Employers
 - (2) Review Key Approaches & Models for Enforcement in Other Regions
 - (3) Discuss Ideas for Policy Recommendations

SB321 Committee Process

- SB 321 June 24, 2022 Slide
 - Mapping out the process from now until December. Each bubble is meant to be a month. This should be a handout.
 - The top row (blue boxes) depicts the process for Voluntary Guidelines that are going to help educate employers and workers.
 - The bottom row (green boxes) depicts process for Policy Recommendations. See handout on questions and strategies.
- Monthly Schedule
 - First meeting --- provided an outline.
 - June --- policy recommendation discussion.
 - July --- Dig into the blue row on the Guidelines. Flush out what guidelines mean.
 - August --- discussion on the policy recommendations.
 - September --- continue with the mitigation of hazards and recommendations. Hoping to have a report outline.
 - October --- Promotion of the guidelines. First draft of policy piece.
 - November --- Draft of written guidelines. Finalizing policy report.
 - December --- have final document for approval
- Questions
 - Kevin Riley --- Who will take lead in writing the document?
 - Open to discussion. LOHP to draft document and provide the advisory committee with something in writing to comment on during meetings. Committee members can also volunteer to help draft.
 - Megan Whelan --- Can we provide written comments?
 - Yes. As reviewing drafts, will figure out best way to solicit comments.
 - Nicanora Montenegro --- Do we have models for how the guidelines will be enforced?
 - Promoting education and outreach will be one aspect
 - What does the committee want to put forth in terms of enforcement?
 - Jessica Lehman --- What is the difference between Blue and Green?
 - Blue – voluntary guidelines
 - Green – policy recommendations

- LOHP will put recommendations into discussion paper for the advisory committee

Discussion of May 26, 2022, Meeting

- May 26, 2022, Meeting Feedback
 - Kevin Riley
 - Put some ideas on paper for draft guidelines. Submitted copies to facilitators, and document was emailed and available as handout.
 - Purpose of Document is an attempt to connect the hazards with the standard. Might be helpful for discussion later in the day.
 - Megan Whelan
 - Specifying the guidelines for employers to follow in each area/hazard. Looking forward to that discussion
 - Nicanora Montenegro
 - Responsibility of the employer --- are we on that area yet?
 - Suzanne Teran – Committee will discuss education of both workers and employers and how to prevent injury and illness.
 - In case of domestic workers, most of the employers are household owners. Some household owners might not have information and capabilities to provide all the safety information.
 - How can we protect workers from retaliation? Many workers are fearful of retaliation.

Approval of Minutes

- Motion: Approval of May 26, 2022 Meeting Minutes as amended to include Julietta as present. Need to make that correction on the May 26, 2022 Meeting Minutes and repost.
- Vote: The committee members in attendance all voted in favor. None opposed.

Profiles and Practices of Day Laborers and their Employers in California

Presentation: Maegan Ortiz, Executive Director, IDEPSCA

- Introduction
 - Largest day laborer organization in the State, perhaps in the county.
 - Information in presentation is result of work of the organization as a whole.
- About IDEPSCA (Instituto de Educacion Popular del Sur de California)
 - Outreach, advocacy, organizing, and workforce and leadership development
 - Operate 5 day laborer centers in the LA area
 - Help workers find work, help provide essential services to workers, help with mediation.
- Where does this Data come from?
 - 2004 Report “Searching and Working: California Day Laborers & Worker Centers” by Abel Valenzuela Jr. (UCLA) & Nik Theodore (University of Illinois)
 - IDEPSCA’s own data from 7/1/2019 to 6/30/2021
- (1) Who are the CA Day Laborers?

