

Attachment A

SECTION 1 – PROJECT INFORMATION

Grantee: Causa Justa: Just Cause	Grant Award Number:
Project Title: Day Labor Program	Grant Period: April 1, 2019 - June 30, 2019
Prepared by: Gabriela Galicia Title: Executive Director, Street Level Health Project	Phone: 510-533-9954 ext. 101
Email: gabriela@streetlevelhealthproject.org	Date Submitted: 7/15/19

Reporting Quarters			
Qtr 1	Qtr 2	Qtr 3	XXX Qtr 4
July - September	October - December	January - March	April - June

SECTION 2 – PROJECT STATUS

A. Expenditure Status:

Award Amount	\$195,000
Amount Invoiced Year-to-Date (Sum of Quarterly Invoices)	\$195,000
Percent of Award Invoiced to Date (Amount above ÷ Annual Award)	100%

In relation to the overall grant budget, are funds being expended as planned and on schedule?

Yes No

B. Staffing –

Indicate whether all positions included in the application have been filled (other than those previously addressed through a formal program modification). If positions remain unfilled, what is the plan and anticipated outcome for staffing of the program? Are surplus funds anticipated due to salary savings, and what is the plan for these funds?

During this quarter we did not have any positions unfilled.

C. Problem Identification/Resolution –

Describe any problems the project has encountered during the reporting period. Consider what may be affecting project effectiveness or may have the potential of affecting program outcomes and stated goals. Examples of areas where problems of this nature may exist are program administration, service delivery, rate of referrals and participant enrollment. Indicate the steps taken to resolve any problems mentioned.

Issue: Home Depot and Homeless Encampment issues

During this quarter we have continued to have issues at the Home Depot site. The Home Depot site historically has been one of the largest sites in Oakland (and in fact, nationwide) where day laborers wait for work. In the last year the homeless encampment has grown at this site, which has produced many problems such as blight, robberies, and other issues. Following this, Home Depot has also decided to encompass the issue to include day laborers as part of the problem. There has been a constant police presence at the Home Depot site for the last 3 months to support the Home Depot establishment, but this has caused a negative reaction towards day laborers not being able to wait for work in a safe space. They have been pushed out to the “public sidewalk” which is unsafe for workers and Home Depot clients to meet and discuss jobs. Also day laborers have reported feeling unsafe with the homeless encampment and want to ensure that Home Depot knows they are not part of the problem.

Through this time we have been going to weekly outreach and having conversations with the day laborers of what solutions they see to this issue and seeing how we can connect with Home Depot to resolve this issue, and have a longer term solution in which day laborers can have a safe and dignified space to wait for work and the Home Depot staff and clients can also feel safe. We have reached out to city councilmember Noel Gallo to support in these conversations with Home Depot and all parties involved. We have tried to reach out to the Oakland Police Beat Captain of the area to have a conversation on our role as the day laborer program. We have not been successful to clarify this and our staff have had instances where they have also been kicked out of the parking lot while attempting to provide services. We have reached out to other day laborer centers to help provide support on how other cities have dealt with this issue. Day laborers, in the long term, will continue to wait for work and act as part of the local economy in which they shop at the establishments in the area such as Home Depot and McDonalds every day, and clients seek out materials for job projects there because they know they can also hire workers for their projects. This ultimately increases job opportunities for Oakland residents and income is brought into the city.

Solution:

The solution that we have proposed over the last few years and more recently is to negotiate with Home Depot for a designated waiting area away from the front part of the establishment, suggesting the unused parking towards the back of the lot. We have observed over the last years that this area is largely unused, as many clients do not park there, and this solution would allow clientele to have a more formal way of hiring day laborers and a place for day laborers to park their trucks. We have seen this model work in places like Los Angeles and Seattle. We also would like to see resolution to the homeless encampment and more permanent housing and services for the community. We will continue working with city officials and other partners to continue to figure out a long term solution. We have also reached out to Liz Ogbu, a UC Berkeley architect who designed a “day labor station concept” that could be useful for sites like Home Depot. The concept was designed in conjunction with the National Day Laborer Organizing Network in the late 2000s as a way to support having more organized street corners that provided access to a bathroom, a small office to staff the corner and be able to have an organized way of job dispatching, and a simple structure that provided shade and seating where mobile classes and services could be offered. See the link that shows concept mapping:

http://www.lizogbu.com/portfolio_page/daylaborstation/. During this time we also applied for membership to become members of the National Day Laborer Organizing Network which will be an avenue to get more technical assistance in better organizing day laborers at the street corners and allow us to access more trainings for our day laborer program. Lastly, we will continue to work with the city and governmental officials to support efforts towards longer term solutions. We will continue to look at models like Los Angeles and Seattle to see if we can replicate some of these successful tactics to support day laborers in Oakland.

Issue: Employers Not Knowing Their Responsibilities

The day laborer community faces many challenges when it comes to employers. Safety and wage theft are among the most common ones. Because of the work we do with employers, the rules we have been able to implement to hire a worker and the education the workers have received, we have been able to reduce these problems to a point that it's very rare to see our workers facing these problems when they are part of the workers collective.

