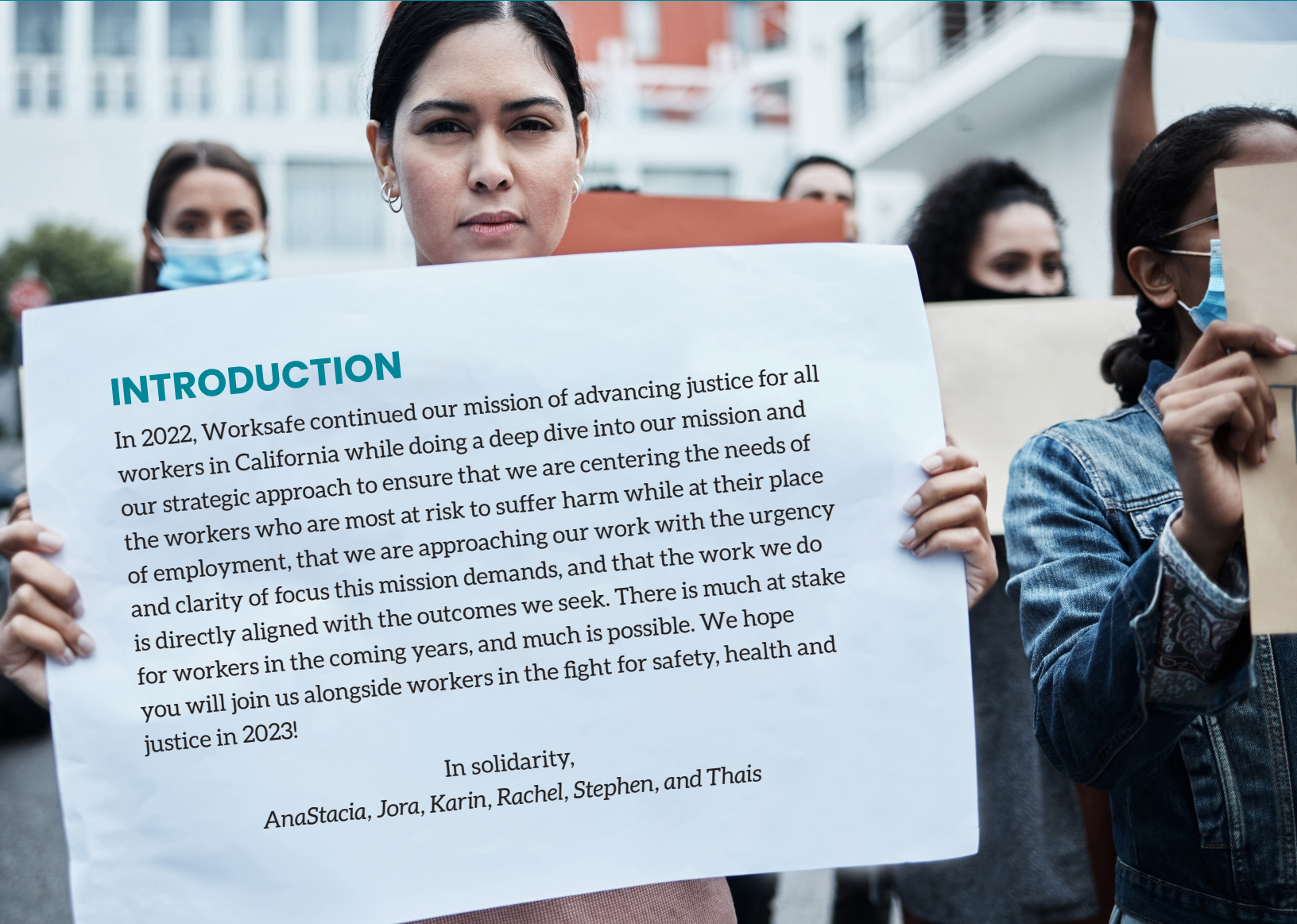


# WORKSAFE

40 YEARS ■ 1982-2022



2022 IMPACT REPORT



# Creating Policies to Address New Dangers

## THE COVID EMERGENCY TEMPORARY STANDARD (ETS)

Worksafe continued fighting for protections and exclusion pay for workers throughout the year. Thanks in a large part to the continued pressure we've put on the Standards Board and the DIR, California has been one of the nation's leaders in effective COVID response. We hope to do more research into the disproportionate impact on workers of color in the coming year.



