

BOARD of SUPERVISORS



City Hall
1 Dr. Carlton B. Goodlett Place, Rm 244
San Francisco 94102-4689
Tel. No. 554-5184
Fax No. 554-5163
TDD/TTY No. 554-5227

June 19, 2018

The Honorable Scott Wiener
California State Senator
California State Capitol, Room 4066
Sacramento, CA 95814

Re: Board of Supervisors Resolution No. 180-18

Dear Senator Wiener:


On June 5, 2018, the Board of Supervisors for the City and County of San Francisco adopted Resolution No. 180-18 (Urging the California State Legislature and Governor to Pass California State Assembly Bill No. 2314 (Ting) - Domestic Worker Rights Implementation Act), which was enacted on June 15, 2018.

The Board of Supervisors directs the Clerk of the Board to forward the following document to your attention:

- One certified copy of Resolution No. 180-18 (File No. 180552)

If you have any questions or require additional information, please contact the Office of the Clerk of the Board at (415) 554-5184, or by e-mail: board.of.supervisors@sfgov.org.

Sincerely,


Angela Calvillo
Clerk of the Board

- c. Supervisors Hillary Ronen, Sandra Lee Fewer, Norman Yee, Jeff Sheehy, Aaron Peskin, and Jane Kim
Mayor's Legislative Liaison to the Board of Supervisors, Andres Power
Mayor's Director of State and Federal Legislative Affairs, Kathryn Angotti



City and County of San Francisco

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San Francisco, CA 94102-4689

Certified Copy

Resolution

180552 [Urging the California State Legislature and Governor to Pass California State Assembly Bill No. 2314 (Ting) - Domestic Worker Rights Implementation Act]

Sponsors: Ronen; Fewer, Yee, Sheehy, Peskin and Kim

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.

6/5/2018 Board of Supervisors - ADOPTED

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

6/15/2018 Mayor - RETURNED UNSIGNED

STATE OF CALIFORNIA
CITY AND COUNTY OF SAN FRANCISCO

CLERK'S CERTIFICATE

I do hereby certify that the foregoing Resolution is a full, true, and correct copy of the original thereof on file in this office.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the official seal of the City and County of San Francisco.

June 19, 2018

Date


Angela Calvillo
Clerk of the Board

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

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

8
9 WHEREAS, In California, there are over 300,000 domestic workers - housekeepers,
10 nannies, and caregivers for children, persons with disabilities, and seniors - working in private
11 households to care for the health, safety and well-being of the most important aspects of
12 Californians’ lives, their families, and homes; and

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

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

24 WHEREAS, Domestic workers play a critical role in California’s economy and work to
25 ensure the health and prosperity of California families and free others to participate in the

1 workforce, and since an estimated 2 million households rely on domestic work, with the
2 number of private in-home attendants for our state's aging seniors expected to increase by at
3 least 52% by the year 2022 due to the unprecedented "elder boom;" and

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

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

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

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

23 WHEREAS, Despite the fact that most domestic workers work to support families and
24 children of their own and more than half are primary income earners, two-thirds of domestic
25

1 workers earn low wages or wages below the poverty line, and one in four domestic workers
2 report not being paid the minimum wage and report frequent violations of their rights; and

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

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

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

15 FURTHER RESOLVED, That the San Francisco Board of Supervisors directs the Clerk
16 of the Board to transmit copies of this Resolution to all of San Francisco's State Legislators
17 with a request to take all action necessary to achieve the objectives of this resolution.



City and County of San Francisco
Tails
Resolution

City Hall
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4689

File Number: 180552

Date Passed: June 05, 2018

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

File No. 180552

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.

for Angela Calvillo
Clerk of the Board

Unsigned

Mark E. Farrell
Mayor

6/15/18

Date Approved

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

6/15/18

Date

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June 19, 2018

The Honorable David Chiu
California State Assembly Member
California State Capitol, Room 4112
P.O. Box 942849
Sacramento, CA 94249-0017

Re: Board of Supervisors Resolution No. 180-18

Dear Assembly Member Chiu:


On June 5, 2018, the Board of Supervisors for the City and County of San Francisco adopted Resolution No. 180-18 (Urging the California State Legislature and Governor to Pass California State Assembly Bill No. 2314 (Ting) - Domestic Worker Rights Implementation Act), which was enacted on June 15, 2018.

The Board of Supervisors directs the Clerk of the Board to forward the following document to your attention:

- One certified copy of Resolution No. 180-18 (File No. 180552)

If you have any questions or require additional information, please contact the Office of the Clerk of the Board at (415) 554-5184, or by e-mail: board.of.supervisors@sfgov.org.