- CA has most formal and informal day labor sites in the US and most day laborers (about 44,000). Each site can see between 75-200 workers at given time. 47% are near home improvements stores, 22% busy intersections.
- Major cities with large number of day laborers
 - San Diego: 16 sites, 1756
 - LA: 124 sites, 19540 workers
 - SF: 11 sites, 2068 workers
 - Orange: 39 sites, 9966 workers
 - San Jose: 22 site, 8436 workers
 - Oakland: 12, 2172 workers
- Day laborers are very mobile. They go where the work is (could be in LA, then Central Valley or Bay Area)
- Lost Angeles Day Laborer Demographics 2020-2021
 - Overwhelming number is men, but women also use day laborer centers too.
 - Ethnicity: overwhelming majority are Latino/Hispanic. Large number coming from indigenous communities in Central America.
 - Age: workers fall within wide range of ages (24 to 69 years old). Skew towards 45-54 years old range.
- Housing Status Among LA Day Laborers
 - Most are renters
 - Large # are homeless (living on the street, shelters)
- (2) What type of work do Day Laborers Do?
 - Top 3: construction, moving, gardening/landscaping
 - Most common jobs in LA area over the last 2 years: cleaning, warehouse, gardening/landscaping, construction, moving, flyer distribution, hauling.
- (3) Who hires Day Laborers?
 - Top 3: (1) Homeowners, (2) Business Owners, (3) Contractors/Subcontractors
 - Type of Jobs:
 - Permanent: 10,282 (2019-2020), 4,272 (2021-2022)
 - Temporal: 9,268 (2019-2020), 7,275 (2021-2022)
 - Casual: 3,431 (2019-2020), 1,382 (2021-2022)
- (4) Health, Safety & Labor Rights
 - Most common labor violations faced by day laborers:
 - Not-payment
 - Underpayment
 - No OT payment
 - No meal breaks
 - Violence
 - Health Insurance Coverage
 - Most day laborers do not have health coverage
 - Day Laborers & Climate Disasters --- impacts of climate disasters
- Questions from Committee:
 - Nicanora Montenegro --- what programs have you done to reach out to the workers?

- (1) day laborer program (day labor centers), (2) Outreach & Education Program, and (3) domestic worker program
- Kevin Riley --- how long do employment relationships last when it is a homeowner? Casual and temporary. Could be a few hours. Are there some cases where a relationship has lasted years (i.e. regular gardener). Most jobs are one-off jobs or specific project-based jobs. There are geographical differences too.
- Nancy Zuniga --- how long do day laborers do this work and how is it connected to health and safety? Workers could get injured on the first day. Length of time worked should not be a factor in this guidance. Workers should be protected regardless of hours/days/years worked.
- Nicanora Montenegro --- there are day laborers that stay at a site for the whole day, but not hired. Take day laborer out of that environment because subject to exploitation. What if there are work centers where day laborers can go and employers can call.
- Megan Whelan --- How does the current exclusion get played out in day labor?
 - When there is an injury on the job, tend to look through the workers' compensation lens as it will offer some relief to the worker, especially if injured.
- Jessica Lehman --- Looking for some information/literature/materials on how day laborers work.
- Eileen Boris --- historical example: Service for domestic workers in St. Louis. Employers had to sign pledge to treat the workers under certain labor conditions. Is that in place for IDEPSCA centers? Could that be a component in terms of enforcement?
 - Explain to employers what their responsibilities are. Labor laws apply to the worker they are hiring.

Occupational Safety & Health Interventions in Domestic Worker Industry

Reena Arora, Senior Policy Attorney, National Domestic Workers Alliance

- Overview/Intro
 - Need to fight against common sense. Common sense tells us that the home is safe.
 - Cleaning and caring for others is a part of daily life and there are no risks or hazards in doing so.
 - Private homes and domestic work expose workers to common work-related hazards
- Interventions in Health & Safety
 - Desired policy outcome: reduce work-related deaths, injuries, and disease
 - Method: intervene to provide resources, incentives, and penalties with the aim of changing their behavior
 - Example Strategies: Establishing regulations or guidelines, guidance materials, inspections, penalties, industry campaigns
- Overarching Limitations in Current Frameworks
 - Limited Resources – limited Cal/OSHA inspectors