## WILDFIRE SMOKE

### Wildfire Resilience Working Group

Worksafe participated in the Wildfire Resilience Working Group, organized by Sacramento-based Resources Legacy Fund (RLF). Karin led our efforts, building on her extensive contacts and experience around wildfire smoke and disaster preparedness with agricultural worker advocates across the state. Participants in the diverse group include the Karuk Tribe, the California State Association of Counties, California Forward, the Pacific Forest Trust.

### Wildfire Smoke Standard

In partnership with Central Coast Alliance United for a Sustainable Economy (CAUSE), Mixteco Indígena Community Organizing Project (MICOP), California Rural Legal Assistance Foundation (CRLAF), Lideres Campesinas en California, and North Bay Jobs With Justice, Worksafe developed Wildfire Safety Policy Recommendations. They include policy proposals on related/linked issues such as workers in evacuation zones and in disaster recovery.





## OSH STRATEGY GROUP

The OSH Strategy Group met throughout the year, working on the Emergency Temporary Standard (ETS) and fighting for COVID protections beyond the expiration date of the ETS, and continuing that fight while also transitioning to focus on other topics including Workplace Violence and the Indoor Heat standard.

AnaStacia, Stephen, and Rachel prepared and delivered public comments for Worksafe and our allies and creating public messaging around the work throughout the year, including a [“twitter storm”](#) on April 18th, a [blog on the ETS](#), Stephen’s [op-ed in CalMatters](#), and another “twitter storm” on November 14th.

## WORKPLACE VIOLENCE

Over this past year, Worksafe has been working on a statewide mobilization effort surrounding the issue of workplace safety. We authored and submitted a detailed [18-page comment letter](#) in July which provided in-depth critique on the revised draft of the General Industry Standard, supported and informed by meetings with stakeholders.

A summary of our critique can be read in this [blog post](#) by AnaStacia and Rachel.

### The Faces of Workplace Violence



# Passing Laws That Benefit Workers

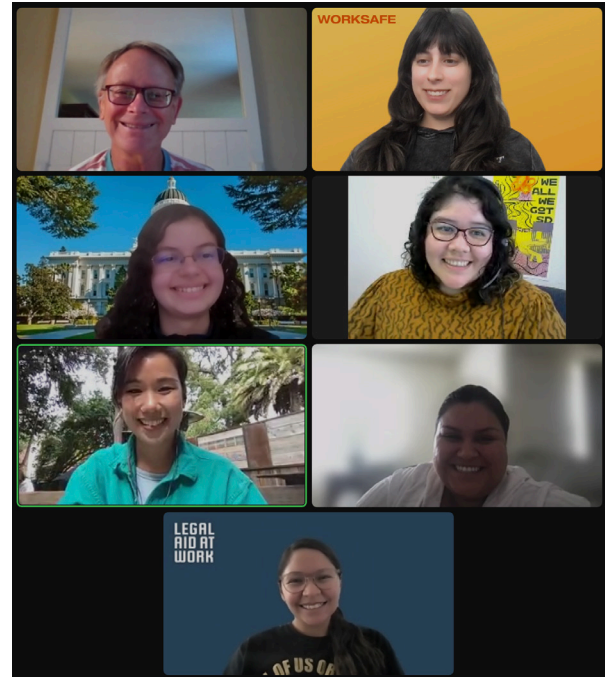
## THE DR. BEATRIZ MARÍA SOLÍS POLICY INSTITUTE (SPI) FELLOWSHIP

Karin participated in the Solís Policy Institute (SPI) Fellowship over the past year. This competitive program is an experiential policy advocacy training program designed to advance policy that centers racial, economic, and gender justice. She was accepted into the Economic Security team and played a key role in advancing new legislation (AB 2300, described below).

