

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, August 26, 2022

Attendees

Suzanne Teran, *facilitator*
Erika Alonso
Nicole Brown-Booker
Socorro Diaz
Martha Herrera
Lian Hurst Mann
Martha Marquez
Kevin Riley
Megan Whelan
Nancy Zuniga
Anna Pisarello
Theresa Peterson
Nicanora Montenegro
Jessica Lehman
Eileen Boris
Hina Shah

Absent:

Laura Stock, *facilitator*
Julietta Hua
Jose Mercado
Eduardo Garcia

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*

Interpreters:

Aimee Benavides
Pamela Shepard Garcia

Announcements (*Sulma Guzman*)

- Welcome to SB 321 Advisory Committee meeting. Scheduled to go to 4pm. Meeting is being recorded.
- We have interpretation (Aimee and Pamela). Use the interpretation feature on Zoom. Speak at a moderate pace. The chat feature is limited only to questions direct to administrators of zoom session.
- Members of the public can observe and provide public comment at designated time on agenda. Can submit public comments via email to SB321@dir.ca.gov

Welcome and Overview (*Suzanne Teran*)

- Laura Stock is away this week. Suzanne will facilitate the meeting.
- Request that keep cameras on to maximize engagement. Request that members use the hand raise feature if you would like to provide comment.
- Introductions from Committee Members (attendance recorded)
- Review of July Meeting Minutes
 - Megan Whelan
 - Would like to have meeting minutes amended to include the original safeguards from SB 1257 that were shared last time.
 - SB 1257 and SB 321 had safeguards for privacy.
 - Both of those bills had elements for employers to receive notice via letter and call to show evidence to correct the hazard without entering the premises. Allowed Cal/OSHA only to seek permission to enter a residential dwelling if the Division determined the employer failed to mitigate the hazard.
 - Also included a clause that investigation of complaints shall be conducted in a manner to avoid any unwarranted invasion of personal privacy.
 - Also included processes for spending 1 year in development of guidelines for Cal/OSHA to enforce health & safety in the home workplace
 - SB 1257 although supported by California Legislature, was vetoed by the Governor and SB 321 needed to be amended.
 - Hoping we can find solutions to barrier faced by privacy.
 - Sulma Guzman: Add to Megan's comments from last meeting. Add one bullet to Megan's reflections on SB 1257
 - Nancy Zuniga
 - What would a conversation look like with Cal/OSHA? At what point would we have Cal/OSHA involved?
 - Suzanne Teran -- Deanna Ping will speak to Agency role soon.
- Move to approve minutes? No objections to approving minutes as corrected.

DIR's Role in This Process (*Deanna Ping*)

- DIR and Cal/OSHA provide technical assistance. Can provide information on consultation and enforcement programs.

- DIR and Cal/OSHA are not on the committee. The policy and recommendations are from the committee. The recommendations will go to the Legislature and DIR / Cal/OSHA
- Kevin Riley
 - Can we pose questions to the team who attends the meeting? Can we put together questions for inviting someone to future meeting?
 - Deanna Ping – Yes, either method. One caveat is DIR might not be able answer right away. We can do presentations. We can provide background information.
- Eileen Boris
 - Is there a process or should we consider a process in which Cal/OSHA engages in listening sessions with stakeholders directly to determine implementation of rules/regulations that arise out of this or subsequent process? For example, would Cal/OSHA meet with Hand-in-Hand or California Domestic Worker Coalition prior to any final decisions on implementation?
 - Deanna Ping --- the rulemaking process involves stakeholder engagement.
- Hina Shah
 - What alternatives to in-person investigations that Agency been engaged in during covid?
 - Deanna Ping --- DIR and Cal/OSHA will bring back information on this question to the committee.