- Limited Protections for Workers – Anti-retaliation, whistleblower protections are limited and no private right of action
- Minimal Guidance for “General Industry”: specific guidance focused on construction, heavy machinery and highly hazardous materials. Minimal guidance on what “general industry” entails.
- Weak Civil/Criminal Penalties – anti-retaliation/whistleblower protections limited. DO not serve sufficiently as a deterrent to non-compliance.
- Effective Employer Interventions
 - Understanding what is needed to comply
 - Concern for reputation
 - How the authority of law is perceived --- not completely voluntary
- Regulations & Education
 - Awareness – Employers need to be aware of regulation for it to influence their behavior
 - Understanding – Employers need to understand how to comply
 - Perceived Relevance of Regulation
 - Concern for Reputation – Employers don’t want to be seen as “law-breakers”
- Guidance Materials & Education Campaigns
 - Guidance & Campaigns in Domestic Work
 - Typically include set of planned activities, including inspections, guidance materials, workshops, training, media releases
 - Need for specific guidance on domestic worker industry
 - Need to use enforcement and education to be effective
 - Guidance for Domestic Work Industry
 - Risk Elimination
 - Risk Reduction
 - Personal Protection
- Inspections
 - Inspections aim to persuade or compel employers to comply with regulations – could be both educational and enforcement.
 - For small businesses, research shows inspections reduce incidence of serious injury
 - Examining In-Home Inspection --- what does it mean?
 - Part of other regulatory bodies
 - Home is not wholly exempt from regulation. Procedural due process elements to protect the right to privacy.
 - There are challenges with inspections.
 - Photos can be taken to demonstrate hazard.
 - Employers can be given opportunities and guidance to mitigate hazards.
- “Enforceable Undertakings”
 - Other countries utilize “enforceable undertakings” as alternative to enforcement path
 - Agency regulators negotiate agreement between government and employers.

- These agreements can be effective because make employers understand consequences for bad practices, provide understanding what the employer needs to comply, and authority of the law.
- Striking Exclusion: Authority of Law
 - Narrowness of Exclusion
 - 29 CFR Sec. 1975.6 sets forth OSHA’s policy not to apply requirements of OSHA to “individuals who, in their own residences, privately employ persons for the purpose of performing for such individuals what are commonly regarded as ordinary domestic household tasks, such as house cleaning, cooking, and caring for children”
 - Virginia struck exclusion from health & safety laws.
 - NY Heroes Act provided full inclusion to domestic workers
 - COVID Emergency Orders included domestic workers in places such as DC and New Jersey.
- Enforcement Models
 - (1) Complaint-driven Model --- one of most common models; i.e. wage and hour context.
 - (2) Agency-driven Investigations --- workers’ comp insurance and tax registries. Relies on agencies to take a proactive approach in investigations.
 - (3) Strategic Communications --- press releases and trying to put people on notice that enforcement is real. Means to influence behavior.
 - (4) Co-Enforcement Model – movement towards this model for domestic worker industry. Formal relationships with community-based organizations (CBOs). CBOs have trust with workers.
- Co-Enforcement Principles: Domestic Work Industry
 - Community-Based Organizations
 - Ties into community relationships of trust with domestic workers
 - Ongoing and existing Know Your Rights training
 - Provide info in accessible languages and culturally appropriate
 - Empowerment and help to address fears of asserting one’s rights, emotional support
 - Navigation of legal system, accompanying workers
 - Supportive communication with employers
 - Co-Enforcement
 - Efficiently allocate government resources in industries that are comprised of diffuse and vulnerable workers.
 - Educate domestic employers about obligations
 - Putting domestic employers on notice
 - Educate workers about their rights
 - Create conditions allowing workers opportunity to complain when rights violated.
- 2019-2020 Survey
 - Surveyed 700 domestic workers in CA. Over 75% had experienced 1 job-related injury, illness, harm in last 12 months.

- Questions:
 - Socorro Diaz – the guidelines are completely voluntary, for employers which percentage would comply?
 - Guidance is not bound in the law. Guidelines is designed to be the tools used. Having the ultimate legal rule and authority of law is critical for change. Will have wider impact when rules are laws and not voluntary.
 - Erika Alonso
 - Could you share presentations with us to share with out organizations?
 - Will make slides available in Spanish
 - Inspections have a high cost, perhaps we could think about that.
 - Photos and conversations about mitigating hazards can help decrease cost of in-home inspection.
 - Alternative means to communicate with people about the guidelines (i.e. some people do not know how to read)
 - Kevin Riley
 - Need for specific measures and guidelines, particular for small businesses.
 - Co-enforcement model is a good one for us to keep in mind.
 - Has OSHA done enforcement in private homes in VA?
 - At time bill passed, had VA administration that was cooperative. With changing Administration, the new approach has not been the same. Hope that guidelines can be helpful guidelines for the inspectors that do the inspections
 - Eileen Boris --- not all workers and employers are the same. What about people who lack documentation? UCLA study showed great varieties in the class background and their ability to pay for employers of nannies, housecleaners, and home attendants.
 - There is risk elimination/reduction. If the State provided training to employers or allow the employer’s workers to attend, then the burden wouldn’t fall solely on the employers. Employers need to feel free to raise those concerns about resources.
 - Anti-retaliation provisions are the most critical piece. Can’t promise workers that employers won’t retaliate.
 - Laura Stock – where exclusion removed in VA, what is the coverage?
 - OSHA Exclusion as it only applies is for individual households. Therefore, in VA, the exclusion was struck in definition of domestic worker. Therefore, individual households are bound by it.

