GOLDEN GATE UNIVERSITY

SCHOOL OF LAW
WOMEN'S EMPLOYMENT RIGHTS CLINIC

WOMEN'S EMPLOYMENT RIGHTS CLINIC
Fall 2023 Newsletter

In November, WERC Hosted a Legal Intake Clinic in Partnership with the California Domestic Workers Coalition

On November 5, 2023, in partnership with the California Domestic Workers Coalition, WERC hosted a legal intake clinic for domestic workers at the San Francisco Women's Building. At the clinic, WERC students interviewed domestic workers who had not been properly compensated. In the subsequent weeks, WERC students represented these clients by drafting demand letters, engaging in settlement negotiations, and filing wage and hour complaints at the California Labor Commissioner's Office.

Above: WERC Fall 2023 students Christopher McDaniel and Kristen Foley with workers during the November 5th legal intake clinic.

WERC Fall 2023 Students Mediated Multiple Harassment, Discrimination and Retaliation Cases

This past academic year, the Clinic has continued its partnership with the California Civil Rights Department (CRD), representing low-wage workers in mediations of their discrimination, harassment, and retaliation claims. Eleven Golden Gate law students participated in WERC during the Fall 2023 semester. Students represented domestic workers, retail workers, agricultural workers, and other workers in the CRD all-day mediations.

In preparation for the mediations, students reviewed workers' complaints, conducted client interviews, developed a fact and legal investigation plan, researched case and statutory law, drafted mediation briefs, prepared exhibits and talking points. Student pairs ultimately represented their clients before CRD mediators, leading to several successful settlements.

Above: WERC Fall 2023 students Christopher McDaniel, Michael Moore and Professor Raven

Donate to WERC!

The Fight to Extend Health and Safety Protections to Domestic Workers in California

WERC joined other members of the California Domestic Workers Coalition in Sacramento on August 29th of 2023 to urge Governor Newsom and California lawmakers to protect domestic worker health and safety and pass Senate Bill 686, sponsored by Senator Maria Elena Durazo.

In the United States, domestic workers, largely women and people of color, have been historically excluded from the most basic labor protections, including the Occupational Safety and Health Act (OSHA). Because of this, the California Domestic Workers Coalition rallied for the passage of SB 686 which would have established health and safety protections for domestic workers under California's Occupational Safety and Health Act (Cal/OSHA). Additionally, the bill was aimed at establishing a financial and technical assistance program for domestic service employers and providing health and safety outreach and education for domestic service employees and employers.

WERC showed up strong at a rally in San Francisco on October 12th to protest Governor Newsom's veto of the bill, despite the bill's passage in both chambers of the California legislature. WERC continues to work with the California Domestic Workers Coalition to develop future legislative strategies.

Above: Members of the California Domestic Worker Coalition in Sacramento on August 29th.

WERC and Partners Trained Consumers on Best Practices Regarding the Hiring and Compensation of Caregivers

With support from the Metta Fund, WERC collaborated with organizations and firms that work with caregivers and the people who hire them, including Hand in Hand, the Family Caregiver Alliance, California Advocates for Nursing Home Reform, Legal Assistance for Seniors and the Nuddleman Law Firm, P.C., to offer a series of online trainings. The two-hour trainings were offered on September 7th, 20th and 21st and discussed best practices regarding the hiring and compensation of caregivers. A total of 117 people attended.

After the training, participants received the 360° Caregiving Rights Toolkit. The toolkit was developed by WERC to educate families and professionals who hire caregivers to work in private homes. The videos and handouts help families and professionals navigate the complex maze of state and federal laws to set conditions of employment, including hours, pay and benefits. The toolkit is available on WERC's website in English, Tagalog, Chinese and Spanish.

View the 360° Caregiving Toolkit Here!

WERC Trained Lawyers on Wage and Hour Laws that Apply to Domestic Workers

With support from the Metta Fund, on November 15, 2023, WERC hosted an MCLE training for lawyers regarding the wage and hour laws governing domestic and residential care workers. Professors Raven and Ramirez Lee facilitated the training with the two-fold goal of 1) developing lawyers who are more effective advocates for domestic workers and 2) increasing the legal community's commitment to representing domestic workers. 33 people attended the training which included interactive opportunities for participants to test their legal knowledge through quizzes and hypotheticals and a Q&A session for participants to address specific concerns and inquiries.

WERC Trained Worker Organizers in San Francisco

On September 28, 2023, WERC participated in a worker organizer exchange hosted by the California Domestic Worker Coalition in San Francisco. At the exchange,

Professor Ramirez Lee facilitated a training on how to negotiate directly with employers and provided information on where workers can take their cases if direct negotiations fail. Additionally, Professor Raven and Professor Ramirez Lee created training materials and handouts to distribute to worker organizers who participated.

Above: Attendees at the California Domestic Worker Coalition Organizer Exchange in San Francisco on September 28th

Share this email:

Manage your preferences | **Opt out** using **TrueRemove**™
Got this as a forward? **Sign up** to receive our future emails.
View this email **online**.

536 Mission Street
San Francisco, CA | 94105 US

This email was sent to nramirezlee@gmail.com.
To continue receiving our emails, add us to your address book.

emma