We had a couple of cases this quarter that we would like to highlight. The first one was an employer that was refusing to provide certain types of safety gear workers needed to do their job. This employer kept on insisting that it was the workers' responsibility to protect themselves. Our staff then provided the most updated rules on Personal Protective Equipment by CalOSHA and called the employer directly to discuss this issue. Once the facts were on the table, the employer agreed to comply and he was allowed to hire workers.

The second case occurred when two of the members of the Oakland Workers Collective were assigned a yard cleaning job where the employer stated it would not take more than 5 hours to finish. The workers could not finish the tasks assigned because of unforeseen obstacles that the employer had not disclosed. The workers talked to the employer and agreed on working 8 hours more to finish the job. Workers then found even more obstacles that made their work much harder and required more time to finish. Since workers could not complete the job, the owner refused to pay them for the day and demanded for everything to be done.

Solution: After hearing the workers' complaint, we contacted the employer who refused to pay stating she hired them to finish a job and workers did not. We explained to employer the obstacles workers found and that she already knew about it. Employer kept refusing to pay, and at that point we involved the Wage Theft staff to resolve this issue. The employer has been served with a letter demanding wages. If this does not result in the employer paying the owed wages, we will proceed with presenting the claim to the Labor Commissioner for this problem to be resolved.

Issue: Technical Issues with Job Hotline

Since the existence of the day laborer program we have been using Google Voice as our phone line system. We have run into some technical difficulties and issues in our physical set up with our phone. We have currently used a cellular provider as this gave us the ability to be mobile as needed but the system is no longer compatible with our Google Voice. Unfortunately, after several attempts to fix the issues employers continued to complain that at times the system was not working. Fortunately many were referred to our online system and were able to connect with us that way.

Solution: We are looking into a new landline system that potentially will have us no longer have the capacity for mobile flexibility. We hope that this will reduce the issues on the phone line connection. We are doing research into if we are able to keep Google voice as our system for incoming calls and data collection system.

D. Proposed Changes – Describe any changes that are being proposed to improve the program within the next reporting period. (Note that some changes may require a formal Budget/Program Modification to be approved by your Program Analyst)

N/A

Activities – Describe any significant program activities anticipated in the next reporting period (i.e., award ceremonies, graduation ceremonies, media events).

Current Media Activities Highlighting Day Laborers and Day Labor Program

UC Berkeley Journalism School

During this period we worked with the UC Berkeley Journalism School students in which they highlighted the workplace issues that day laborers face in particular wage theft issues. This allowed us to expand the visibility of this community to other students, faculty, and external community.

Worker Center Book - Celeste Monforton, Professor Occupational Health at the George Washington University

We were approached by a professor at the George Washington University, who is putting together a book on worker center models throughout the U.S. to showcase testimonies of different low wage workers and the organizations that support these workers. We were approached for our unique whole person care model that integrates health access and economic opportunities for day laborers in a holistic approach that is multi prong. We will continue to work with this author in ensuring that day laborers in Oakland are highlighted.

KALW - Immigration Story

We were approached by a reporter at KALW in which she wanted to learn more about the issues that day laborers and recent immigrants face while living in the Bay Area.

Radio - KPFA Interview “About Health” Segment

We were invited to speak during the call in show, “About Health” segment on KPFA hosted by Nurse Rona Renner in which members of the public had the chance to hear about the health access program and day laborer program and call us with questions they may have about the immigrant community. We were able to pitch to the public to hire day laborers through our day labor program as a safe and organized way to employ day laborers.

Future Activities

Peralta Hacienda - Day Laborer Theater Project

During the upcoming quarter day laborers will continue to work on finalizing theater pieces that represent the lives of day laborers and domestic workers. They will be working with local artists and volunteers to put together these theatrical pieces that will be presented in the form of street theater in the Fall.

El Tecolote Newspaper - Highlights of Day Laborers in Oakland

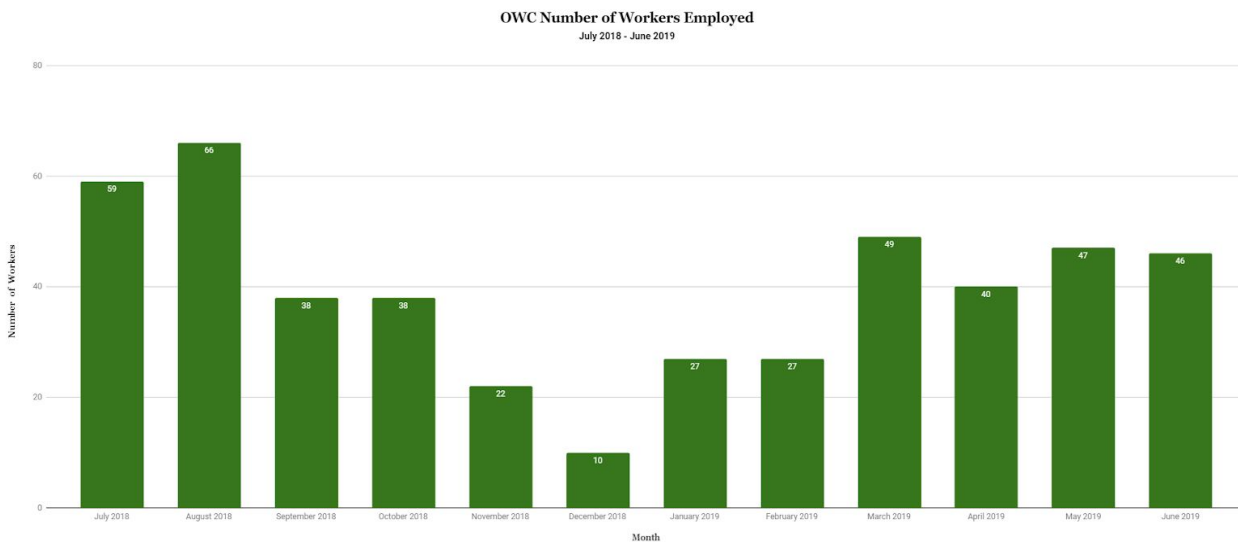
During this quarter we connected to El Tecolote to pitch stories about day laborers, and we will be working together to highlight the day laborer program as a tactic to reach out to potential new employers. We hope to also work with their videographer to produce a short story on the overall organization’s impact over the last 17 years in supporting day laborers.

