



Co- Chairs: Clarisa Sanchez & Eva Iraheta  
Secretary: Cristy Dieterich

## SF-CAIRS Meeting

Wednesday, March 13<sup>th</sup> 2013 – 12:15 pm– 1:45pm

Host: SF Foundation

**Welcome & Introductions** – *Clarisa Sanchez (CCCYO), Daisy Reyes (LEN Institute), Mason Jeffrys & Emiliano Bourgois-Chacon (Dolores Street Community Services), Cecily Victor & Vickie Zhao (Upwardly Global), Blythe Raphael (EBRF), Brendan Rogers (USF), Celeste Hale & Rosanna Santana & Jennifer Kihnley (DOL), Cristy Dieterich (SFDPH), Paola Souto & Jill Zawisza (Women Inc.), Salvador Barr (SFUSD), Joan Kelley-Williams & Isabel Flores (American Red Cross)*

### Special Topic Presentations:

#### **Workforce laws, Education, Reporting, Enforcement**

US Department of Labor – Wage & Hour Division

-Jennifer Kihnley, Community Outreach & Resource Planning Specialist 415-241-3570 [kihney.jennifer@dol.gov](mailto:kihney.jennifer@dol.gov)

-Celeste Hale, Assistant District Director (ADD) for the Wage and Hour Division's San Francisco District Office  
[hale.celeste@dol.gov](mailto:hale.celeste@dol.gov)

-Rosanna Santana, Wage and Hour Investigator

Wage & Hour Division investigates workforce violations, provides community education, conducts reporting, and enforcement of labor laws, requests for back wages. They enforce federal compliance and ensure that employees are paid properly. They also ensure job protected leave through Family and Medical Leave Act and enforce the Migrant & Seasonal Agricultural Worker Protection Act, and Child Labor laws.

The SF office covers the area from Monterey to the NorCal border.

#### \* Immigration status is not relevant.

DOL is intentionally not housed with any USCIS, DHS or other federal immigration office. DOL database does not link with other federal agencies. They act as an independent agency and make concerted efforts to stay separate from immigration.

Reporters, complainants are not required to disclose personal info if they chose not to.

FLSA prohibits retaliation on employees. Investigators make efforts to conceal cause of investigation. Solicitors will help if retaliation occurs to protect the employees. Termination becomes a criminal case and prosecution will occur.

Federal DOL is different from the State and local SF departments.

State and local DOL generally reveals individual name and specific to their case.

\* During an investigation DOL does not give names or even that a complaint was made (unless given authorization). They act as neutral fact-finders to gather evidence. The investigators meet with employees, employers, conduct surveillance, all while protecting the confidentiality of complainants and other employees. Prior to talking with employees, they explain to employers that employees have protections. This decreases the risk of retaliation on or termination of employees. There are no fees and legal representation is not necessary.

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\* *Members may share info and resources by sending an email to the group at:*

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**New Website:** [www.sf-cairs.org](http://www.sf-cairs.org)



Investigators may come announced or unannounced. They look at everyone regarding minimum wage, within a 3 year time frame in order to request any required back wages. The Fed DOL can enforce the higher minimum rate (SF versus Federal rate).

\*\* Over \$500,000 due in back wages just from SF restaurants!

DOL inspects and conducts random investigations of low-wage industries where people are often too afraid to call:

- Agricultural work – ensure safe housing, safe vehicles, field sanitation, water access, shade.
- Construction Industry – not paid for all time or over-time worked (40+/week)
- Residential Care Homes – – common practice of paying flat rate for all hours worked
- Restaurants- not paid for all time or over-time worked (40+/week)
- 1099/independent contractors – investigated case by case basis. Often misclassified and should be an employee: Housekeepers, nannies, gardeners, handymen, flier distributors, commercial fishing

If you know someone working off the books, have them track time for themselves for any investigations.

You can call on behalf of client to file a 3<sup>rd</sup> party complaint to report: company, address, nature of allegation, time/pay/child labor, (client does not have to reveal their name, but can confidentially provide important info that can help the investigation).

\* The DOL outreach team can present to your agency with most languages.

Call for info, to get clarification about a situation, ask questions, give an alert about a situation. Toll free number – 1-866-4-USWAGE

SF number – 415-625-7720

Many fact-sheets at: [www.wagehour.dol.gov](http://www.wagehour.dol.gov)

### **Salvador Lopez Barr**

Families & Youth in Transition (FYIT) Liaison

Student, Family & Community Support Department - Office of Pupil Services

727 Golden Gate Avenue, Room 205 SF, CA 94102-3101

415-.241.3030x13330 [lopez-barrerass@sfusd.edu](mailto:lopez-barrerass@sfusd.edu)

Families & Youth in Transition helps identify and support students and families with homeless and transitional issues. They educate and train school staff, social-worker at shelters, and other providers to recognize signs, such as changes in health, alertness, lack of clothing and school supplies, truancy. Once students and/or families are identified they can apply to the program and are provided with:

- Tutors from USF Learning and Writing Center
- School transportation
- School uniforms
- School supplies
- School meals
- Court accompaniment if needed

There is no cap on the assistance. It may be short or long term based on need.

SFUSD has a broad view of homeless: There are 2000 students “homeless” and “transitional”, which is staying with family/friend, sharing with other family.

Funds are provided from Title 1 No Child Left Behind and McKinney-Vento Homeless Assistance Act, which ensures educational rights and protections for children and youth experiencing homelessness.