SB321 Committee Process: Criteria (*Suzanne Teran*)

- (1) Focused on prevention of workplace injuries and illnesses
- (2) Focused on occupational safety & health hazards/scope of Cal/OSHA
- (3) Fits within scope of workers named in SB321
- Do these criteria sound ok?
 - Kevin Riley --- Cal/OSHA has a realm of health and safety protections.

- I.e. Sexual harassment --- is another agency's jurisdiction. We can flag it in our report.

Policy Recommendations (see Handout) (Suzanne Teran)

- What do we want?
- What are proposed recommendations/strategies to reach this goal?
- What issues or concerns does a proposed recommendation raise, which the committee should address?
- What ideas does the committee have for addressing or solving the issue/concern raised?
- Any follow-up info or discussion needed?

Discussion of Goals

- Employers have responsibility to create a safe workplace and ensure protections are in place. Therefore, what do employers have to do? What are the consequences of not doing it?
 - Martha – sometimes employers ask for chemicals to be used that are not safe (I.e. round-up). Find another way to take care of the problem. Do not ask the workers to use chemicals that are not safe. Need to have information about what is not safe to use and have another option on what can be used.
 - Laura/Suzanne --- Bigger picture on wanting a requirement that has employers have these responsibilities. I.e. we have talked about the idea of removing the exemption. If the committee wants this, putting forth what does this look like? Which of the nine goals should we discuss?
 - We need to build alliances. Hand-in-Hand has done a good job. Hand-in-Hand needs to build alliance with IHSI. Many people do not know about Hand-in-Hand, so we need to get that out there.
 - Nancy Zuniga
 - Employer/employee relationship has come up multiple times. Need some defining work that needs to happen in the guidelines. Employers are more likely to change their behavior if there is some enforcement by a government agency.
 - Also, need to build on new relationships and create new partnerships. Need a multi-prong approach: removing exclusion, but also doing education/outreach.
 - Julietta Hsu
 - Goal #2 is a specific goal you could provide to employers.
 - I like Kevin's cheat sheet. Guidelines could include a list of things employers should monitor. A checklist guideline for employers when thinking about their private home as a workplace.
 - Lian Mann
 - These are recommendations, not guidelines.
 - We would need to say clearly that we recommend reconsideration of withdrawal of the exclusion. Rather than making up new guidelines, should

- start with OSHA guidelines and we recommend that we start by adopting the existing OSHA guidelines. We recommend that this lead to potentially eliminating the exclusion.
 - Insurance liability --- if we do not embrace Cal/OSHA to aid us, we will be hung out to dry in homeowners' insurance workman's liability claims.
- Nicanora Montenegro
 - We also have to consider the situation of employers and how employers will be affected. I talked with one homeowner who cannot afford a caregiver. Homeowner has to take care of Dad but also needs to work. What resources can we give to the employers so the services to disabled is not jeopardized. Concerns that so many requirements may cause further hardship.
- Erika Alonso
 - Maybe provide inspectors more cheaply to help identify the risks. Then apply sanctions if the risks are not mitigated. If there is some damage to an employee, the solution to the problem would be to create a line of assistance for the employee. Need a resource line.
- Megan Whelan
 - On the enforcement side, the striking of the exclusion is something we should put forward as a committee.
 - Enforceable undertakings --- would love to explore this more. There is noncompliance and we need steps to bring someone into compliance. I.e. conversations with Cal/OSHA consultation unit. Need a written agreement.
- Eileen Boris
 - Homeowners have to go through home inspection to purchase. You see what needs to be fixed. We already have a model. A pre-employment walk-through. A walk-through that what needs to be fixed before employing a worker.
- Jessica Lehman
 - Recognizing that many homeowners don't have a lot of money.
 - Hired attendants for years before I acknowledged that I was someone's boss. There are many examples of us not taking it seriously.
- Kevin Riley
 - Issues of affordability, logistics, etc. Thinking about what pieces of the standards can we extract because it does not apply in full form but does apply in some form to the domestic worker. We can start with what is on the book for other employers. That can be starting point.
- Martha
 - When called for a domestic worker, they are told the different chemicals that will be used and the ergonomics; however, we are backed up by the organization that we have to give to the homeowner. However, there are a lot of employers that do not call organizations. They get our services via other means and they do not accept what we are taking to them from the organization.