## POLICY WORK

In addition to our statewide leadership on the COVID-19 ETS, this year Worksafe centered our advocacy on the following:

- ✓ Pay Transparency for Pay Equity Act (SB 1162).
- ✓ CalWORKs: welfare-to-work (AB 1728 & AB 2300).
- ✓ CCWP's anti-retaliation and worker outreach budget asks.
- ✓ Supporting the efforts to ensure OSH protections for domestic workers.



## MAKING IT SAFE TO LEAVE A BAD SITUATION

### AB 2300 (Kalra)

This law will ensure that CalWorks and CalFresh families are protected by the same labor and employment rights as all Californian workers, and requires counties to provide information to program participants about these rights. CalWorks and CalFresh families will now be protected from losing their benefits if they choose to leave a workplace due to sexual harassment, discrimination, or other violations.

## TRANSPARENCY: EQUAL PAY FOR EQUAL WORK

### Pay Transparency for Pay Equity

SB 1162 (Limón) requires employers with more than 100 employees to submit pay data reports on a yearly basis, including median and mean hourly rates for each combination of race, ethnicity, and sex within each job category. It also requires employers to provide employees the pay scale for positions in which they are currently employed, to include them for any job posting, and to include third party contracts in their record keeping. Transparency is a big step towards equity; we look forward to seeing California do more to be a leader in this area.



## PROTECTING WORKERS FROM RETALIATION

### Budget Advocacy for Worker Empowerment

With our partners in the California Coalition for Worker Power (CCWP), worker advocates were successful in securing funding to expand the retaliation unit at DLSE (\$14 million) as well as an extension of CWOP (\$50 million over two years) to help sustain community-based organizations in the work to inform and educate California workers on their rights.

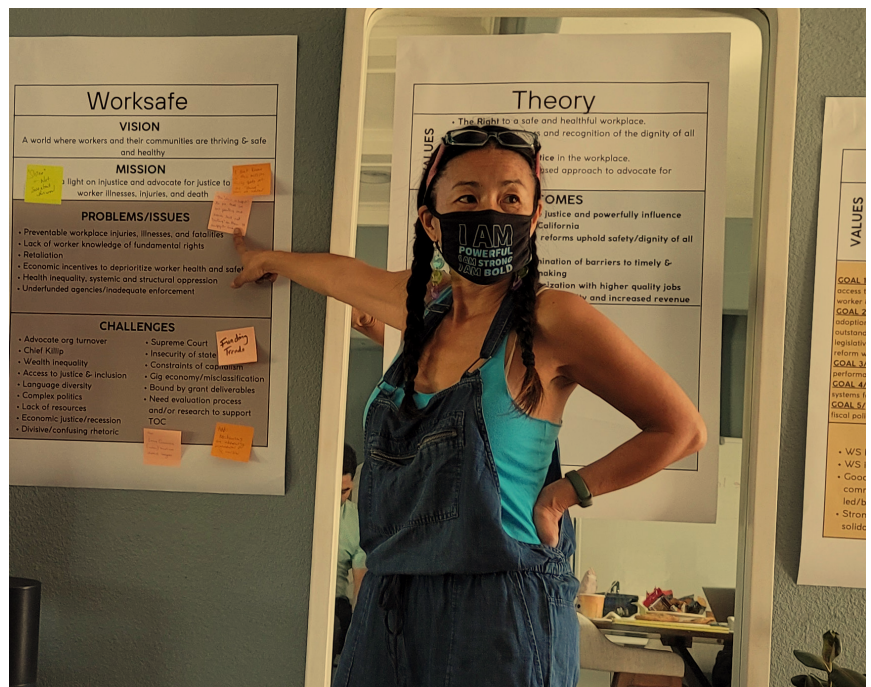
# Legal Support, Training and Assistance for Workers & Organizations that Defend Them

In 2022, Worksafe provided training, technical assistance and related OSH expertise to attorneys and staff with numerous legal aid/legal service providers in California. We provided:

- 29 Direct technical assistance to organizations and individuals
- 5 Cases of direct legal representation
- 13 Trainings to 454 advocates, workers, and worker leaders who attended the more than one dozen presentations and trainings by Worksafe staff

## COVID RETALIATION CASE

Karín led our representation around a Cal/OSHA health and safety complaint for COVID-19 health and safety violations that tests the integrity of the ETS in a customer-facing workplace. After our client contracted COVID-19 in the workplace, she complained about health and safety violations, and suffered serious retaliation. Worksafe collaborated with Centro Legal de la Raza as co-counsel on her wage and hour and DFEH discrimination issues and we were able to obtain a significant settlement for our client.



