

Household Workers and Access to Workers' Compensation



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Los Angeles OHIP Project - Summer 2017

Presentation Outline

- **Background**
 - Project Objectives
 - Household Workers
 - Workers' Compensation
- **Research**
 - Methods
 - Demographics
 - Findings
- **Looking Forward**
- **Reflections**



Project Objectives

- California Domestic Workers Coalition (CDWC) & National Domestic Workers Alliance (NDWA)
- **Objectives:**
 - Improve support for injured household workers
 - Increase access to workers' compensation resources
 - Inform CDWC and NDWA's policy work



Who are Household Workers?

- Approximately 2 million households in CA hire household workers
- Types of work: Childcare, housecleaning, support for seniors and people with disabilities
- Domestic work is hidden, informal and unregulated
 - Excluded from federal and employment standards
- CA Domestic Workers Bill of Rights



What is Workers' Compensation (WC)?



Workers' Compensation

WC coverage is a required part of homeowners' insurance (CA Labor Code § 11590)

Experienced work related injury/sickness

Household "Employee"
(CA Labor Code § 3351(d))

Earned more than \$100
90 days preceding injury
(CA Labor Code § 3352(h))

Worked more than 52 hours
90 days preceding injury
(CA Labor Code § 3352(h))

Workers' Compensation and AB 206



Workers' Compensation

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AB 206

Methods

- **Sampling**
 - Household worker organizations, worker centers and day labor centers
 - Outreach: meetings, events, phone calls, mass texts
- **Interviews**
 - Injured workers
 - English, Spanish, Tagalog
 - Confidential
 - Resources
 - Northern and Southern CA