Partnership with Alameda County Public Health Department - Mam Community Needs Assessment for Service Providers

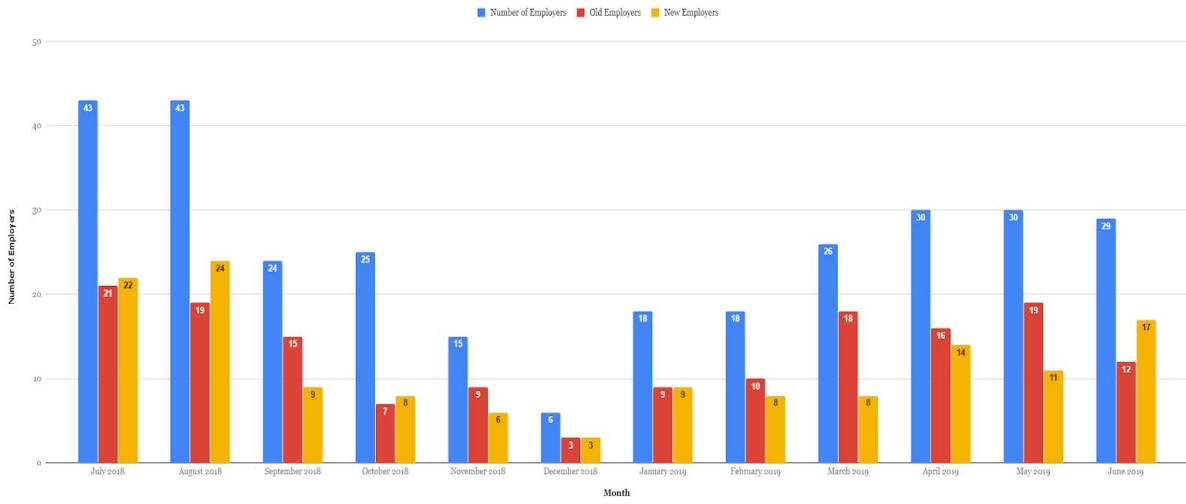
We have developed a partnership with the Public Health Department in which we hope to bring together service providers to have a discussion about the Mam community. We will be highlighting the data that we have collected thus far and hear from Mam community members and interpreters on the needs and hardships this community is facing. We hope this will be fruitful conversation that will start working towards solutions to better support this community.

E. Project Goals and Progress – Identify the project goals and the progress associated with each goal.

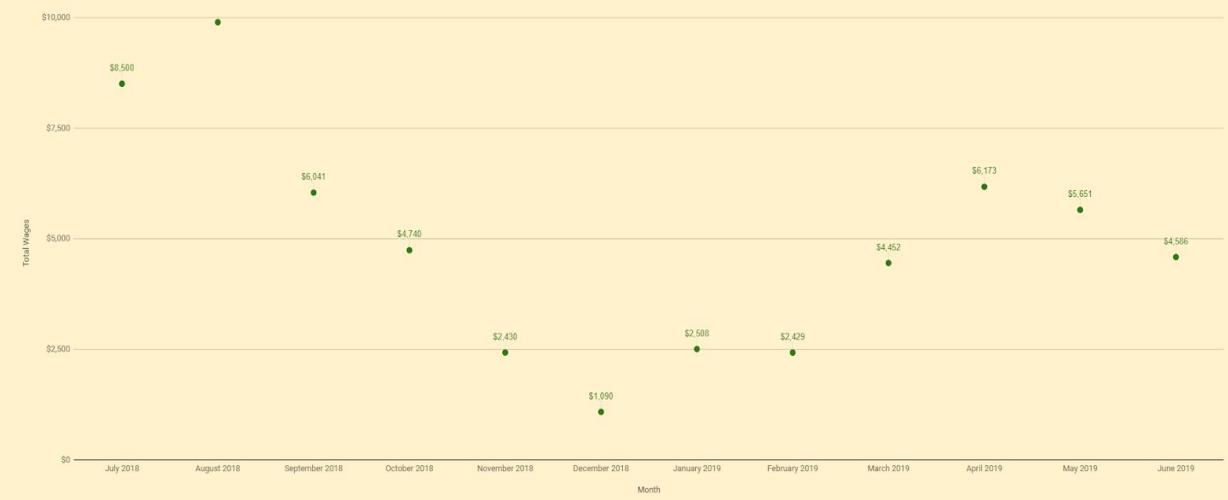
- 1) Collect and share Oakland Day Labor demographic data.