## BIOHAZARD EXPOSURE AND ERGONOMIC HAZARDS

Subsequent to filing a complaint with Cal/OSHA on behalf of janitors experiencing egregious biohazard exposure and ergonomic hazards at a medical facility, Worksafe facilitated off-site interviews for the workers after an OSHA on-site inspection and worker interview failed to adequately capture the conditions. Cal/OSHA issued seven citations, one of them being serious, and proposed penalties for \$16,490.

## CAR WASH WORKERS

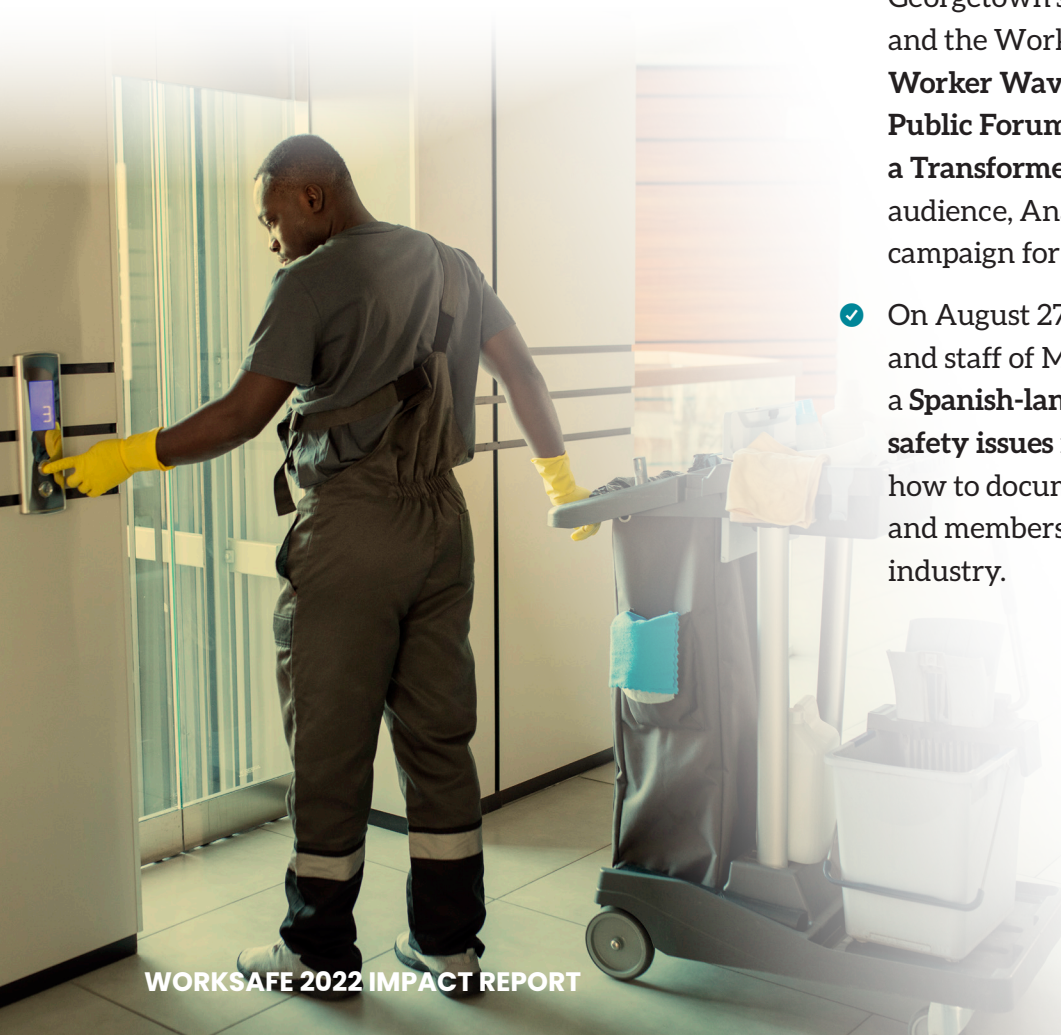
In August of 2022, we received a case from our community partner, Trabajadores United Workers United (TUWU), involving workers at a popular car wash in San Francisco. We are co-counseling with La Raza Centro Legal in San Francisco. The clients are dealing with several issues at their workplace and began organizing amongst themselves to address the concerns.