Sincerely,


Angela Calvillo
Clerk of the Board

- c. Supervisors Hillary Ronen, Sandra Lee Fewer, Norman Yee, Jeff Sheehy, Aaron Peskin, and Jane Kim
Mayor's Legislative Liaison to the Board of Supervisors, Andres Power
Mayor's Director of State and Federal Legislative Affairs, Kathryn Angotti



City and County of San Francisco

City Hall
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Resolution

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Sponsors: Ronen; Fewer, Yee, Sheehy, Peskin and Kim

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.

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

6/15/2018 Mayor - RETURNED UNSIGNED

STATE OF CALIFORNIA
CITY AND COUNTY OF SAN FRANCISCO

CLERK'S CERTIFICATE

I do hereby certify that the foregoing Resolution is a full, true, and correct copy of the original thereof on file in this office.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the official seal of the City and County of San Francisco.

June 19, 2018

Date


Angela Calvillo
Clerk of the Board

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

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4 **State Assembly Bill No. 2314 (AB 2314), authored by Assembly Member Phil Ting, the**
5 **Domestic Worker Rights Implementation Act, that establishes and maintains the**
6 **Domestic Worker Enforcement Program, a statewide program to provide resources,**
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8
9 WHEREAS, In California, there are over 300,000 domestic workers - housekeepers,
10 nannies, and caregivers for children, persons with disabilities, and seniors - working in private
11 households to care for the health, safety and well-being of the most important aspects of
12 Californians’ lives, their families, and homes; and

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

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

24 WHEREAS, Domestic workers play a critical role in California’s economy and work to
25 ensure the health and prosperity of California families and free others to participate in the

1 workforce, and since an estimated 2 million households rely on domestic work, with the
2 number of private in-home attendants for our state's aging seniors expected to increase by at
3 least 52% by the year 2022 due to the unprecedented "elder boom;" and

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

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

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

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

23 WHEREAS, Despite the fact that most domestic workers work to support families and
24 children of their own and more than half are primary income earners, two-thirds of domestic
25

1 workers earn low wages or wages below the poverty line, and one in four domestic workers
2 report not being paid the minimum wage and report frequent violations of their rights; and

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

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

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

15 FURTHER RESOLVED, That the San Francisco Board of Supervisors directs the Clerk
16 of the Board to transmit copies of this Resolution to all of San Francisco's State Legislators
17 with a request to take all action necessary to achieve the objectives of this resolution.



City and County of San Francisco
Tails
Resolution

City Hall
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4689

File Number: 180552

Date Passed: June 05, 2018

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

File No. 180552

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for Angela Calvillo
Clerk of the Board

Unsigned

Mark E. Farrell
Mayor

6/15/18

Date Approved

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June 19, 2018

The Honorable Phil Ting
California State Assembly Member
California State Capitol, Room 6026
P.O. Box 942849
Sacramento, CA 94249-0019

Re: Board of Supervisors Resolution No. 180-18

Dear Assembly Member Ting:


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10 nannies, and caregivers for children, persons with disabilities, and seniors - working in private
11 households to care for the health, safety and well-being of the most important aspects of
12 Californians’ lives, their families, and homes; and

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14 California Domestic Workers’ Coalition to achieve social and economic justice, to secure
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22 Immigrant Protection Act (California State Assembly Bill No. 450) are leading the way to
23 protect all of our workers and to defend our values as a sanctuary state; and,

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25 ensure the health and prosperity of California families and free others to participate in the

1 workforce, and since an estimated 2 million households rely on domestic work, with the
2 number of private in-home attendants for our state's aging seniors expected to increase by at
3 least 52% by the year 2022 due to the unprecedented "elder boom;" and

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

7 WHEREAS, While most employers value the contributions that domestic workers make
8 to their home and lives, they do not understand their responsibilities as employers, and may
9 never develop a formal contract or clearly establish the rights and obligations each party owes
10 to the other; and California State Assembly Bill No. 2314 (AB 2314) provides resources and
11 tools to employers who seek to uphold fairness and dignified labor standards in their homes;
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13 WHEREAS, The treatment of domestic service workers under federal and state law
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15 specifically that the relationship between employer and "servant" was "personal" rather than
16 commercial in character; that employment within a household was not "real" productive work;
17 and that women did not work to support their families; and

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

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

3 WHEREAS, In the worst cases, domestic workers are verbally and physically abused
4 or sexually assaulted, forced to live in conditions unfit for human habitation, and stripped of
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6 WHEREAS, Assembly member Phil Ting has introduced the Domestic Worker Rights
7 Implementation Act, AB 2314, which would create a program within the California Division of
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Resolution

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for Angela Calvillo
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Unsigned

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Mayor

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