- We (domestic workers) are treated as if we are undocumented, poor, or uneducated. Employers do not know that a lot of us like our jobs (we like the work). We enjoy taking care of children. Therefore, we need a law that backs us up so we can feel safe.
 - Nancy Zuniga
 - Specific verses general Cal/OSHA standards. IDEPSCA working work local health departments around COVID. Trying to use existing recommendation to see how it applies in private homes. Similarly, we should explore the same. We need to look at general standards and dig deeper into specific conditions and hazards.
 - Megan Whelan
 - All workers should be included.
 - Specificity --- the guidelines show how to change employer behavior. Be specific on how the guidelines apply. Employers would then have support to get to compliance.
 - Socorro Diaz
 - This is the starting point for something stronger. It would be a good time for us to talk (employer and employee) so we have clear understanding of the risks. We need a dialogue.
 - Lian Mann
 - Human rights responsibility. Not sure how it would fit into a document like this. I think we want to develop some language around our human responsibilities to each other for a collaborative society.
 - We do not need to get rid of the exclusion in order to embrace elements of what OSHA has to offer. Identify for employers how much there is to gain by following the voluntary guidelines. Can we participate in OSHA's training for Illness Injury Prevention Programs in the home? Employers could draft policies.
 - Affordability --- State ability to create a fund for a legal responsibility.
 - Kevin Riley
 - Scope --- OSHA framework places responsibility on employers because the employer has control on a workplace. There is precedent for OSHA to have authority to investigate and cite. What criteria has Cal/OSHA used to define when someone is controlling a workplace.
 - Erika Alonso
 - One idea is to categorize employers. If they do not provide minimum standards, there would be Cal/OSHA pressure. Employers would have a system of rating or a grade. Employers know what they need in order to meet minimum safety standards.
- Privacy Concern --- Can the home be treated as same as other workplaces?
 - Eileen Boris
 - Once your home becomes a workplace, it is a workplace.
 - There is a fear among people that your intimate information could be shared. The bill had language on this issue.

- Megan Whelan
 - Tiered approach to get to compliance at different levels. Home inspection is not necessary if you get to compliance. Home inspection is an important recourse.
- Julietta Hsu
 - Employers have noted in graded scheme, that self-reporting would be a basis. As a basis, you require all employers to self-report to some agency on workplace hazards. Employers would go through the education and then report to the agency that they have completed it.
- Martha
 - Code enforcement for city came to her door because of the A/C. The city went to check on the issue. Someone called to complain. We all are entitled to have an inspector come out to conduct inspection for our own safety.
- Nancy Zuniga
 - It needs to be in policy recommendations. There are many workplaces that are not inspected on a regular basis. All homes will not be inspected. But an idea of a registry could allow for when inspections are conducted. Would be helpful if Cal/OSHA could collect that information.
 - Accessibility and affordability issues. The more we know about the employers and the more we know about their needs, then we can fill in the gaps around affordability.
- Socorro Diaz
 - What is the difference between a worker going into a home verses someone installing cable and internet. Privacy is not the real obstacle or reason. I have seen private homes that have a lot of security and installing cameras.
- Lian Mann
 - What do we mean by privacy and what is the meaning of privacy in mandate? What would be a threat is an inspector coming into the home. But employers have employees coming into home. It is about who gets to control the work environment. Notion of private property in this country is way out of proportion.
- Laura Stock
 - Part of the issue is what does it mean to remove the exemption and say that employers have a legal responsibility to do things. What has been the difference between wage an hour and OSHA inspection, concern about privacy there. The main issue is about the inspection. Inspections is just one small way Cal/OSHA enforces standards. Cal/OSHA utilizes phone calls and letters. What strategies could we use in this area to address these privacy concerns?
- Martha