## JANITORIAL APPEALS CASE

Worksafe continues to support a group of janitorial workers who filed a health and safety case in 2020 that resulted in significant fines and multiple serious violations. The employer appealed and Worksafe is assisting the workers through the Cal/OSHA appeals process as the employer refused to make changes in the workplace and retaliated against those workers by terminating their employment for providing evidence to Cal/OSHA of the health and safety issues.

## TRAININGS AND PRESENTATION HIGHLIGHTS

- ✓ On January 12th, Jora held a training for IAM Local 1781 (SFO workers) on the updated **COVID-19 ETS**. That training is now on our [YouTube channel](#).
- ✓ Lucy and AnaStacia did a **train-the-trainer** with the **Community-Engaged Labor Studies Course at UC Berkeley** for the Spring 2022 semester. The students used various tools they learned in class including a systems map, stakeholders map, team asset map and interviews to put together an interactive and thorough presentation to help workers understand the importance of civil and policy advocacy.
- ✓ On April 15, AnaStacia did a **CWOP workers' rights training** that was live translated into Tigrinya for several dozen attendees, hosted in partnership with a community organization.
- ✓ On June 3, AnaStacia was on a panel at Georgetown's Kalmanovitz Initiative for Labor and the Working Poor addressing "**The Pandemic Worker Wave and a New Social Compact: A Public Forum on Working-Class Prosperity in a Transformed World.**" With an international audience, AnaStacia discussed the California campaign for worker protections from COVID-19.
- ✓ On August 27, Karín provided janitorial workers and staff of Maintenance Cooperative Trust Fund a **Spanish-language training on core health and safety issues** including practical information on how to document hazards for their organizers and members who work in the janitorial industry.





# Creating & Distributing Resources and Information to the Public

## LANGUAGE ACCESS/ LANGUAGE JUSTICE

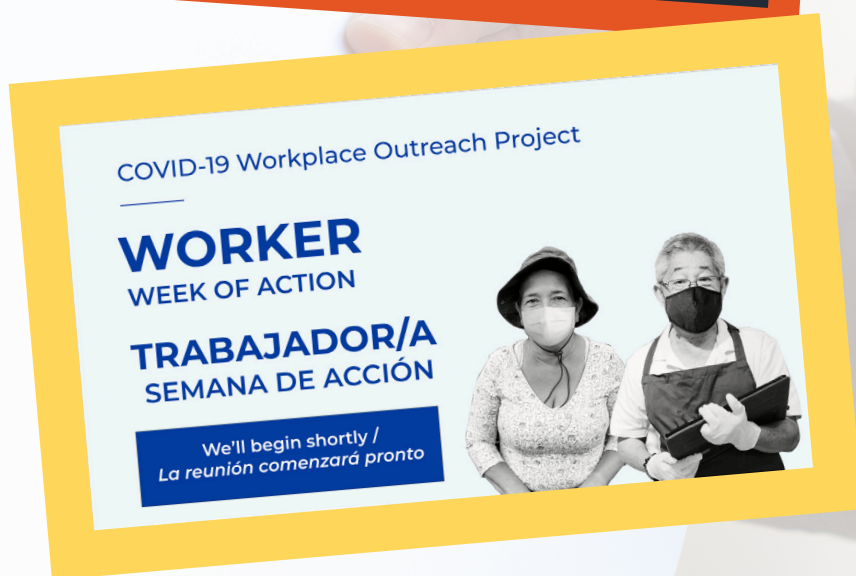
Worksafe created and made available several resources related to COVID, leave and pay and retaliation rights, translated into various languages spoken in California, including Spanish, Vietnamese, French, Igbo, Swahili, and Tigrinya.

