

SB321 Advisory Committee:
*Employment safety standards:
household domestic services*

Comité asesor SB321:
*Normas de seguridad en el trabajo:
Servicios domésticos en el hogar*

August 26, 2022
10 AM - 4 PM

26 de agosto, 2022
10 AM - 4 PM

GOALS for today's meeting/ reunión de hoy

- 1) Discuss and flesh out **ideas for the policy recommendations** the Committee will draft with the goal of protecting the health and safety of domestic workers and day laborers

Metas para la

- 1) Discutir y desarrollar las **recomendaciones del comité** , con el fin de proteger la salud y seguridad de las trabajadoras domésticas y los jornaleros

SB321 Committee Process

Mitigation of common hazards
Inputs for guidelines
Format and goals



Mitigation of common hazards
(continued)



Promoting guidelines:
outreach and education models



Discussion of written guidelines
- first draft



Review and approval of voluntary industry - specific guidance to educate household domestic service employees and employers,

Vision -> begin brainstorm policy recommendations



Continue developing rec's - challenges/ barriers/ solutions



Review report outline



Discussion of report - first draft



Discussion of report - 2nd (final) draft



Approval of recommendations for policies to protect workers in household domestic services

June

July

August

September

October

November

December

SB321 Proceso del Comité

Mitigación de los peligros comunes

Fuentes, formato y metas para las pautas voluntarias



Mitigación de los peligros comunes (continúa)



Cómo promover las pautas: modelos de educación y alcance



Discusión del primer borrador de las pautas



Repasar y aprobar las pautas voluntarias de salud y seguridad para la industria con el fin de educar a trabajador@s y empleador@s

Visión -> empezar a generar ideas para las recomendaciones



Continuación del desarrollo de ideas/ barreras/ obstáculos/ soluciones



Revisar el esquema para el informe



Discusión del informe - primer borrador



Discusión del informe - segundo borrador (versión final)



Aprobar las **recomendaciones de políticas para proteger a los trabajador@s de servicios domésticos**

Junio

Julio

Agosto

Septiembre

Octubre

Noviembre

Diciembre

SB321 Committee Process: Criteria

SB321 Proceso del Comité: Criterios

- Focused on **prevention** of workplace injuries and illnesses
- Focused on **occupational safety and health hazards/ scope of Cal -OSHA**
- Fits within **scope of workers** named in SB321

- Enfoque en la **prevención** de lesiones y enfermedades en el trabajo
- Enfoque en **peligros de salud y seguridad/ lo que cabe bajo Cal/OSHA**
- Aplica a **los/las trabajadores/ras nombrados** en SB321

| Vision/Goals | DISCUSSION QUESTIONS FOR EACH GOAL |
|--|---|
| 1. Employers have a responsibility to create a safe workplace and ensure protective measures are in place | <p>a. What are proposed recommendations/strategies to reach this goal? (Who would do what?)</p> <p>b. What issues or concerns does a proposed recommendation raise, which the committee should address?</p> <p>c. What ideas does the committee have for addressing or solving the issue/concern raised?</p> <p>d. Any follow-up information or discussion needed? → for August meeting</p> |
| 2. There is a written agreement about work tasks and expectations | |
| 3. Workers are involved in identifying hazards | |
| 4. Workers receive training on how to work safely with tools, equipment, chemicals, and information on the hazard and their rights | |
| 5. Employers know which tasks are most dangerous; understand risk involved with the work | |
| 6. Employers provide equipment including equipment needed to do the job safely, and personal protective equipment | |
| 7. Workers are able to speak up when there is a problem, without facing retaliation | |
| 8. Workers are respected for their experience, work with dignity | |
| 9. Workers have the capacity and training to do the jobs they are assigned <ul style="list-style-type: none"> - Workers honestly assess their abilities; what jobs they are able to do (have training to do) - Worker centers apply filters to assign jobs – what experience and knowledge are needed; evaluate what jobs workers are able to do | |