- Strategy: instead of using inspector, utilize domestic worker with experience who can go out to the home and point out dangers or hazards for the employer to make the home a safe place.
 - Megan Whelan
 - We need to examine where the concern is coming from because we cannot address unless we understand the concern.
 - Kevin Riley
 - Employers have a responsibility as soon as an injury happens for domestic workers and day laborers. What we are proposing will only help to avoid this other responsibility that already exists.
 - Workers' Compensation requirement -- if a worker is injured and has worked 52 hours or been paid \$100 or more in 90-day period. Also includes anticipated/contracted work that meets those requirements.
- Penalties, Fines, and Other Monetary Implications
 - Nicanora Montenegro
 - Who will be responsible for the penalty?
 - Example: A disabled person in wheelchair. She can only afford a person to do the cooking. The house is a mess, dirty and not sanitized. Who is responsible and penalized? The worker or the disabled? Can Cal/OSHA do a home inspection?
 - Suzanne – legally, under Cal/OSHA, a worker would never be penalized.
 - Laura Stock
 - Written agreements on tasks. This is on our list. There is value in having a written set of duties.
 - Eileen Boris
 - Party panel (Worker Representative, Government Representative, employer Representative) -- if you were fined, the fines could be repurposed for employers that cannot afford certain mitigation. Fines could be used to improve the system.
- Any other Issues/Concerns to Discuss?
 - Nicole Brown-Booker
 - A checklist for employers for making home safe for workers. This would be a good first step. We do this at Hand-in-Hand.
 - Privacy Issue --- when workers disagree with employer around personal care or how something is done. Worker will say that is not a safe thing to do. Employer will say that this is what works for me. What us the support to help facilitate this?
 - Nancy Zuniga
 - Our general recommendation is to make sure education/training for employee and employer mirror each other. Best practices should be same for both.
 - Wage claim and tiered system --- first is mediation. Then there is a formal letter.

- Megan Whelan
 - Resolution is possible before the filing of a claim. There are guidelines, education and work already being done on how to resolve disputes before going to an enforcement agency.
- Julietta Hsu
 - Privacy of the worker who might have a complaint. Making sure there is a way to protect the worker for retaliation.
- Nicanora Montenegro
 - There should be a section in Cal/OSHA for household services. This industry is quite unique. To strengthen community based organization to have more programs to reach out, implement and enforce under the guidance of Cal/OSHA
- Nancy Zuniga
 - Carwash workers created a register. Do we have any information from them on success and challenges.
- Logistic Questions
 - Can documents be distributed earlier in advance?
 - Can the drafts be circulated earlier in the process? Can we confirm the scope of the documents?
- Preview for Next Two Months (Suzanne Teran)
 - We want time dedicated to discussion and exchange.
 - July: examining hazards and the potential standards and models. This includes Cal/OSHA regulations and what makes those most relevant in the house setting
 - August: we will focus on the policy piece. We will look at what might look like an initial recommendation. We will go through the vision and identify the issues and policy recommendations.
- NEXT: Voluntary guidelines

Public Comment (limited to 3 minutes per person)

- Patricia Salazar (*in person*)
 - When making a list, think about things that are morally correct. For the welfare of the worker and their family's welfare.
- Kenia Pino-Sanchez (*via Zoom*)
 - I am in LA and part of IDEPSCA. Been a domestic worker for several years.
 - I do not demand Personal protective equipment because afraid of losing job. Employers do not care about burns and chemicals. It affects my health. We need massive training. Many home workers are dealing with employers and safety/health issues.
- Mariana Angeles (*via Zoom*)
 - Domestic worker and a member of Nuestras Manos. Kenia is my colleague.
 - Take care of children and do housecleaning in Orange County CA.
 - As a domestic worker, I am often quiet so I do not lose my job. Employers take advantage of me. Employers use power to intimate. Never able to take breaks,

have to do extra tasks without pay. When I started to raise issues with chemicals, the employers would complain about my job performance.

- Another employer told me that if I did not use the chemicals requested, it was better for her to do the job herself. The bleach smell was affecting my sinuses. Some employers respected my rights and other, I had to leave.
- Domestic workers should not have to depend on the goodwill of employers.
- Claire Michaels (*via Zoom*)
 - Employs a domestic worker for childcare in home, part of Hand-in-Hand.
 - Open communication about safety concerns, discuss COVID protocols. We would prefer guidelines on these hazards.
 - Support guidelines for health & safety for domestic workers. Guidelines would be helpful for both parties. We need guidelines to be a right. Many employers do not have formal agreements, we need a holistic process of open communication. I support guidelines for health & safety for domestic employment because employers want to protect their families and those that care for them but often do not know how to do it. Guidelines would protect employer from being held liable for something that went wrong and present clear boundaries around the safety of children and employee.