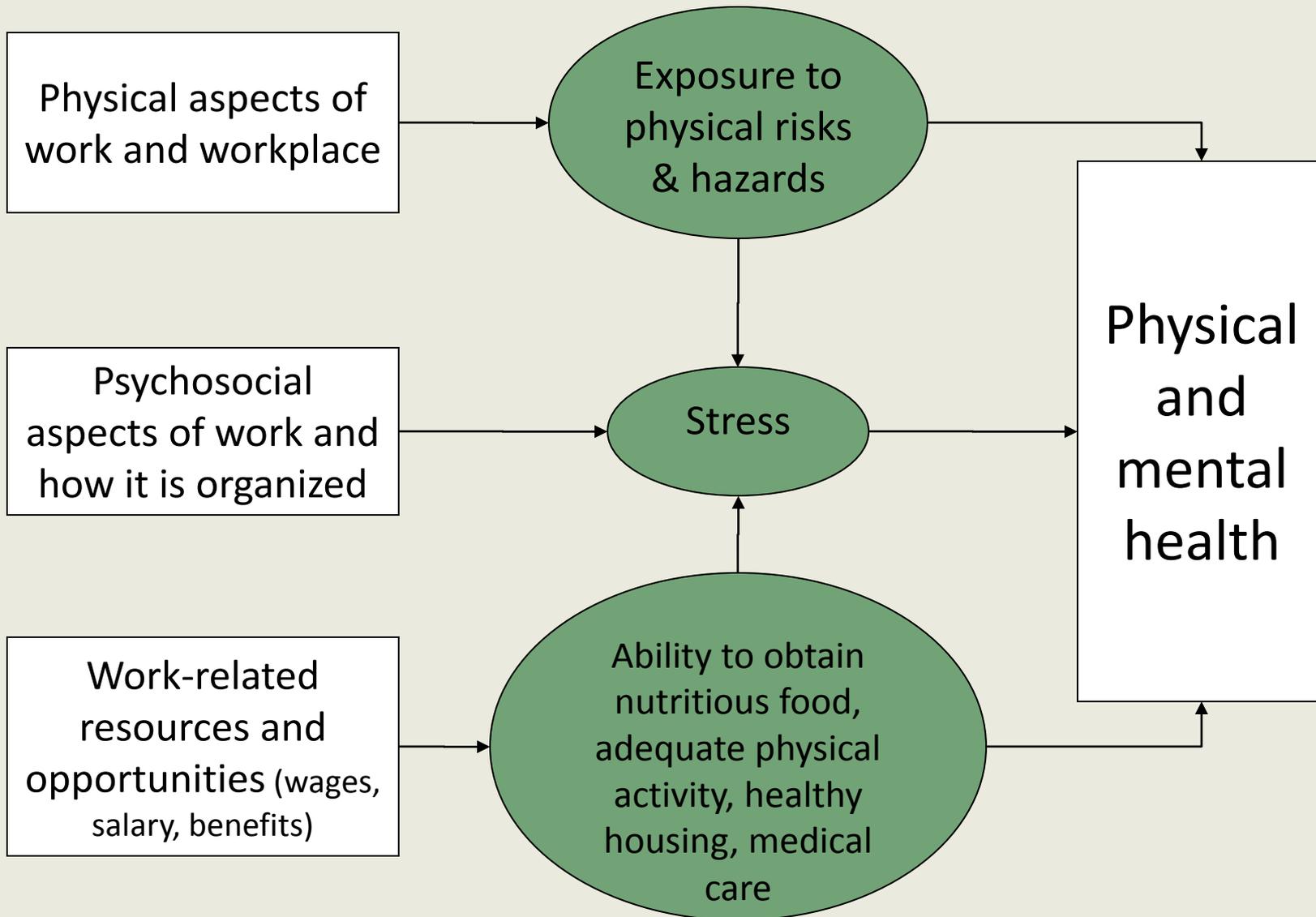


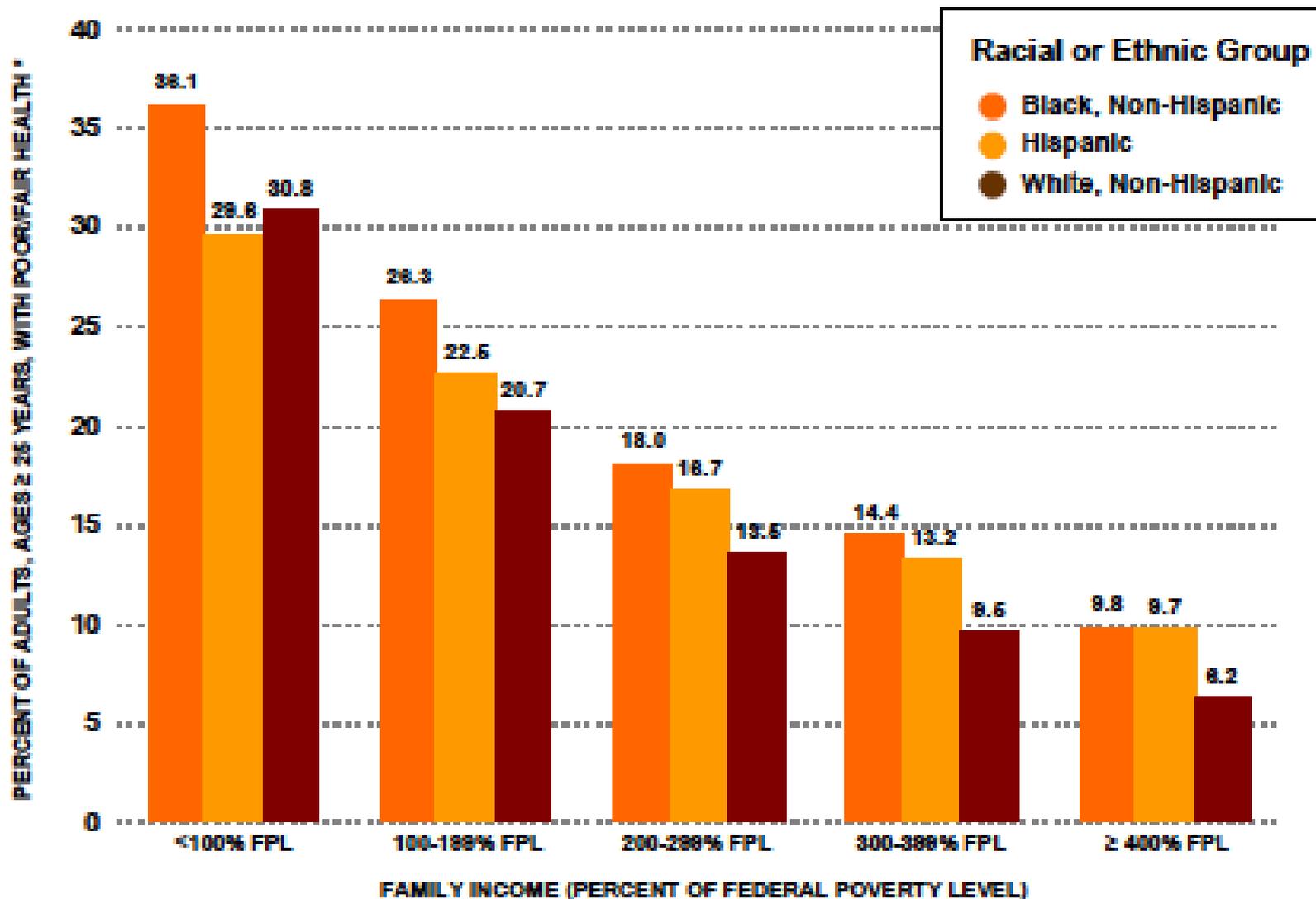
Good Health & Good Work: How Labor Policy HIAs Impact Strategies and Messages to Protect Workers

Kim Gilhuly, Project Director
Moderator



National HIA Meeting • Washington, DC • April 4th, 2012





Work-based Health Protection and Promotion Strategies

Prevent work-related illness & injury

Workplace safety; control of hazards; ergonomics; safety training

Reduce work-related stress

Decrease job strain; foster social support; stress mgmt; schedules to support work-family balance

Support healthy behaviors via workplace environments & services offered

Health screening & services; promote healthy behavior; create health-promoting environment

Expand work-related resources and opportunities

Medical benefits; paid sick leave; child & elder care services; job training; adequate wages

Vicki Shabo

National Partnership for Women & Families

National Healthy Families Act HIA

Rajiv Bhatia

San Francisco Dept. of Public Health

SF Living Wage HIA

Christina Fletes

DataCenter

CA Domestic Workers Bill of Rights HIA

Vicki Shabo

How the Healthy Families Act HIA was used

Rajiv Bhatia

Methods used in the assessments in the 3 HIAs

Christina Fletes

Methods used in the Domestic Workers HIA and
how the HIA was used

HEALTHY FAMILIES ACT:

- ***What:*** Provides workers the right to earn up to **7 paid sick days** each year
- ***Why:*** More than 40 percent of private-sector workers lack paid sick time, and many more can't use paid sick time to care for a child or other family member
 - Economic impacts
 - Health impacts

HIA GOALS:

- **Quantify health impacts** associated with workers not having access to paid sick days.
- **Raise public awareness** of connections between health and lack of paid sick days
- **Generate support** for a national paid sick days standard.
- **Engage new coalition partners** in Healthy Families Act advocacy

KEY FINDINGS:

- Pandemic flu transmission would be cut by 15-34% if sick workers could stay home.
- Paid sick days would promote economic security, particularly for low-wage workers
- Paid sick days would result in less contagion:
 - reduced transmission of illness by food-handlers
 - reduced GI transmission in nursing homes
- Paid sick days would provide workers and their dependents easier access to preventive care and avoid unnecessary hospitalizations.

KEY HIA IMPACTS:

- Profiled in multiple **Congressional hearings** → released at the same time as **H1N1** pandemic was happening
- Disseminated to the **media** – 450 journalists and profiled in an audio news conference
- Used by state and local partners to heighten **health messaging** – and gave them ideas for conducting their own HIAs
- Helpful in enlisting **greater support from public health organizations** at the national, state and local levels

200,000 domestic workers in California



NDWA National Congress **5/19-21**
Congreso Nacional de La ANTH

CONTACT

HOME DOMESTIC WORK ABOUT NDWA



200,000 Domestic Workers In California Labor Without Basic Protections. DEMAND A BILL OF RIGHTS!

TAKE ACTION
SIGN THE PETITION



Assembly member
Tom Ammiano

Representing the 13th District

Releases > California Senate Committee Approves Labor Rights for 200,000 Domestic Workers

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Wednesday, July 06 2011

California Senate Committee Approves Labor Rights for 200,000 Domestic Workers *Featured*

[AFL-CIO President Trumka Joins Domestic Workers at Capitol to ...](#)

www.calaborfed.org/.../afl-cio_president_trumka_joins_domestic_wo...

Feb 23, 2012 – AB 889 (Ammiano, V.M. Perez) would provide the over **200000 domestic workers in California** with overtime protections, inclusion in workers' ...

[\[PDF\] California Domestic Workers Bill of Rights - Legislation Update](#)

www.gtm.com/pdf/LegislationUpdate_CaliforniaDWBOR.pdf

File Format: PDF/Adobe Acrobat

May 26, 2011 – standardizing regulations for **California's** estimated **200000 domestic workers**. Under the **California** legislation, a **domestic worker** is defined as ...

[AB 889 Assembly Bill - Bill Analysis](#)

www.leginfo.ca.gov/.../ab_889_cfa_20110531_180847_asm_floor.h...

2) Defines "**domestic work** employee" as an individual who performs domestic ... to the author, in **California** there are around **200000 domestic workers** who serve ...

Occupation	Total Number	Percentage of All Domestic Workers
Maids/Housekeeping Cleaners	91, 969	42%
Child Care Workers	24, 918	11%
Personal and Home Care Aides	75, 948	35%
Home Health Aides	20, 095	9%
All Other Private Household Workers	5, 255	3%
TOTAL Household Workers	218, 185	100%

Class of Workers

Privately Employed: Employee of a private for-profit company or business or of an individual for wages, salary or commission

Privately Employed: Employee of a private not for-profit, tax exempt, or charitable organization

Self-Employed: Self-employed in own not incorporated business, professional practice, or farm

Self-Employed: Self-employed in own incorporated business, professional practice, or farm

Working without pay in family business or farm

Government Employee: Local govt (city , county, etc)

Government Employee: State govt

Government Employee: Federal govt.

Possibly Industry Categorizations

Private Household Industry

Home Health Care Services Industry

Individual and Family Services Industry

Child Day Care Services Industry

Landscaping Services Industry

Services to Buildings and Dwellings Industry

Employment Services Industry

Making the census calculation

Occupational Categories		
Maids and Housekeeping Cleaners	Grounds Maintenance Workers	Dietitian and Nutritionists
Childcare Workers	Janitors and Building Cleaners	Chefs and Head Cooks
Personal and Home Care Aides	Cooks	Physical Therapists
Nursing, Psychiatric and Home Health Aides	Registered Nurses	Licenses Practical and Licenses Vocational Nurses
	Personal Care and Service Workers, All Other	First-Line Supervisors/Managers of Personal Service Workers
	First-Line Supervisors/Managers of Housekeeping and Janitorial Workers	Maintenance and Repair Workers, General

