

Paid Sick Leave, Job Safety and Health for Oakland Workers

Host Organization: **East Bay Alliance for a Sustainable Economy**



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Background

- March 2, 2015: Measure FF passed in Oakland
- 56,000 workers couldn't take paid sick leave
- No paid sick days
 - reluctant to stay home when sick
 - choose paycheck against own & public's health
- Paid sick leave impacts on job health & safety



Objectives

- Low-wage workers' knowledge and access to Measure FF
- Challenges in accessing paid sick leave
- Impact of paid sick leave measure on workers' lives

Methods

- Written questionnaire (English and Spanish)
 - 3 sections:
 - Paid sick day policies and access at workplace
 - Workplace health + safety concerns
 - Demographics
- Follow-up interviews with workers



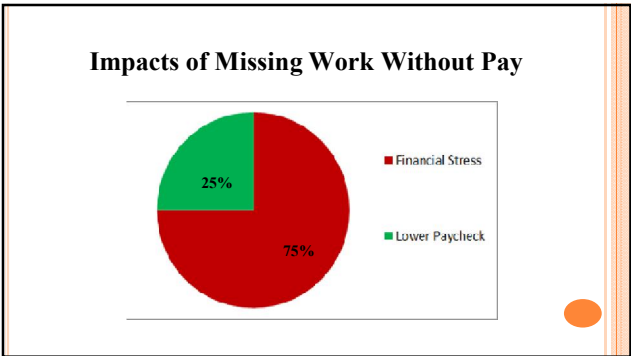
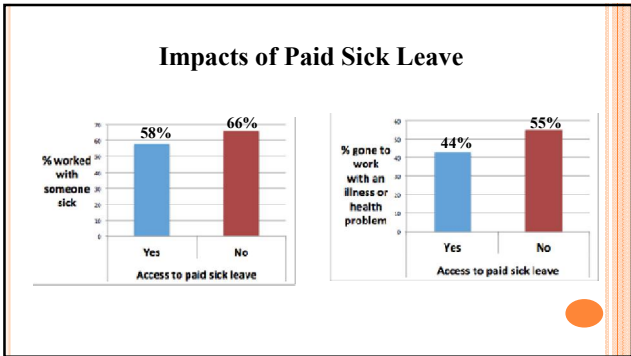
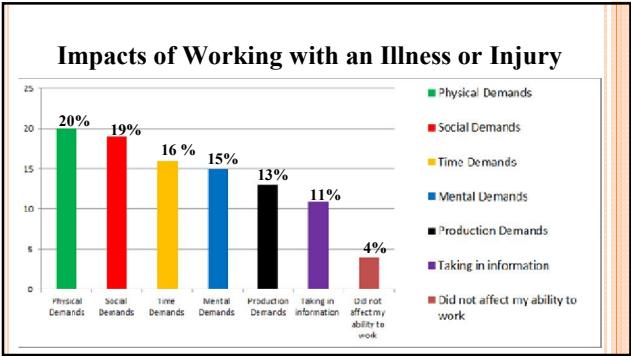
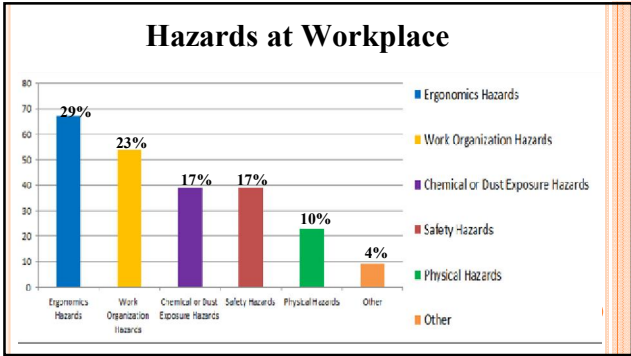
Methods

- Recruitment:
 - Community organizations
 - Door-to-door
 - Snowball sampling




Results

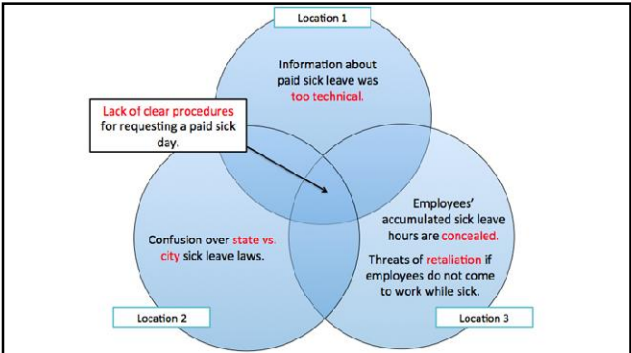
- N = 67
- Mean age: 34
 - Youngest: 17
 - Oldest: 71
- Race/Ethnicity
 - Hispanic/Latino: 55.2%
 - Black/African-American: 13.4%
- Occupation
 - Food Service: 39%
 - Cashier/Sales: 24%
- Low-wage workers (<\$15/hr)



Case Study: Fast Food Franchises



- 3 locations with 2-3 part time workers each.
- Different workplace policies at each location.
- At least one employee at each location has missed work due to illness since March 2, 2015.
- No employees surveyed had successfully received paid sick leave under Measure FF.



Project Challenges

- Recruiting participants
- 語言障礙*
- Timing: Too soon for effective before / after
 - Measure FF: March 2nd, 2015
 - Survey conducted July 2015



*"Language barrier"

Project Successes

- Visit work sites
- Variety of data collection methods
- New knowledge and awareness



Recommendations

- Support **workers' organizations** in educational outreach
- **Multiple notification strategies** for workers regarding paid sick leave
 - Language spoken by employee
- **Clear procedures** for requesting paid sick leave
- **Accessible tracking methods** for accumulated sick leave

Give-Back Product



- Flyer for Oakland workers
 - Health & Safety
 - Measure FF
 - Resources

Personal Reflections



Thank you!

- National Institute for Occupational Safety and Health (NIOSH)
- Association of Occupational and Environmental Health Clinics (AOEC)
- The California Wellness Foundation
- Occupational Health Internship Program (OHIP)
 - Nazima El-Askari and Diane Bush
- East Bay Alliance for a Sustainable Economy (EBASE)
 - Jennifer Lin, Patricia Contreras, and David Buenrostro
- Community Organizations
 - Street Level Health, Mujeres Unidas y Activas, UNITE HERE 2850, and the East Bay Organizing Committee
- **Survey Participants!**