| Visión/Metas | PREGUNTAS PARA LA DISCUSIÓN DE CADA META |
|---|--|
| 1. Los empleadores tienen la responsabilidad de tener un lugar de trabajo seguro y de asegurar que las medidas de protección se cumplan | <p>a. ¿Cuáles son las recomendaciones/estrategias propuestas para alcanzar este objetivo? (¿Quién haría qué?)</p> <p>b. En base a las recomendaciones propuestas, ¿hay posibles problemas o inquietudes que el comité debe abordar?</p> <p>c. ¿Qué ideas tiene el comité para abordar o resolver el problema/inquietud planteada?</p> <p>d. ¿Se necesita alguna información de seguimiento o discusión? → para futuras reuniones</p> |
| 2. Hay un acuerdo escrito sobre las tareas de trabajo y las expectativas | |
| 3. Trabajadores/as participan en la identificación de peligros | |
| 4. Trabajadores/as reciben capacitación sobre cómo trabajar de manera segura con las herramientas y equipo, los químicos y reciben información sobre los peligros y sobre sus derechos | |
| 5. Empleadores saben cuáles tareas son las más peligrosas; entienden el nivel de riesgo | |
| 6. Los empleadores proporcionan equipo necesario para trabajar de forma segura, incluido el equipo de protección personal | |
| 7. Trabajadores/as pueden alzar la voz cuando hay problemas, sin represalias | |
| 8. Se respeta la experiencia de los/las trabajadores/as, trabajo con dignidad | |
| 9. Trabajadores/as tienen las habilidades y entrenamiento para desempeñar los trabajos que reciben <ul style="list-style-type: none"> - Trabajadores/as son honestos sobre sus capacidades y sobre cuáles trabajos pueden hacer (y tienen el entrenamiento) - Los centros de trabajadores/as aplican estos filtros para dar trabajos - el tipo de experiencia y conocimiento necesarios; evalúan los trabajos que se pueden hacer | |

SB321 POLICY RECOMMENDATIONS - WORKSHEET

| Goal/Vision | Strategies? Who does what? | Issues or concerns to address? | Solutions or how to address issues/ concerns? | Follow-up Info or discussion needed? |
|---|-----------------------------------|--|--|---|
| 1. Employers have a responsibility to create a safe workplace and ensure protective measures are in place | | Scope? Privacy? Fines? Public record? | | |
| 2. There is a written agreement about work tasks and expectations | | | | |
| 3. Workers are involved in identifying hazards | | | | |

POLICY RECOMMENDATIONS BASED ON COMMITTEE DISCUSSIONS TO DATE

August 2022 - DRAFT

A. Goals for the work and criteria for focus of committee's work

1. Criteria for focus of their work

Three criteria were agreed upon by the advisory committee to guide discussion and agreement of what to include in the policy recommendations and voluntary guidelines.

- (1) Focus on prevention of workplace injuries and illnesses.
- (2) Focus on occupational safety and health hazards/scope of CalOSHA.
- (3) Fit within scope of workers named in SB321.

2. Vision statement

The following vision statement was developed by the advisory committee, after considering three guiding questions:

- (1) What do we consider a healthy job for domestic workers? What are elements any worker should be able to count on?
- (2) What do we feel domestic workers should be able to know, have, or be able to do to ensure their health and safety?
- (3) What does the work environment need to have/provide? What do employers need?

VISION STATEMENT: HEALTHY JOBS FOR DOMESTIC WORKERS AND DAY LABORERS

1. Employers have a responsibility to create a safe workplace and ensure protective measures are in place
2. There is a written agreement about work tasks and expectations
3. Workers are involved in identifying hazards and solutions
4. Workers receive training on how to work safely with tools, equipment, chemicals, and information on the hazard and their rights
5. Employers know which tasks are most dangerous; understand risk involved with the work
6. Employers provide equipment including equipment needed to do the job safely, and personal protective equipment
7. Workers are able to speak up when there is a problem, without facing retaliation
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9. Workers have the capacity and training to do the jobs they are assigned
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Possible outline / posible esquema

I. Legal responsibilities and enforcement

- Remove the exemption
- Address privacy
- Alternative enforcement strategies
- Address existing penalty structure

I. Protective work environments

- Written agreements
- Resources and support for employers
- Workers can raise concerns, participate in identifying hazards

I. Outreach and education

- For workers
- For employers

I. Responsabilidades legales y cumplimiento

- Eliminar la exclusión
- Abordar las cuestiones de privacidad
- Estrategias alternativas para hacer cumplir las normas/regulaciones
- Abordar las sanciones y multas

I. Lugares de trabajo seguros

- Acuerdos escritos
- Recursos y apoyo para los empleadoras/es
- Trabajadoras/res pueden alzar la voz y participan en identificar peligros

III. Educación y alcance

- Para trabajadoras/es
- Para empleadoras/es