Finding Solutions for Domestic Worker Health & Safety: A Presentation on Employer and Employee Perspectives

Juana Flores, Executive Director, Mujeres Unidas y Activas (MUA)

- Background on Juana Flores
 - Domestic worker since I was very young. Started cleaning houses and taking care of children.
 - Joined Mujeres Unidas y Activas (MUA), and I was taking care of children when came to this country.
 - I was an organizer and director for MUA. Now, I am Executive Director for MUA. I am an example of other homecare workers. My commitment is to improve conditions for this type of work.
 - MUA motivates and promotes women to be self-sufficient.
- This Presentation:
 - Focus is on the direct participation we had from Domestic Workers
 - Summary from Listening Sessions with Domestic Workers, Day Laborers, and Employers
 - We heard voices of more 600 workers and 16 organizations.
- Presentation Goals
 - To review the barriers to implementation to safety solutions
 - Discuss solutions that were raised
 - Share Policy Recommendations from CDWC
- Barriers
 - Fear of Retaliation
 - Lack of Knowledge about worker rights and employer responsibilities

- Language barriers and discrimination
- Time and support to navigate and undertake legal processes
- Lack of written agreements
- Employer access: affordability of PPE or other equipment; physical or intellectual ability
- Primary Solutions
 - 1) End “Household Domestic Services” Exclusion
 - Need to be mandatory requirements to create real change in this workplace.
 - Perceived authority of law is critical to changing behavior. Unlock existing Cal/OSHA tools. Create possibility for specific solutions to unique industry.
 - 2) Detailed Health & Safety Guidance for the Industry
 - 3) Governmental Partnership with CBOs
 - Employers and Employees need guidance, accessible info, training.
 - Partnership with CBOs is key. Have successful model with DWEOP pilot.
 - Trainings should be compensated and free, mandatory webinars.
 - Supportive communication and mediation
 - 4) Household Domestic Service Injury and Illness Prevention Program
 - 5) Consultative Services
 - 6) Support for Employers to be in Compliance
 - Consultation and home visits
 - Financial incentives and assistance
 - Subsidized PPE & Equipment
 - Increased investment into long-term care industry
 - 7) Protection Against Retaliation & Refusal to Work
 - 8) Investigation & Rights Enforcement
 - Accessibility of Complaint procedures.
 - First warning and opportunity to correct.
 - Dedicated and trained investigators for the DW industry.
 - Referral to Mediation program.
 - Interventions around repeated violations and gravity of complaint.
- Policy Recommendations
 - 1) Eliminate the exclusion for “household domestic services” under Cal/OSHA in order to establish a legal responsibility.
 - 2) Adopt clear, specific, detailed guidance on hazards, risks, and what steps are necessary for employers and employees to mitigate hazards. Develop a template for injury and illness and prevention program for domestic work industry.
 - 3) Expand existing Domestic Worker & Employer Education and Outreach Program to include the promotion of compliance with health & safety standards for domestic workers and day laborers.
 - 4) Pilot mediation program with community partners to work with employers and workers to correct hazards as alternative enforcement pathway.
 - 5) Utilize alternative means to inspections to promote compliance.
 - 6) Provide solid protection against retaliation and provide quick response.

- 7) Invest in long-term care infrastructure and increase affordability.
- Questions
 - Nicanora Montenegro
 - Need collaboration between DIR, Cal/OSHA, and the community organizations (CBOs) because CBOs know the needs of the workers. Need to ensure we put that collaboration in the law.
 - Nancy Zuniga
 - Your recommendations match what we heard at the listening sessions.
 - Question: can you share more about the model for outreach?
 - Juana Flores: Coalition has taken a lot of time to develop leadership in the coalition. When doing outreach, bring info to domestic workers and the employers. This was very innovative. Members were taking steps into leadership.
 - Megan Whelan:
 - Main components are outreach, training, 1-1 consultations on labor violations, and leadership development component. This builds capacity within the organization. The pilot model, the workers can get information and informal process without filing an official claim. Through mediation and other supportive processes.
 - Socorro Diaz
 - Dialogue between employer and employee is very important. One-on-one dialogue has seen results.
 - Martha Marquez:
 - I've been witness to colleagues who experienced wage theft and successfully helped by working with employer and co-workers. They have recovered wages that were stolen. POC helped one colleague to ensure they had place to live after wages were stolen by employer.
 - Jessica Lehman
 - How do we reach employers and make sure people know the law isn't an option?
 - Need a lot of ways to interact with employers. It is hard to reach employers that are not connected to CBOs.
 - Megan Whelan
 - One other key component of program was collaboration and development of materials with DLSE. It was a learning process. We learned how to collaborate. That is a key piece.
 - Kevin Riley
 - Use policy recommendations provided as a solid starting point. Committee may want to bring someone in from DLSE on agency perspective on how it worked. They can provide the government perspective.