## CWOP ANCHOR EVENT

On March 11th, Worksafe joined Step Forward's magnificently grand Anchor Event to hear a line-up of speakers that included legislators, workers, organizers and allies, and state agencies along with Worksafe staff members AnaStacia and Jora. The event was attended by about 90 people and covered by Telemundo.

## COVID-19 WORKPLACE OUTREACH PROJECT (CWOP)

This project played a critical role in reaching vulnerable workers during the pandemic. As a Bay Area Regional Lead for CWOP, Worksafe supported 17 community-based organizations to reach almost 92,000 community members through trainings, tabling, community canvassing, texting, and phone calls. Over 1,000 outreach activities were held, and 27,960 vaccination appointments were facilitated and referred in ten counties.



# Building Coalitions Towards Long-Term Solutions

## NORTHERN CALIFORNIA DAY LABOR ORGANIZING NETWORK (NORCALDLON)

The Day Labor project worked to build worker trust for public health measures and fight misinformation surrounding COVID-19. Through this collaboration, workers were able to engage in narrative shift trainings and exercises, learn their rights regarding wages and hours, classification, taxes, etc., and join in the advocacy at the California Immigrant Day of Action.

## CALIFORNIA COALITION FOR WORKER POWER (CCWP)

CCWP is taking on employer retaliation as one of the greatest threats to the safety and well being of workers. The coalition is working to advance policy solutions raised in an important report from the National Employment Law Project (NELP) detailing the degree and type of retaliation faced by Californians when they report poor working conditions, abuse and safety hazards on the job.

# Celebrating Hard Work & Victories

## WORKSAFE 40TH ANNIVERSARY EVENT

We had a gathering on a rooftop near Lake Merritt in Oakland to celebrate 40 years of standing up for worker protections and to celebrate our Health and Safety Heroes. It was a beautiful and inspiring evening, and we raised over \$52,000.

Our 2022 Health & Safety Heroes were Senator María Elena Durazo, Mixteco Indígena Community Organizing Project (MICOP), and Fight for 15.



## STAFF

**Thais Forneret**  
*Director of Operations & Development*

**Stephen Knight**  
*Executive Director*

**Jora Trang**  
*Chief of Staff and Equity*

**Karín Umfrey**  
*Senior Staff Attorney*

**Rachel van Geenhoven**  
*Communications Manager*

**AnaStacia Nicole Wright**  
*Staff Attorney*

## BOARD

**Laura Boatman**  
*Retired*

**Justin Bosl**  
*Kazan, McClain, Satterley, & Greenwood*

**Alor Calderon, Chair**  
*Employee Rights Center*

**Deogracia Cornelio**  
*Warehouse Worker Resource Center*

**Carisa Harris-Adamson**  
*UCSF & UCB School of Public Health*

**Robert Harrison**  
*UCSF Division of Occupational & Environmental Medicine*

**Xochitl Lopez**  
*Weinberg, Roger & Rosenfeld*

**Ruth Silver Taube**  
*Katharine & George Alexander Community Law Center*

**Juliann Sum**  
*Retired*

**Suzanne Teran, Treasurer**  
*UC Berkeley Labor Occupational Health Program (LOHP)*

**Caitlin Vega**  
*Union Made*

**Cheryl Wallach**  
*Ford & Wallach*

*Organization names are listed for identification purposes only.*

## MISSION

We work relentlessly towards systemic change to protect the dignity, health, and safety of workers.

## VISION

A world where jobs are safe and dignified and workers and their communities are healthy and thriving.

## VALUES

- ✔ We believe that all workers deserve a safe and healthy workplace
- ✔ We know that there is dignity in all work and all workers deserve respect
- ✔ We demand that workers have equal access to justice in the workplace
- ✔ We center the experiences of vulnerable workers, including low-wage and immigrant workers
- ✔ We seek worker-centered and community-based solutions for protecting health and safety
- ✔ We promote a collaborative, movement-building approach to action and advocacy

## WORKSAFE

1736 Franklin St., Ste. 500  
Oakland, CA 94612  
(510) 922-8075

[hello@worksafe.org](mailto:hello@worksafe.org)

[www.worksafe.org](http://www.worksafe.org)



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