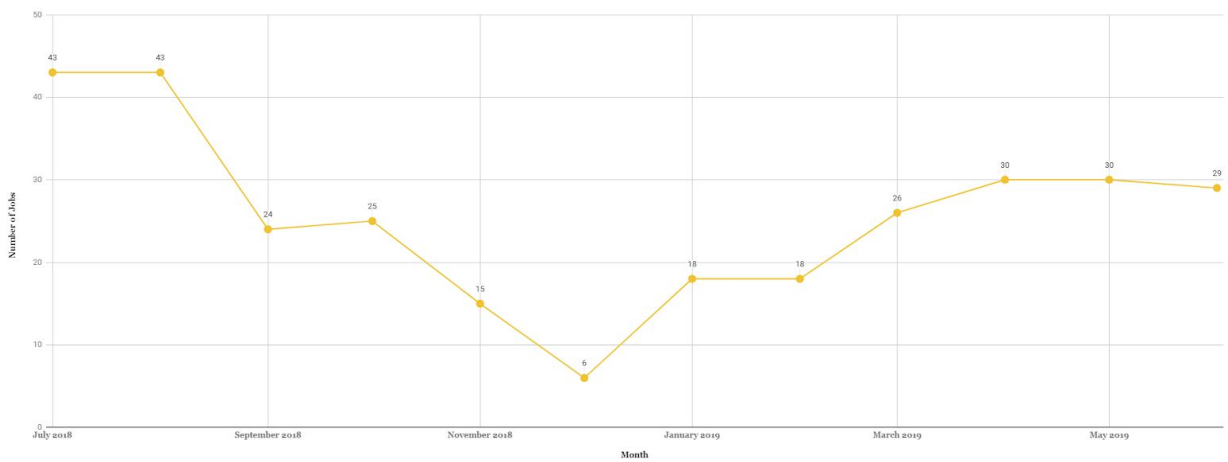
OWC Employers
July 2018 - June 2019



OWC Total Wages
July 2018 - June 2019



OWC Jobs
July 2018 - June 2019

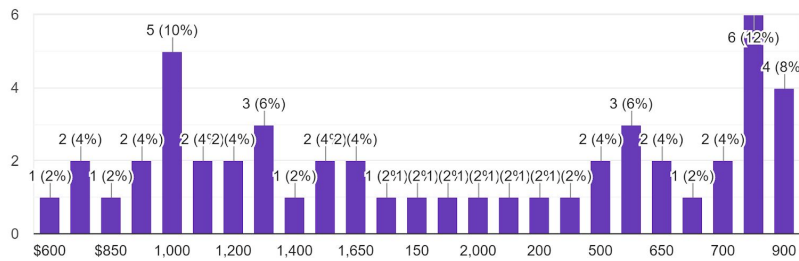


Mam Survey Current Results - 50 Survey Participants

Some of this demographics include: time lived in the US, rent and living conditions, amount of work per week, and weekly income.

Cuanto paga de renta?

50 responses

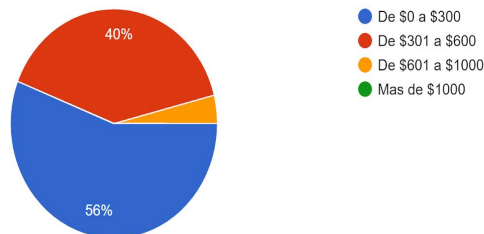


Question: How much do you pay in rent a month?

Answer Ranges from \$600-\$900

Cual es su ingreso semanal?

50 responses

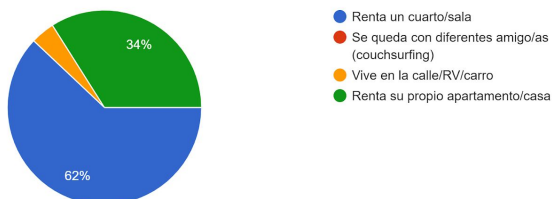


Question: What is your weekly income?

Answers range from \$0-\$300 a week

En que tipo de vivienda vive usted?

50 responses



Question: What is your living situation?

Answers range from: A majority renting a room, living room space, rooming with others in a living space.

2. Identify and/or develop employment related training programs for Day Laborers in partnership with local institutions

During this quarter we provided a series of trainings that included building basic skills, workplace safety and presentations on entrepreneurship.

Health and Safety/entrepreneurial program trainings:

We partnered with with 3 organizations during this period to provide day laborers trainings on health and safety topics that included protections during wildfire season, construction hazards protection, and landscaping hazards and protection.

Worksafe - Wildfire Working Conditions - Health and Safety Standards

Worksafe provided training to 25 workers on the hazards of wildfire smoke and the impact working during these conditions has on one's health. They also trained workers on giving testimonies for the Cal OSHA standards board meeting on this issue, which 10 workers attended and participated in providing input on changing the standard so employers are able to provide better protection.

California Department of Public Health (CDPH) - Environmental Health Department: Health and Safety training on Construction and Landscaping Industry

CDPH was able to provide a two-part series that trained a total of 47 workers on hazards in these two industries (construction and landscaping), what personal protective equipment employers are supposed to provide, and techniques to prevent accidents at the workplace. This training, with the help of staff input, was tailored to fit the needs of day laborers. Although the department has done many trainings for all kinds of workers in different industries, they had less knowledge in providing an adequate training for our workers and we were able to provide technical assistance to support tailoring their material for this community.