Overview of SB 321 Committee Process (*Suzanne Teran*)

- Calendar:

- August --- continue developing recommendations by discussing challenges, barriers, and solutions
- September
 - Continue discussion on mitigation of common hazards
 - Review Report outline
- October
 - Promoting guidelines: outreach and education models
 - Discussion of Report (first draft)
- November
 - Discussion of Written guidelines (first draft)
 - Discussion of Report (second draft)
- Criteria
 - Focused on prevention
 - Focused on Occupational health & safety
 - Scope of workers named in SB 321
- Handouts (see email sent out to committee)
 - Policy Recommendations Handout
 - Policy Recommendations Chart
 - Policy Recommendations Draft for August --- what has emerged from the June meeting
- Possible Outline (for categories that might appear in the Report)
 - Legal Responsibilities & Enforcement
 - Protective Work Environments
 - Outreach & Education
- Questions
 - Megan Whelan
 - Vision statement #7 --- see as enforcement mechanism too. The ability to act when there is an issue. The refusal to work is protection from retaliation, which is an enforcement issue too.
 - Suzanne Teran --- opportunity to submit written comments.

Discussion by Advisory Committee

First Goal: Employers have responsibility to create safe workplace

- Eileen Boris
 - These employers don't think they are employers. We need to state that explicitly. All domestic work employers are employers and fall under the labor law. The legacy is doing everything under the table.
- Hina Shah
 - Currently under health & safety law, domestic work is excluded from coverage. To implement our vision, we recommend that exclusion in Labor Code be removed. Some discussion on if all domestic service workers are excluded, but we should recommend that the exclusion be removed. Currently, domestic service workers are not covered.
- Martha Marquez

- Keeping in mind that homeowners are employers, they need to be aware of fact that they are employers AND be aware that their home is a workplace and they need to identify the risks in the workplace.
- Hina Shah
 - It is not a question if they are employer-employee, it is that Cal/OSHA doesn't have jurisdiction to regulate those workplaces.
- Nancy Zuniga
 - Question about process of going through the document. It seems the goals are the standing issues. I'm having difficulty following the draft and discussion. We should identify the issue and then the recommendation with some points on why and how.
- Nicanora Montenegro
 - Need to put under jurisdiction of Cal/OSHA. Will ensure that health & safety of workers through Cal/OSHA will be protected. The first thing is that inclusion under that law.
- Eileen Boris
 - Given Governor vetoed original bill, is the wage and hour order a back-end way to get in a regulation for health & safety? Are there alternatives to ending the exclusion? Are there other ways for us to get at our goal?
 - Hina Shah --- I don't think there is a back-end way to get in health & safety law under another agency. Also don't recommend we consider political consequences since our goal is to make recommendations.