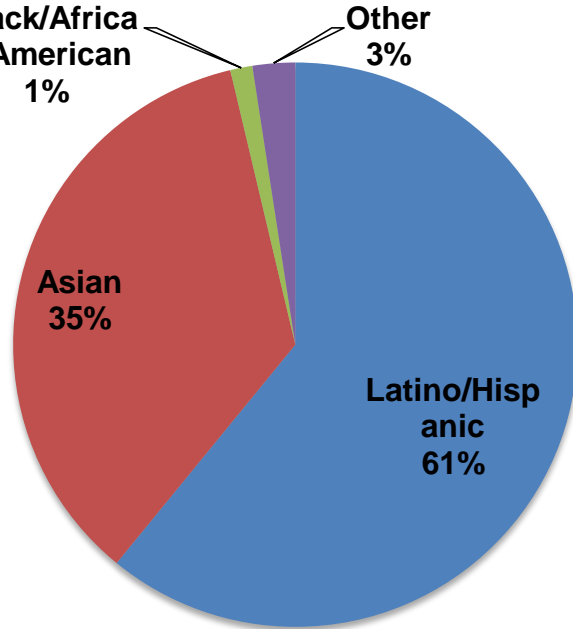
Sample Population: Demographics

Sample Size: 80 household workers

Age Range: 28 - 77 years old

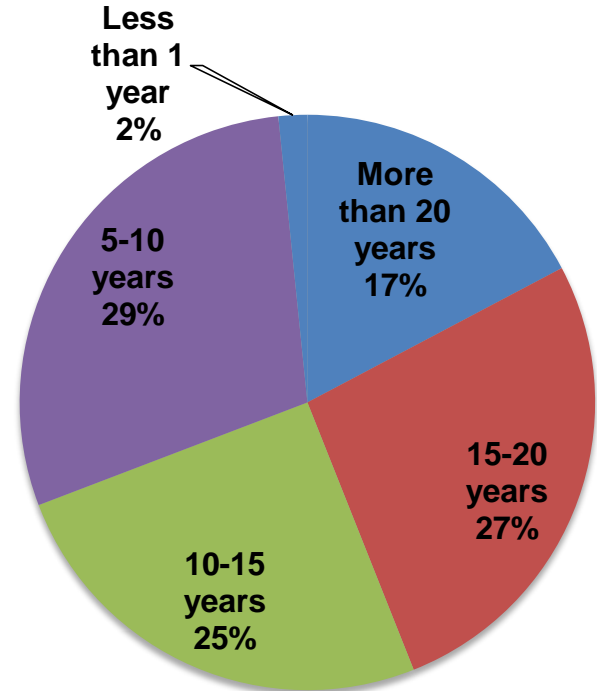