PGE 811 Training

Our annual partnership with PGE continued this year to provide training to 24 workers on the hazards of working in environments where they may encounter gas and electrical lines. This training supports educating workers on the information that employers should be accessing before any digging/trenching work, particularly in home/residential sites where many day laborers work. Workers can use this information to educate their employers on steps that they can take to make these jobs safer for workers and residents by calling PGE to come to a work site and identify where underground service lines are located on the property.

Basic Measure 101 - Volunteer Presenter

One of our long term volunteers contacted us wanting to provide a basic skills training for workers on measuring as a trained carpenter. He was able to provide a basic Measurement 101 training that was a 2 part series in which 41 workers were trained. They went over basics on different measurement tools, how to read measurement tools, and practice measuring different objects. As an incentive he provided a raffle with measuring tapes and other personal protection equipment at both classes to incentivize workers to come to training.

1951 Coffee Program Presentation

During this presentation, 31 workers learned about 1951 Coffee Company in Berkeley. 1951 is a non-profit specialty coffee organization that promotes the well-being of the refugee community in the United States by providing job training and employment to refugees, asylees, and special immigrant visa holders while educating the surrounding community about refugee life and issues. The presentation was about their Barista Training programs; workers learned about the requirements and were able to answer questions about what comprised the training program. The 2-week, 40-hour training program equips trainees with the basic skills needed to work in the specialty coffee industry. Skills include preparing and serving aerpresses, pour overs, and espresso-based beverages. They also explored topics of customer service, American workplace culture, and the history and supply chain of coffee. The reason we provided this training is because workers in past meeting had explored ideas of becoming entrepreneurs. We wanted to show different examples where this already exists and provide exposure of new economic opportunity programs they can be part of.

2) Provide English language classes directly and/or in partnership with other organizations

During this time we continue to refer individuals to other organizations for ESL classes. In this quarter we were able to refer 7 participants to local classes such as St Elizabeth Church, High Street Presbyterian, Adult Schools, and others.

3) Facilitate legal services related to wage theft, housing, legalization, and work authorization

Summary of Legal Services Provided - Centro Legal de la Raza section

Facilitate legal services related to wage theft, housing, legalization, and work authorization

Summary of Legal Services Provided

This quarter, Centro Legal joined Street Level staff and volunteers to conduct two legal rights outreach sessions at which Centro Legal de La Raza spoke to day laborers on the street corners where they look for work. Through this outreach, Centro Legal informed about 100 day laborers of their legal protections. Additionally, Centro Legal staff conducted three workers' rights legal clinics in collaboration with Street Level Health Project Through these activities, Centro Legal provided the following services

- Conducted 18 in depth workers' rights legal consults
- Prepared and filed wage claims for 9 day laborers.
- Prepared and filed retaliation claims for 3 day laborers, including cases challenging unlawful immigration threats made by employers.
- Five day laborers recovered \$15,770 with the support of Centro Legal with Centro Legal de la Raza's legal representation this quarter.

Day Labor Workers' Rights Clinics

On April 25, 2019, May 29, 2019, and June 27, 2019, Centro Legal conducted walk-in legal clinics for day laborers at which attorneys met one-on-one with a total of 18 workers confronting wage theft, workplace injuries, unlawful terminations and other issues. Centro provided

Success Story

A local day laborer approached Centro Legal for legal services because his employer had not paid him at all for his final week of work doing odd jobs and landscaping for an Oakland business. He believed he was owed \$800. After conducting an intake screening, Centro Legal identified several additional violations that the worker was not yet aware of, including the failure to pay overtime wages, failure to provide paid sick leave as required by California law, and failure to provide meal periods. Our client was owed over \$10,000 in compensation and penalties for these violations. Just a few months after filing the claim in this case, Centro Legal helped this worker recover \$6,500 through zealous advocacy and negotiations in a formal settlement conference with the California Labor Commissioner.

5. Facilitate engagement of workers in advocating for policies that would increase their employment opportunities such as immigration-related bills.

During this quarter we engaged day laborers and low wage workers in a multitude of activities to advocate for policies and bills to support employment and immigrant rights.

Letters of Support for State Bills

During this period we submitted letters of support to California legislators to support ACR 50, a resolution that called on the state's workforce system to improve access to workforce development for all Californians, and particularly for Limited English Proficient speakers. We also submitted a letter of support for SB 218 that would increase employment protections by expanding employment discrimination protection to local cities. Lastly, we submitted letters of support and public comment addressed to the Chairman of Occupational Safety and Health Standards Board and Deputy Chief of Research and Standards calling on improving the Cal-OSHA standard on wildfire protection for workers during the wildfire season and increasing the level of protection in particular for outdoor workers that are supporting the rebuilding of affected areas or working in bad air quality days such as day laborers and farm workers.