Privacy

- Lian Mann
 - The employer response from listening sessions was about desiring guidance. Employers wanted the option (either through CBO or Cal/OSHA) of in-home consultation. Need mechanisms of financial support for employers.
- Megan Whelan
 - The recommendations coming out of listening sessions do address privacy. There are multiple ways of sharing evidence. There are alternatives to in-person inspections. With situations of serious injury or willful noncompliance, there is importance of authorizing Cal/OSHA to visit a home site to fix those violations
- Hina Shah
 - Question for Cal/OSHA to get information to inform privacy discussion
 - How does Cal/OSHA balance privacy in other settings and industries?
 - What is contained in investigative files and who has access to it? What about PRA requests?
 - What are other agencies doing (i.e. Dept of Social Services for licensing home care)? Can Cal/OSHA do inter-agency consultation with other agencies?
- Erika Alonso
 - Maybe if there was a written contract about the address where the work is done, maybe that would allow Cal/OSHA to consider this is a workplace and open for

inspection without the need to worry about privacy. With that contract you activate that place as a workplace.

- Nicanora Montenegro
 - If Employers think it is too much to get service or help, they might not get the service. That might be denying them the service they need but chose not to pursue.
 - Need to balance the concerns. Most of these ERs think of themselves as people and not as ERs.
- Martha Marquez
 - As first step of signing a contract, what if there was a meeting using the offices of different community organizations. We could have first meetings for the contract of work conducted there. It would give it sense of professionalism and turns into less of pressure situation on employer. A community organization representative could be present for assistance.
- Hina Shah
 - A lot of agencies have in-house state mediation programs.
 - Example: Civil Rights Division at DFEH. Before any investigation is done, it is sent for early mediation for employer and employee. Here, the model could be slightly different if have CBOs doing that.
- Megan Whelan
 - Two kinds of mediation.
 - One is supportive communication and is before worker goes to Cal/OSHA for an issue. This mediation is outside of the enforcement process.
 - Second mediation is akin to pilot program: There is a complaint that arose, and can resolve through mediation. This second mediation would be part of the enforcement process.
- Kevin Riley
 - Value of relationships between CBOs and agencies.
 - Also, do we want to recommend a liaison in Cal/OSHA who knows mediation that can serve as that bridge?
- Martha Herrera
 - If I'm in a house to clean or take care of children, then I'm an employee. But if employer doesn't see me as an employee, then a contract would give us those specifications on who is an employer and who is an employee.
 - If my org had those trainings for us, we would also need guidelines and be very specific on what we want.
- Eileen Boris
 - If our goal is prevention and partnership with CBOs, then look at structure of the industry which is hiring halls. Using hiring halls that are community based in which Employers agree to certain stipulations would be a good first step.
 - We know people get referrals informally, but there is a larger lack of infrastructure for the industry.
- Anna Pisarello

- Some resistance from Employers to worker organizations. Make clear to employers that this approach is preferable to government intervention. CBOs offer legitimacy and random Employer might not understand why they are dealing with third party.
- Socorro Diaz
 - Worker and Employer need to understand their responsibilities. These individuals who run on their own business are not in front line of the work, the workers sign an agreement that they don't have time to read.
 - How will Cal/OSHA intervene in cases where there is a violation of rights?
- Hina Shah
 - Definition for "Employer" in CA is expansive.
 - Consider cases of joint employers. Those who are directing the work or sending those out could be held liable as well as the home owner.
- Kevin Riley
 - Be very clear that we are recommending is removal of exclusion for public households.
- Lian Mann
 - Distinction between different types of mediation. We need to do everything we can to front-end public knowledge for workers and employers. Look at what DWP does with water usage.
 - Employers who are living with disability. People not wanting OSHA to come in determine whether they are properly utilizing their equipment. Include the concept of professionals in different areas that know the household situation (I.e. disability rights, social worker, etc.)