Gender: Female- 91%, Male- 9%

Race/Ethnicity: Black/African American 1%
Other 3%

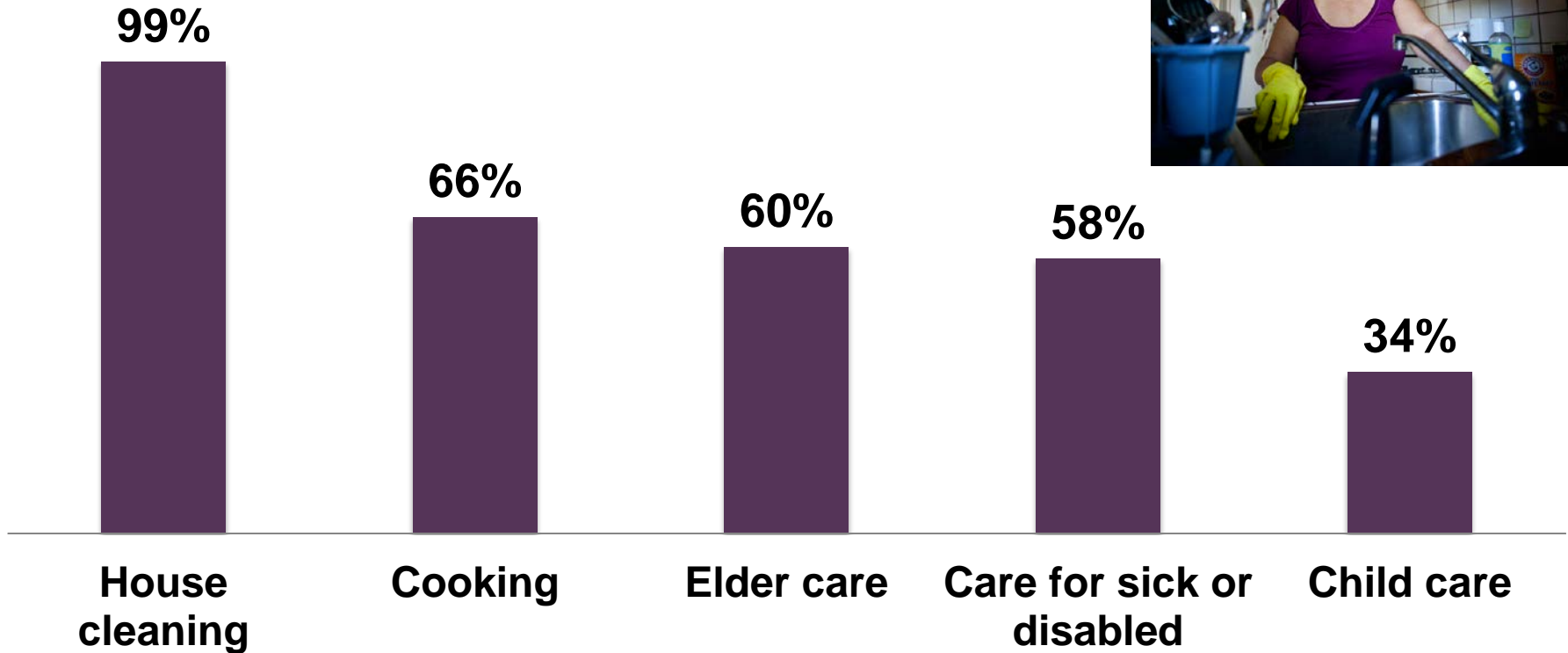


City: N.CA- 40%, S.CA- 60%

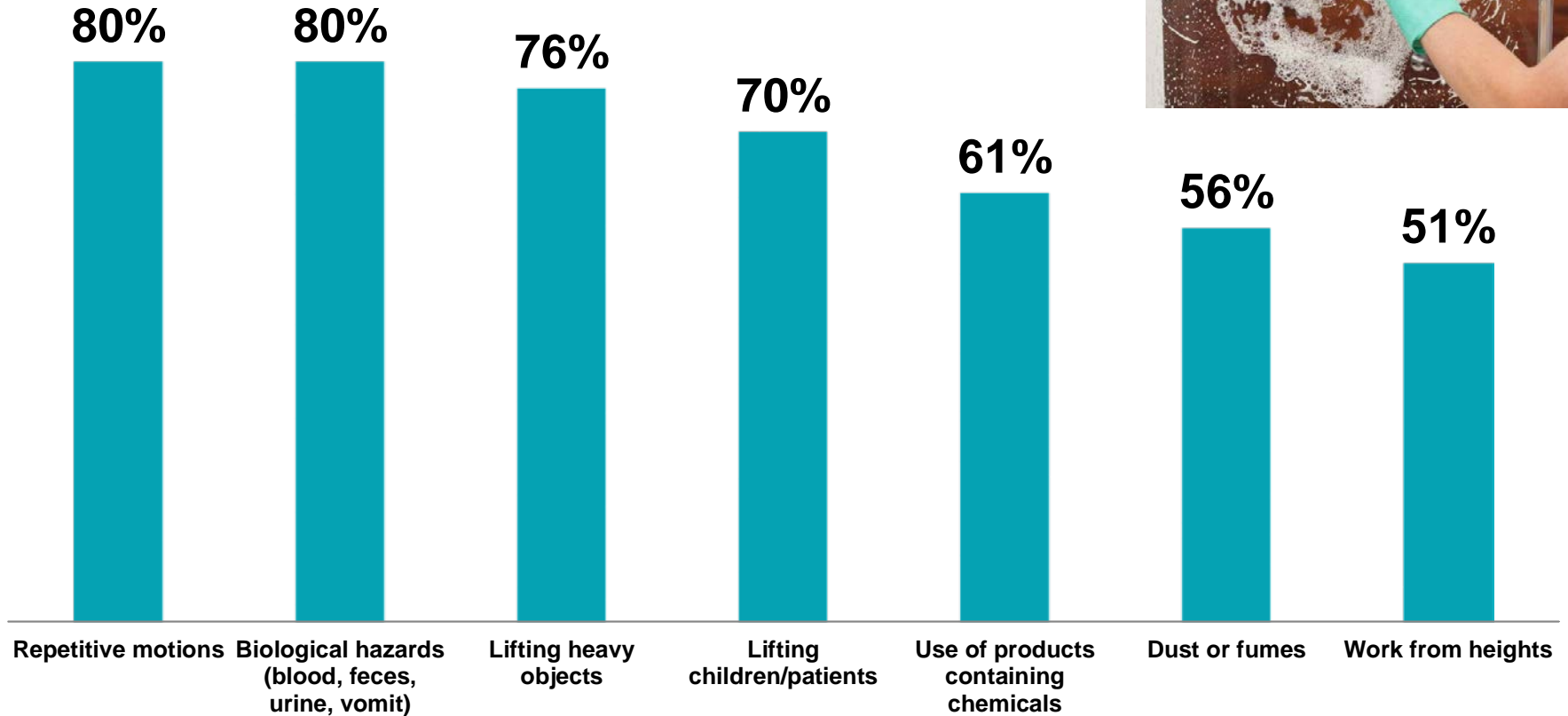
Experience:



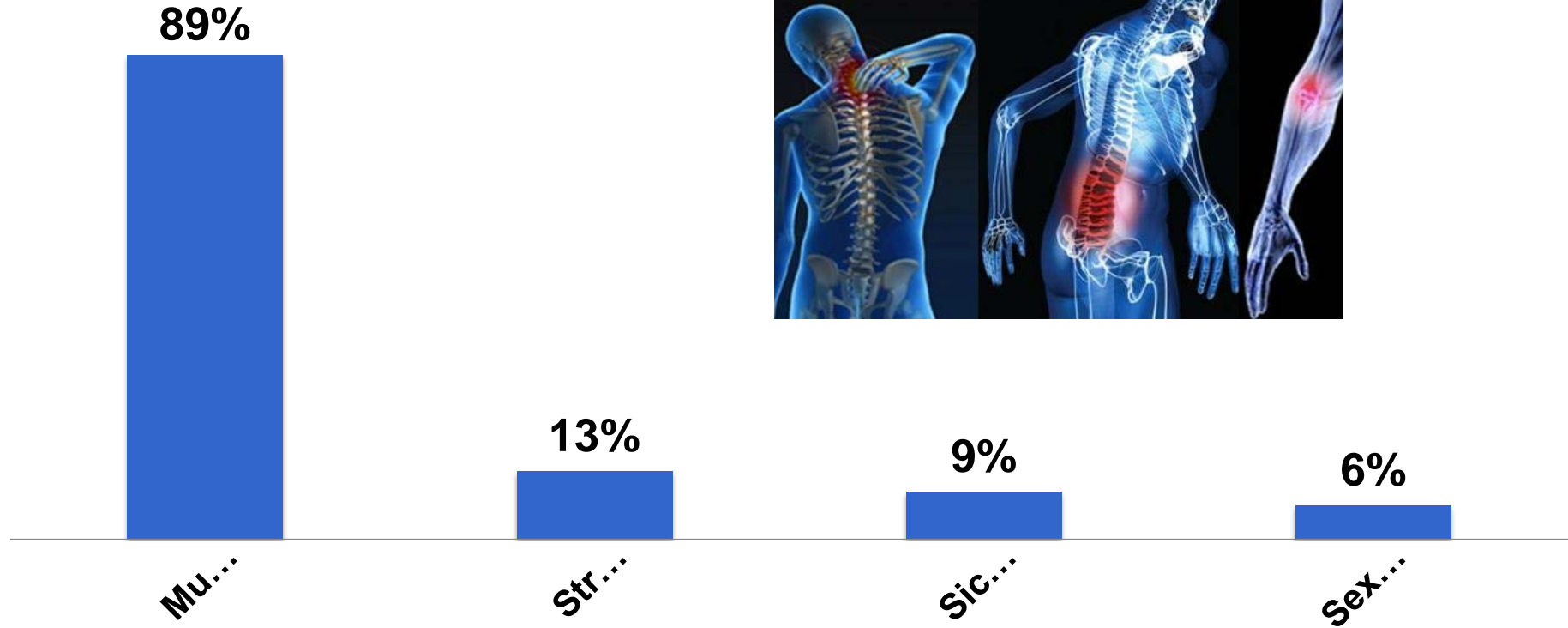
Findings: Most Common Job Tasks



Findings: Work Hazards



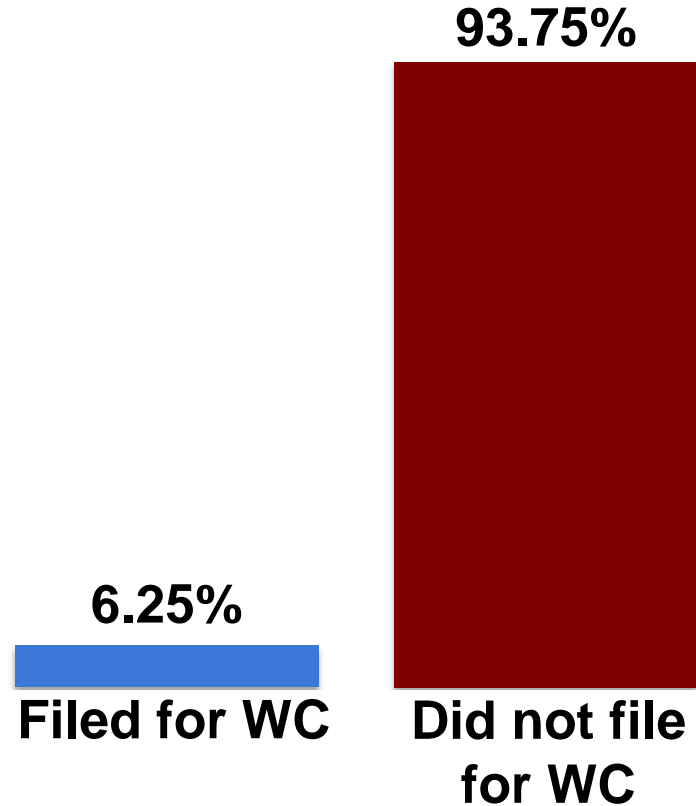
Findings: Types of Injury/Health Issue



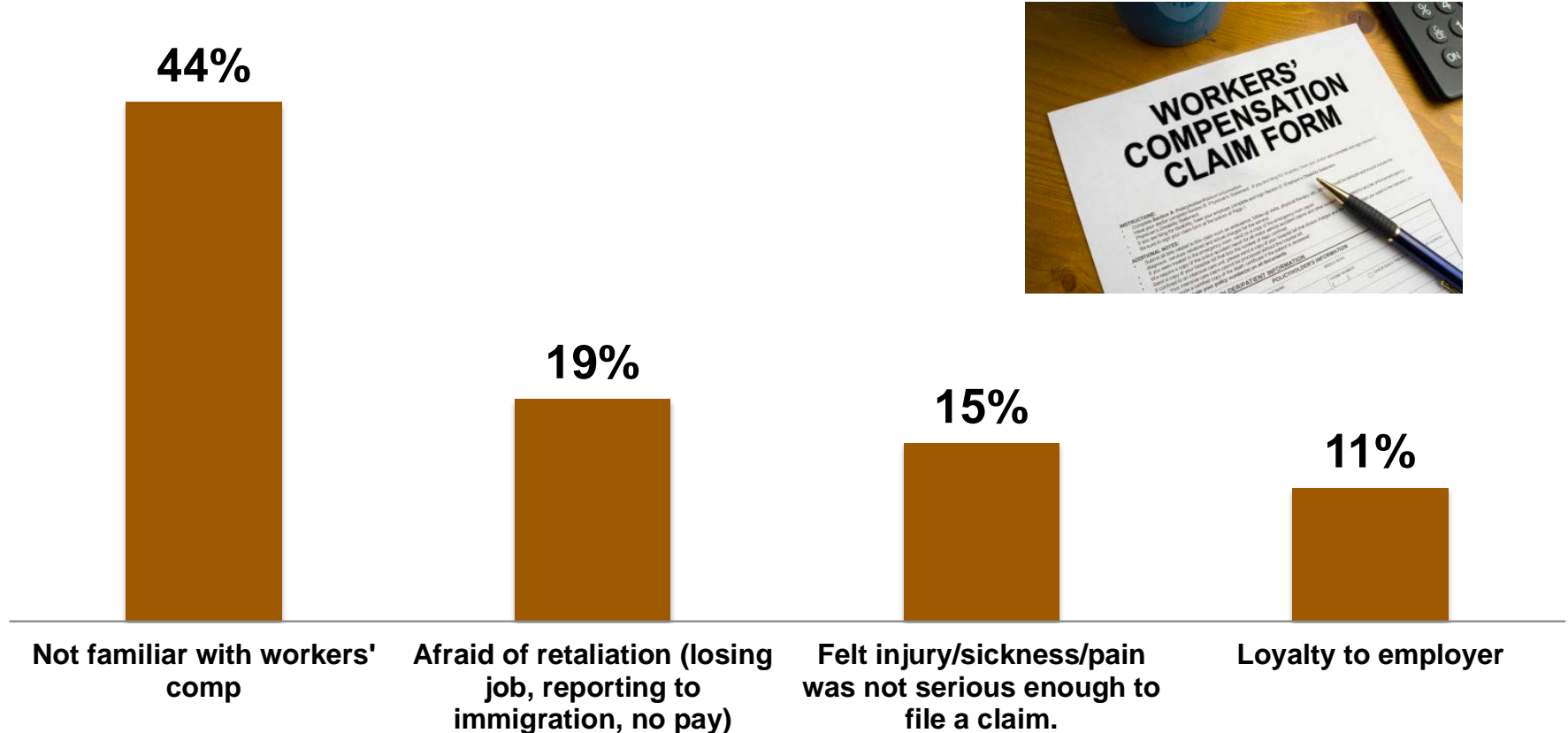
Findings: Workers' Compensation

Approximately
88%
of workers were
eligible to file for WC.

Only **6.25%**
presented a WC claim.



Findings: Reasons for not filing a WC claim



Looking Forward

- CDWC and NDWA
 - Address workers' compensation barriers
 - Inform workers and employers
 - Workers' Compensation Fact Sheet
- Report for MPH Capstone Project



Personal Reflection



THANK YOU!

Mentors: Kevin Riley and Linda Delp

Coalition Reps: Rocio Avila (NDWA) & Sarah Leadem (MUA)

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UCLA-LOSH Staff, OHIP Program, NIOSH

Jesus Guzman, Jessica Reid, Edith Rodriguez, Nicole Marquez,
Amy Leung, Steve Franco



References

- Profile, Practices and Needs of California's Domestic Work Employers
- Home Economics: The Invisible and Unregulated world of Domestic Work
- Research Brief: On-the-Job Injuries and Workers' Compensation Eligibility among Day Laborers in Residential Worksites in California