Worker Engagement Activities

Immigrant Day - Legislative Visits in Sacramento

Workers participated in the annual Immigrant Day Legislative Visits Day sponsored by the California Immigrant Policy Center (CIPC). Over 1000 immigrant community members and advocates visited legislative offices seeking support for bills that would advance the rights of immigrants in California. Four workers and staff attended and spoke to Assemblymember Rob Bonta and Senator Nancy Skinner's office by providing testimony and data that support the following bills:

- Health4All: SB 29 (Durazo)/ AB 4 (Bonta, Chiu, Santiago) - AB 4 and SB 29 would provide access to comprehensive Medi-Cal to all low-income Californians, regardless of immigration status.
- CalEITC: AB 1593 (Reyes) - AB 1593 would make the CalEITC a more inclusive policy by removing harmful exclusions for working immigrants who file their taxes with an ITIN or SSN.
- No Private ICE Act: AB 1282 (Kalra) - AB 1282, the “No Private ICE Act,” prohibits the California Department of Corrections and Rehabilitation (CDCR) from facilitating or allowing private security guards to conduct immigration enforcement arrests of individuals in CDCR custody.
- California Act to Save Lives: AB 392 (Weber)
- AB 5 (Gonzalez) Worker status: employees and independent contractors.

May Day - International Workers Day

Fifteen workers, staff and volunteers joined the annual International Workers Day in which a public call to public officials was made to support immigrant communities by increasing protections for immigrants and workers. Workers also participated in activities prior to the event learning about May 1st activities.

Cal-OSHA Standards Committee Meeting

Five workers and staff, along with advocates from other day laborer centers and Worksafe, attended this meeting together to provide testimony and public comment on improving the protections for workers during the wildfire season and improve the current standard to put more emphasis on employers to provide safer working conditions and personal protection equipment.

City Council Meetings and Budget Advocacy

Workers and staff attended public forums around the city budget process. We advocated to ensure that the day laborer program funding continued in the 2019-21 budget cycle by providing data and testimonies of the impact of this program that the city has funded for the last six years. Workers also talked about the importance of having more local worker protections, especially for issues like the minimum wage. We called on the city council to support funding efforts for a more formal office, the Department of Workplace and Enforcement Standards, which would be more effective in providing support to Oakland workers overall and would be another avenue to start tackling the issues of wage theft in Oakland. We also know that outreach and education is important to connect with workers and advocated for the continuation of funding for this program. Lastly, we advocated to have funding set aside for the Alameda County rapid response network. In total 24 workers participated in the visits and city council meetings.

6. Conduct outreach in all informal day labor hiring sites

We continue making first point of contact with day laborers at the 6 hiring stops listed below. Our outreach model continues to include the deployment of our outreach team which is comprised of: our Mam Interpreter, a retired public health nurse, our job referral and employment specialist, day laborer organizer, and volunteers to provide Day Laborers critical health screenings, health education and “Know Your Rights” trainings that aid day laborer workers in accessing services. This quarter, outreach workers

reached **2,003** duplicated day laborers, (a worker can access multiple trainings) over **31 outreach sessions**.

Furthermore, we did two outreach events that included day laborers and low wage workers. First, we were invited by a new church in East Oakland, Tapestry Church, to an event they hosted titled “Easter Egg Hunt and Resource Fair”. We tabled to community members and potential employers and educated them on our day labor program which they could participate in as workers, or hire workers for a project they may have. Moreover, we hosted a health screening event with Mam community. As a large majority of day laborers speak Mam and are from Guatemala, we went to one of the churches they participate in East Oakland and talked to 50 community members. We launched our Mam needs assessment survey and collected 50 surveys in which some of the data is shared in the demographics section of this report. Our goal is to collect 150 surveys by the end of the summer to share with government officials, service providers, and others to showcase the needs of this community and gain more support. Lastly, we continued to outreach about immigrant rights and ramped up our efforts during on outreaching on immigrant rights during the month of June as the announcements of raids came out and answered questions from the community and provided legal resources.

Outreach was conducted at the following corners:

- East 12th Street – Between 25th & Fruitvale Avenue
- Gas Station – At the intersection of Coliseum Way & High Street
- Home Depot – Alameda Avenue
- High Street & International Boulevard
- Walgreens – Foothill Boulevard & Coolidge Avenue
- San Leandro – San Leandro & High Street

SECTION 3 – TECHNICAL ASSISTANCE

To assist the project in appropriate implementation of the grant award, technical assistance can be provided at any time during the grant year.

Technical assistance requested: Yes No

Please indicate why/what type of technical assistance is needed: N/A

SECTION 4 – PROJECT MEASURES

Provide statistical information only as it pertains to your particular project. If a question does not apply, please indicate by entering “N/A”. A participant should be counted in only one focus area unless the participant receives distinct, separate services in multiple areas. Attach additional pages to further clarify reported data, if needed.

	4/1 - 6/30/2019	Cumulative
1. Number of participants (unduplicated - new members only).	<u>38</u>	<u>191</u>
2. Number of new employers.	<u>50</u>	<u>144</u>
3. Number of referrals.	<u>72</u>	<u>287</u>
4. Number of placements.	<u>120</u>	<u>455</u>
Training Services		
5. Number of participants receiving Vocational or ESL Training.	<u>103</u>	<u>433</u>

6. Number of participants receiving Occupational Health Training Services.	<u>116</u>	<u>450</u>
7. Number of participants receiving Immigration and Workers' Rights Training.	<u>169</u>	<u>558</u>
Support Services		
8. Number of participants receiving services.	<u>See Below</u>	<u>See Below</u>
9. Food (# of breakfasts distributed during outreach)	<u>2,003</u>	<u>6,079</u>
10. Health	<u>56</u>	<u>212</u>
11. Legal Services	<u>18</u>	<u>96</u>
Referral Services		
12. Housing.	<u>8</u>	<u>122</u>
13. Other_Health	<u>11</u>	<u>568</u>
14. Other_Govt. Services (City ID, form translation)	<u>7</u>	<u>145</u>
15. Other_Legal	<u>31</u>	<u>212</u>
16. Other_English	<u>7</u>	<u>150</u>
17. Other_Employment	<u>7</u>	<u>139</u>

SECTION 5 – FINAL REPORT

Complete this section for the final reporting period only, in addition to all other sections of the Progress Report.