Monetary Penalties / Structure for Fines

- Suzanne Teran
 - Any other comments on applying same penalties to private households?
- Hina Shah
 - Question for Cal/OSHA: If there is informal resolution (i.e. correction of hazard), does the agency have to fine them? Is there an incentive for Employer to engage in informal mediation process if they are fined as an alternative?
- Eileen Boris
 - Think tiered approach is important because still have serious injuries and death. Want domestic worker to be treated like others under the law.
- Megan Whelan
 - The tiers should apply. Need for fines to really change behavior. Need for first warning system to allow people to correct hazard.
- Nancy Zuniga
 - If required to have IIPP for your home for domestic work employees, regardless of whether you hire domestic worker or day laborer, you will have your plan ready. Having it in IIPP would hopefully simplify things.
- Kevin Riley
 - Like idea of having checklists that Employer can use. Guidelines are valuable when you can use them as tools to educate Employers.
- Lian Mann

- Need protection from retaliation based on documentation status. In Hand-in-Hand, we are aware of legal requirements on Employers.
- Hina Shah
 - Important to separate out authorization to work and what we are doing (i.e. protections for health and safety). There are some robust protections for immigration and CA agencies don't inquire about immigration status when they do investigations.
- Nancy Zuniga
 - Not connected to immigration status. Good to ensure language in retaliation protections includes immigration status.
 - IIPP --- When talking to workers, health & safety issues seem to be connected to wage & hour violations as well. Can those issues be stated too? Can references be included in the IIPP?
- Jessica Lehman
 - Employers need to understand themselves as Employers. Need to understand all the laws. Need to know that those issues will arise in domestic worker industry, so we need to be clear with the legal and voluntary requirements.

Goals: Employers understanding risks and hazards and providing proper equipment

- Eileen Boris
 - It is question of worker control. If Domestic Work is a craft/skill, should workers and Employers both know the equipment required? Is the state going to give \$ for a certain program, should it be for Employer or Employee?
- Nancy Zuniga
 - From day laborers, we have heard that employers are not providing the best conditioned equipment or inadequate equipment. We need both workers and employers to know what is the appropriate equipment.
 - Suggestion from workers was to provide funding through the organizations. Another example was the state maintaining the resources and distributing to the appropriate people. Need different avenues to address the issue.
- Martha Marquez
 - Is it possible to recommend or request funding for insurance in the case of accidents? What about funding for medical coverage in case workers are injured?
 - Suzanne Teran --- We can flag those issues in the policy report, but the recommendations should focus on issues under Cal/OSHA and prevention.
- Megan Whelan
 - Possibility of using penalties themselves to help with funding for this support.
- Suzanne Teran
 - What else might the Employer industry need?
- Jessica Lehman
 - Consultation would be important for seniors and people with disabilities. I.e. issues with lifting.
- Hina Shah
 - Residential care industry has a model. There are requirements for minimum trainings. Need training for workers and employers.

- Martha Marquez
 - We can have trainings at CBOs and training halls. We can ensure people completed proper trainings. We could have written materials and written trainings.
- Megan Whelan
 - Training on the checklist. In health & safety listening sessions, need for training did come out.
 - The lowest barriers (I.e. free, online Cal/OSHA videos) encourage people to do the training. We need to think about accessibility. Need to recognize the skills that come from a training but not act as a certification or barrier to employment
- Nancy Zuniga
 - Incorporating training into the workers' workday or part of their pay will encourage worker to do the training.

Goal: Written Agreement on Work Tasks and Expectations

- Suzanne Teran
 - Are there policy suggestions to meet this goal?
- Jessica Lehman
 - Hand-in-Hand has sample agreements that could be used.
 - Like idea of having it as part of more comprehensive plan.
- Megan Whelan
 - Written out tasks and template. IIPP for domestic work injury is hard to create if don't know what all the tasks are. Tasks should be outlined in the plan and periodically revisited with the worker.
- Kevin Riley
 - Thinking about who is the best person or entity to provide the training.
 - What is the recommendation we are providing for training? Can we build a more robust role for CBOs on training for employees and employers on the potential risks. Part of the responsibility is education.
- Eileen Boris
 - As an employer, I don't know best manner to perform a certain job task. I look at people who come into home as the expert. I can't train them. Therefore, Employers needs trainings too. Training can be together or separate.
 - We need multiple forms of training for Employers and workers because people learn in different ways.
- Nicanora Montenegro
 - CBO are very important for trainings. For example, right now we are concentrating on issues for Domestic Workers. We as CBOs know the type of work. If collaborate with CBOs, then CBOs can design specific training for Employers and Employees.
- Nancy Zuniga
 - Resources should come from a government agency.
 - There are limitations if requirement is placed on the worker. If placed on Employer, it helps with level of prevention. We should be cautious on whom we place the training requirement.
- Hina Shah