\*\* Enrollment Form and other info online: <http://www.healthiersf.org/Programs/PS/FYIT/forms.php>

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Jill Zawisza , WOMAN Inc's services, Executive Director [415-864-4777, x 306](tel:415-864-4777)

[executivedirector@womaninc.org](mailto:executivedirector@womaninc.org)

Paola Souto, is the program mgr of Latina program. [Paola@womeninc.org](mailto:Paola@womeninc.org)

333 Valencia Street Suite 450 San Francisco, CA 94103 (415) 864-4777

Women Inc works to end domestic violence and abuse end abuse through education, advocacy, peer counseling and therapy, and support survivors in their process of regaining control of their lives.

Programs include:

- 24 Hour Crisis Line (415) 864-4722 or (877) DVHELPU
- Support Groups - for adults and children congruently
- Therapy Programs - Therapy sessions at very low sliding scale. No one is turned away.
- Latina Services
- Community Education presentations

Provision of Case Management and support, on current or past DV experience.

Clients include men, transgender, LGBTQ.

Referrals are by consultation times 3 days a week, which provide options at Women Inc. or at another agency.

\*\* SF Residency or immigration status is not an issue. Close to 16<sup>th</sup> BART.

### Discussion Items:

- Refugee Awareness Month is coming again in June. Arriba Juntos will host again. Over 200 people attended last year. Consider hosting a table, bring info, make announcements. Send participation info to Cristy: [Cristy.dieterich@sfdph.org](mailto:Cristy.dieterich@sfdph.org)
- Eva attended the County Refugee Coordinators meeting and training in Sacramento which provide state-level leadership and coordination of refugee programs and services.
- The Patient Protection and Affordable Care Act establishes state marketplaces, the link to the official website of Covered California is <http://www.coveredca.com> The website offers fact-sheets in many languages explaining how to get health coverage in 2014 under the ACA. (Spanish, Arabic, Armenian, Chinese, Farsi, Hmong, Khmer, Korean, Lao, Russian, Tagalog, Vietnamese).
- Covered California is accepting applications for the Outreach and Education Grants program to help reach millions of uninsured and subsidy eligible Californians about their affordable health care options that will be available to them starting in 2014. The deadline for grant applications cycle 2 is May 2013 - Link to grant info: <http://www.healthexchange.ca.gov/Documents/CoveredCA-OutreachGrant%20Release-1%2025%2013.pdf>
- The Refugee Program Bureau is asking agencies to report new refugees (within their first 5 years in the US) that moved to California from another state and are non-aided (non RCA). Please report this to County Coordinator Eva Iraheta [Eva.Iraheta@sfgov.org](mailto:Eva.Iraheta@sfgov.org) to recoup the service provisions provided to the other states. Report: Alien Number, Arrival Date, DOB, and full name.
- Please see SF-CAIRS website updates [www.sf-cairs.org](http://www.sf-cairs.org) .Review your agency information and contact Cristy for any updates: [cristy.dieterich@sfdph.org](mailto:cristy.dieterich@sfdph.org)

To send an email to the listserv: [sf-cairs@googlegroups.com](mailto:sf-cairs@googlegroups.com)

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**\*\* Agency updates, current initiatives, events, announcements etc.**

- Joan Kelly Williams: Isabel Flores will be attending SF-CAIRS for International Red Cross and will discuss the RC services for all immigrants and need at an upcoming meeting.
- Upwardly Global is looking for volunteer placement sites. Experience and networking is valuable to new job seekers and helps keep their resume alive. Send info to Cecily Victor [cecily@upwardlyglobal.org](mailto:cecily@upwardlyglobal.org) 415-834-9901
- Catholic Charities CYO and Marin Canal Alliance are offering a free DACA info session 3/20 6-9pm. Only 20% of eligible DACA applicants have applied.

2013 Plans:

- Continue the “theme/topic” meeting style.
- Survey members for topics and guests, use list from evaluations
- establish action committees
- Delve into what are the challenges and possible links for collaborations
- More participating member for Refugee Awareness Month
- And More!

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**Next meeting: Wednesday, May 8<sup>th</sup> – 12:15pm– 1:45pm**  
**API Legal Outreach 1121 Mission Street San Francisco, CA 94103**

Meeting Date: 3/13/13

Format	Strongly Agree	Agree	Disagree	Strongly Disagree
The time of the meeting was convenient.	4 (50%)	4 (50%)	<input type="checkbox"/>	<input type="checkbox"/>
The length of the meeting was appropriate.	6 (75%)	2 (25%)	<input type="checkbox"/>	<input type="checkbox"/>
Time was used efficiently.	(62%)	3 (38%)	<input type="checkbox"/>	<input type="checkbox"/>
Location of the meeting was convenient.	4 (50%)	4 (50%)	<input type="checkbox"/>	<input type="checkbox"/>

\* What topics or panel would you like to see presented for future meetings? (If you know of a speaker on a specific topic, please provide the speaker’s name and contact information if possible.)

- [Social services regarding counseling for SF residence.](#)
- [I’d like to hear more on topics that are more refugee/immigration related](#)

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- The intersections between immigration of LGBTQ folks/communities
- Affordable housing for (undocumented) immigrants

\* Are there other community partners or agencies who could add to the work of SF CAIRS?

If yes, who?

- Cuav?

\* What did you enjoy most about today's meeting?

- information and networking
- Speakers, opportunity to get updates from other agencies
- Very well run and done with worthwhile topics! Great structure of co-chairs & secretary
- I really enjoyed the talk by Salvador from SFUSD.
- Hearing about what other agencies are doing.
- Presentation by Salvador Lopez Barr.

\* Please share any additional comments:

- Thank you.
- So fantastic to see what is happening on the other side of the Bay!
- Thank you.

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