A. Discuss overall program effectiveness. Specifically, how have the problems identified in the application been addressed? What progress has been made in the program's ability to provide employment and supportive services to participants in the Day Laborer Program?

The strongest component of our model continues to be our ability to provide free drop-in integrated health and employment services designed to meet the specific needs of newly arrived, uninsured, and underinsured day laborers. Street Level's trusted history in the community enables us to engage vulnerable workers in a range of activities that increase protective factors for day laborers. Secondly, our engagement with day laborers and returning employers over the last 6 years proves that this model is effective in reaching this community.

Although we have had issues where day laborers wait for work on the street, we have had an opportunity to open up conversations with different stakeholders and start exploring long term solutions. Being able to formalize street corners better especially at the biggest hiring site in Oakland would support these workers to better organize and be able to wait safely for work. At the same time we can support in combating workplace issues such as wage theft if we were able to staff the corner and be able to record employer information. This would also help us further develop the relationship with potential new employers and educate them on their responsibilities. Although this year we have negotiated higher wages for workers due to workers self selecting these wages due to the higher cost of living, negotiating with employers proved difficult to convince them on paying these wages. There is still a lot of misconception of the public that day laborers do not have perform high skill jobs or are considered "cheap labor" because they do not work for a company. Also the continued misconception that they are "independent contractors"

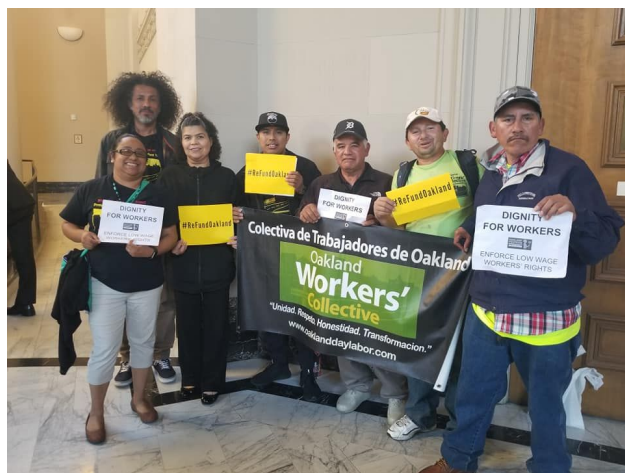
continues to be a myth that employers use to remove their responsibilities of providing personal protection equipment and safe work environment. Furthermore, the influx of outside real estate developers coming into Oakland and overall the Bay Area and looking to turn properties into investment has led to them wanting to turn these projects quick to sell the properties as quickly as possible and with cheaper labor so they are able to take a bigger profit. On the other hand we have homeowners who mention that the rates are high and they also are struggling at times to make ends meet or even that they do not get paid these high rates at their own workplace. We will continue to educate potential new employers on their responsibilities, on the needs of day laborers, and continue to strategize on demystifying these misconceptions that employers may have.

Moreover, on the member challenges and the continuous support and wrap around services needed throughout the year is something that we continue to provide and encourage especially when we see members that are struggling with hardships and substance abuse. Our addition in the Fall of 2018 of an additional mental health counselor and having him present on Tuesday evenings when we have weekly worker meetings has had a tremendous impact. Workers have the choice to speak to him individually but as well as provide workshops on topics related to self care, substance abuse, depression/anxiety and many others.



Our Health Access Program increased in capacity to **212 (unduplicated) day laborers**, providing access to episodic care, mental health and nutrition consultations, health enrollment, and patient advocacy services. In light of the threats to the Affordable Care Act, it is critical to ensure that OWC members are actively enrolled in health insurance. We continue to provide the annual “health check up” for new and active members at the beginning of the year. Lastly, Mondays during our street outreach we continue with our public health nurse volunteer that provides on-site health screenings and referrals to our clinic. This has been successful in connecting to care some urgent cases of day laborers that have high blood pressure and high blood sugar levels, including some who have had to be rushed to Highland Hospital for acute care.

With each year of this grant, our collaboration with Centro Legal de la Raza to make legal services more readily available to day laborers grows stronger. The numbers help highlight the effectiveness of these efforts and the positive impact among community members. Our collaboration with Centro Legal de la Raza to make legal services more readily available has helped workers respond to wage theft. Again, the numbers help highlight the effectiveness of these efforts and the positive impact among community members. With Centro Legal’s assistance this past year, 14 day laborers recovered \$20,000 in unpaid wages. That is \$20,000 back in the hands of low-wage workers whose employers refused to pay the wages they promised. Our collaboration through this project



with Centro Legal continues to grow with having intersected points of supporting workers rights in particular of day laborers. We sit at similar tables that help advocate for this community and we have been invited to share best practices with other day laborer centers or spaces because we have developed a strong legal/worker center partnership.