- For compliance on health & safety, we can draw on Cal/OSHA knowledge. Can be partnership between Cal/OSHA and CBOs on creating effective trainings.
- Kevin Riley
 - Employer's responsibility is to train around the task and have dialogue with worker around performing tasks safely.
- Megan Whelan
 - Responsibility in on the employer to ensure worker is trained but not necessarily responsibility of the employer to provide the training. We need to make clear where the trainings are (i.e. CBOs and Cal/OSHA). There needs to be different sources to allow for access.
- Erika Alonso
 - Health and safety training for waiters in restaurants. Maybe we should see who are the best to train domestic workers. This training needs to be paid for. They pay \$15 for 2 hours of train. At end, you take a test and are given a certificate.
- Megan Whelan
 - Think about certification models that do not create barriers to employment. CBOs have been developing trainings for this workforce for decades, so CBOs are already positioned to provide that training.
- Eileen Boris
 - Each workplace has its own hazards. Need to train employers too. They need to know hazards in their home. Need to talk about Employer training too.
- Martha Herrera
 - CBOs do give us trainings for health & safety. The Coalition gives us trainings as well. But I don't know if Cal/OSHA can give deeper trainings to organizations themselves.
 - To pay for trainings would be difficult because I work from day to day and have to cover my daily expenses. I go paycheck to paycheck.
- Suzanne Teran
 - Committee affirming role of CBOs in training.
 - Accessibility to training is important: free, other formats.
 - Employers are responsible for ensuring workers are adequately trained.
 - Some way to carry training certification.
 - Effective communication between employer and employee even with specific training.
- Jessica Lehman
 - Discussion in disability community about training. Ableism in form of workers coming to work with sense that are taking care of disabled person. If someone comes trained, might need to change perspective on type of relationship between disabled/seniors and those who provide care. How to treat people with respect.
- Nancy Zuniga
 - We have not been able to reach all domestic workers and day laborers; therefore, there needs to be another option to certification. When worker arrives/hired, there is option to do short training for specific task.

Workers Roles in Identifying Hazards, IIPP, Retaliation

- Kevin Riley
 - Exceptions for small businesses for IIPP for less than 10 EEs. How has that been addressed in previous legislative attempts?
 - Exemption is for a written IIPP.
 - Question for Cal/OSHA: are they able to effectively enforce IIPP if it is not a written plan.
- Hina Shah
 - Strong preference for a written IIPP plan even though it would generally fall under the small business exemption.
- Megan Whelan
 - Possibility of having IIPP for Domestic Worker industry. A template could be very helpful. A template from Cal/OSHA could be a helpful tool.
- Nicanora Montenegro
 - Usually the workers fear retaliation. If there is an organization that they trust to get assistance and can help with any complaint, it is big help. Workers might have issue with language barrier.
- Erika Alonso
 - Cal/OSHA should have guide for Employees and Employers on where to go if there is a violation. Know your Rights Guide.
- Nancy Zuniga
 - Often, there is just one work (or two) working for an employer, so it can be obvious who submitted the health & safety complaint.
 - How is the evidence gathered?
 - Need hotline where workers can reach out for information.
 - The goal should be to prevent the injury and keep the worker safe.

Future Agenda Items from Committee? (*Suzanne Teran*)

- Kevin Riley --- would it be possible to summarize all the questions we had for Cal/OSHA.
- Suzanne Teran – The next step for voluntary guidelines is putting together what the guidelines could look like. Committee members can submit language. Public submit language in 1-1.5 weeks so we can distribute 1 week in advance of next meeting. We want to give people a chance to read in advance. If submitting comments, submit to SB321@dir.ca.gov.
- We have flagged questions for Cal/OSHA:
 - Role and possibility of consultation unit presentation
 - What happens with next steps after the Bill?
 - What happened with off-site inspections during covid-19?
 - How are privacy concerns addressed in other industries?
 - If IIPPs are not in writing, how does Cal/OSHA assess effectiveness?
- Would be helpful to hear from DLSE on the collaboration with coalition and how that process worked in pilot program
- Hina Shah --- Can you review the process moving forward?
 - Sept. -- Ask Cal/OSHA to come to Sept. meeting

- Oct. -- How to promote guidelines: outreach and education models; also have first draft of policy recommendations
- Nov. -- comments on written guidelines (first draft). Discussion of report (second draft)
- Dec. -- review and approval of final versions and next steps
- Kevin Riley – can we get drafts to committee members in advance of meeting dates?
 - Suzanne Teran --- We are talking with DIR about translation needs. Goal is to get documents to members with at least a week to review drafts.
 - Megan Whelan --- Is there a way to record online drafts so we can record comments and see them? Adobe has a feature to see who has left a comment.
 - Suzanne Teran --- We will look into that idea.
 - Sulma Guzman --- That structure involves work happening outside public meeting space and there are Bagley-Keene limitations.
 - Jessica Lehman – maybe we could send email with line changes to documents
 - Hina Shah – it would be better if there was a google document posted on website and committee could leave comments.
 - Deanna Ping – that raises Bagley-Keene issues.
 - Jessica Lehman – Google document is not fully accessible

Announcements (*Sulma Guzman*)

- Next meeting will be Thursday, September 22nd via Zoom.
 - Need to have a quorum in order to hold the meeting
 - Let us know if that date does not work.
 - We have a limited number of meetings left.
 - Nicanora Montenegro – request that next meeting be Friday, Sept. 23rd
- Questions on Receiving Reimbursement – Eileen Boris, Socorro Diaz, Nancy Zuniga, Martha Marquez, Kevin Riley

Public Comment (limited to 3 minutes per person)

- Andrea Lee
 - Employer of childcare worker and home cleaner. Member of Hand in Hand.
 - Even though I had a basic understanding of my obligations, I found it difficult to navigate. At beginning of pandemic, I had questions: when was it safe to have some clean; what about covid exposure; who provides supplies, PPE; what if worker got sick.
 - Majority of employers do not know about HIH and don't see them as employers. Need clear outreach efforts from the State. I don't think worker health and safety should depend on employer's ethics of figuring out right thing to do.
- Vicki Kaplan
 - Employ domestic worker for daughter, member of Hand-in-Hand (HIH) (domestic worker network).

- Husband & I work full-time, hired full-time nanny. Grateful for HIH for sample interview questions and sample employment agreement. Hiring process was extremely stressful.
- Would have been helpful to have checklist, step-by-step guide, safety training from the State. Without clear and accessible info and standards, Employers are operating in the dark. Helpful for Cal/OSHA to make checklists, posters, magnets, etc. and make them available at public places like libraries. Since so much hiring happens through referrals, this information can spread quickly. There are also employers that abuse their powers. If employee makes complaint and employer is still noncompliant, Cal/OSHA would need to enter the home to correct the violation.
- Beatriz Hernandez
 - Part of California Domestic Workers Coalition (CDWC), clean homes in SF.
 - They were asking me on one job to use ladder that wasn't safe. I was afraid of falling. Others had fallen using that ladder. There is always fear in speaking up because you might be fired.
 - For employers, they feel like their homes are sufficient. If I was fired, it would hurt me economically. Not every employer is ok with worker asking for improvements in health & safety. It would be important for Cal/OSHA to review complaint and act quickly because there is a big risk of retaliation to worker. The next worker could face the same risk. Many of workers are undocumented, and many of the threats involve calling immigration or the police on the worker.