B. Describe collaboration efforts with other agencies throughout the grant period.

Our continued partnership between Centro Legal de la Raza and Oakland Workers Collective (day laborer program) continue to prove effective in supporting worker advocacy efforts to provide information on worker rights at the 6 hiring stops. The legal support that day laborers are provided through this collaboration has allowed workers to recover wages and pursue claims against bad employers. Our collaboration with Centro Legal de la Raza continues to connect day laborer workers to critical legal services. Wage theft remains a rampant problem confronting day laborers. With Centro Legal's legal representation this year, 17 day laborers recovered \$40,000 in unpaid wages. That is \$40,000 back in the hands of low-wage workers whose employers refused to pay the wages they promised. Many other workers were provided the legal information and tools they needed to advocate for themselves in recovering unpaid wages from employers and defending themselves against wage theft in the future.

As a safety-net agency, Street Level Health depends on many partners to implement our integrated service model. Our collaborations grow each year and we are proud to be part of such an amazing service community. Some of those partners this grant period included:

- Immigration/Legal Services - Centro Legal de La Raza and Immigration Legal Resource Center
- Occupational Health - UC Berkeley Labor & Occupational Health Program; California Department of Public Health, Worksafe,
- Advocacy - Worksafe, Centro Legal, In-Advance, California Immigrant Policy Center
- Newcomer Youth Engagement - OUSD Newcomer Program (including mental health therapists and attending Newcomer Forums)
- Health & Social Services - Alameda County Health Services Agency, Healthcare for the Homeless, Alameda Food Bank, and Highland Hospital, La Clinica de la Raza, Alameda County Public Health Department
- Employment/Entrepreneur Programs - Prospera, 1951 Coffee, The Unity Council

C. Describe efforts the project has made toward program sustainability beyond the grant period.

Street Level Health's strength is anchored in our ability to leverage an integrative health model to access cross-sector funding. We have attracted funding from Philanthropic Ventures, The California Endowment, Akonadi Foundation. We have also continued ongoing contracts that renewed for the next three years with Alameda County Health Services Agency for health access program. Additionally, we have increased our individual donor base and have involved past "employers" and others in our fundraising efforts. We were able to achieve increasing funds through the City of Oakland due to advocacy efforts with city council members. Lastly, we are looking at new funding potentials for 2019-2021 that we hope to reach out to like the The San Francisco Foundation, continuation of funding through the The California Endowment,

Rosenberg, and Soda Foundations. These foundations fund primarily racial equity and advancement of workers rights and economic opportunities.

D. Describe recommended program modifications/improvements should the program be replicated or continued.

If replicated or continued, we would prioritize analyzing the last 6 years of our employment placement data. Our ability to document the success of our model would enable us to apply for funding from private foundations, corporate community benefit plans, and sponsorships.

Additionally, we look forward to increasing the capacity of our members to market their professional skills and OWC services as a vehicle for self-sufficiency. Through continued collaborations and working with city councilmember Gallo we hope to improve the flow at street corners for day laborers to access jobs. We want to continue formalizing a safer and dignified space for workers to wait for work. We have been looking at models in Los Angeles and Seattle in which we hope we can replicate and improve upon our model here in Oakland. We envision having a hybrid of a larger community center that would allow us to expand our current efforts in providing services in house and have a training area as well as have a more informal site at Home Depot in which we can have a more formal waiting area for workers. In the next year we hope to talk to allies, investors, and other potential partners that could support in piloting this idea. We believe that this would work since other day laborers centers mentioned have been established for over 20-30 years and have seen a hybrid model like this be successful in these big cities. We hope to work closely with our councilmember, the Mayor's office and the county to continue to bridge resources together.

This will be a central goal for this coming year. If funding allows we will see how we can build in more time for case management of active members, as this year the political climate and local issues have increased the fear in their daily lives, and we are seeing as a result instances of substance abuse, and workers not having enough money to pay rent. We continue to prioritize mental health services as this continues to be a challenge for day laborers to have more stable employment. We again hope to work with the county to further our advocacy to fund programs that have wrap around services like our organization.

Meeting the ESL deliverable proves difficult every quarter, especially when local ESL programs are very impacted or have class during hours that day laborers would have to choose school over a job (and therefore survival). We have also tried to start ESL classes at our organization but this requires time, outreach, and recruitment, and this is difficult with only volunteers to manage an ESL program. Staff are at capacity and unable to add another component to the program under their management at the moment.

E. Describe lessons learned from the program.

One key lesson we identified in reflecting on this past year was the importance of quality accessible informational materials for clients seeking legal assistance. Based on the feedback we heard from workers and Street Level Health Project, Centro Legal is improving some of our materials to help make sure our clients are able to understand and navigate the legal process for making their wage claims.

Another key lesson learned is the importance of building relationships with city officials and keeping them informed about the issues in and around the hiring sites where day laborers wait for work. By doing so it allows us to report in real time what is happening at the sites and be able to tackle the problems with longer term solutions. Although it may be difficult to bring all parties together especially the businesses where day laborers wait for work, it allows our program to have more conversations on the needs of day laborers as they are ever evolving.