

Making Paid Sick Days Work: Sharing Strategies 2017

September 25th & 26th, 2017

FHI 360 Conference Center,
1825 Connecticut Ave. NW,
8th Floor
Washington, DC



From Olivia Golden, Executive Director,
Center for Law and Social Policy (CLASP)

On behalf of the Center for Law and Social Policy (CLASP), I am pleased to welcome you to the third annual Making Paid Sick Days Work Convening. As an anti-poverty organization, CLASP recognizes the critical importance of improving the quality of jobs for low-income people by passing effective public policies. For many working families, access to paid sick days can be a crucial aspect of both economic security and good health. But we know that passing good laws is not enough to realize these benefits – it is also essential that paid sick days policies are effectively implemented and rigorously enforced. That’s why we are thrilled to bring together this committed group of government officials, advocates, researchers, and other members of our community to pursue our shared goal of bolstering enforcement of paid sick days laws around the country.

While there were once just a few jurisdictions grappling with questions about paid sick days enforcement, there are now nearly 40 cities, counties, and states that have passed laws guaranteeing workers access to paid sick days. The momentum fueling this movement is truly incredible: 30 of those laws have gone into effect in the past two years alone. These laws are making a difference. As of March 2017, 68 percent of private sector workers had access to paid sick days; this represents an increase of 4 percent compared to the previous year. While we certainly have a long way to go—it is unconscionable that more than 30 percent of private sector workers are still forced to choose between their health and their economic security—it is clear that these public policies are moving us in the right direction on job quality.

As we celebrate the victories of the paid sick days movement and think carefully about how to maximize the impact of these laws through effective implementation, it is impossible not to simultaneously take note of the larger climate affecting poor and low income people, communities of color, and immigrant families in the United States today. We face unprecedented threats to our health care system and to all facets of our social safety net. Fear dominates in many immigrant communities, especially since President Trump ended Deferred Action for Childhood Arrivals (DACA), putting the lives of hundreds of thousands of young immigrants and their families at risk. Dealing with this fear is a daily reality for many participants at this convening, who work every day to protect immigrant workers’ rights. In addition to fearing retaliation for exercising their rights to just working conditions, many immigrant families are also reluctant to access other government services that are critical to their health and wellbeing. While many states and municipalities are taking steps forward to improve the lives of the most vulnerable members of our communities, unfortunately we must also contend with a federal government administration that threatens to turn the clock back on important progress made to date.

Yet, despite the current political climate, it is essential that we continue to look ahead at the same time that we fight back. CLASP is committed to a two-pronged strategy that advances innovative public policy solutions to help lift families out of poverty and fights tirelessly to protect our safety net programs and resist racial inequities and discrimination. We are proud to join with you over the next two days to continue to think creatively about implementing paid sick days policies, in particular, and protecting workers’ rights, more broadly. This work is essential to the communities and workers in your jurisdiction—and to workers nationwide. We look forward to a day when we can work through the challenges of implementing a national paid sick days law!

Thanks to all of you for coming to Washington, D.C. this week to participate in the Making Paid Sick Days Work Convening. This event would not be possible without the generous support of the Ford Foundation. We are also very grateful to the Office of the Attorney General for the District of Columbia, which will co-host Monday night’s reception. I wish you a fruitful and enjoyable conference and hope you enjoy your time in the nation’s capital.

Olivia A. Golden



Message from Pronita Gupta, Director of Job Quality, Center for Law and Social Policy (CLASP)

Thank you for joining us for our third annual Making Paid Sick Days Work convening. As our economy continues to change and our current political climate is less sympathetic to the needs of working families, I am truly heartened to hear of the progress at the state and local level in passing, implementing, and enforcing paid sick days laws and other critical labor standards. During my time at the U.S. Department of Labor in the Obama Administration, I really came to understand how critically important paid sick days are to working families. It is one of the many work-life policies that help these families, especially low-income families, attain economic security. It is important to acknowledge that each successful paid sick days campaign is building on the lessons and best practices from the jurisdictions represented in this convening.

I hope these two days give each of you an opportunity to learn, engage, and reflect on the important issues surfaced. In the end, we all want to do this work better and ensure that these paid sick days laws are successfully implemented and enforced.

Since joining CLASP six months ago, I have had the opportunity to learn and connect with so many of you. I am really excited to be part of this community of practitioners and advocates and look forward to working with you in the days and months to come!





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September 25

9:00	Breakfast/Registration		Academy Hall Main Room
10:00	Welcome + Opening Remarks	<ul style="list-style-type: none">• Olivia Golden, CLASP• Pronita Gupta, CLASP	Academy Hall Main Room
10:10	Introductions Stories from Around the Nation Introductions and highlights from jurisdictions with paid sick days laws.	<ul style="list-style-type: none">• Pronita Gupta, CLASP	Academy Hall Main Room
11:00	Plenary Panel Paid Sick Days Enforcement Today: Protecting Immigrant Workers Immigrant workers are more likely to be the victims of wage theft and other labor standards violations, including paid sick days violations. Yet, they also face unique challenges when they seek to assert their rights. These challenges are exacerbated in today's political climate, where immigrant worker fear runs particularly high. This session will begin with a review of the legal tools that may be available to agencies as they work to protect immigrant workers rights. Then, we will hear from several agencies about their approaches to protecting immigrant workers in their jurisdictions, including their use of available legal tools and other approaches.	<ul style="list-style-type: none">• Josh Pastreich, San Francisco Office of Labor Standards Enforcement (OLSE)• Cyndi Mark, Massachusetts Attorney General's Office (AGO)• Liz Vladeck, New York City Office of Labor Policy and Standards (OLPS)• Aschalew Asabie, union committee leader for UNITE HERE at Reagan National Airport• Facilitator: Jessie Hahn, National Immigration Law Center (NILC)	Academy Hall Main Room
12:30	Lunch + Brainstorming Participants will have the opportunity to sit at topic-focused tables to discuss issues of interest.		Academy Hall Main Room
1:30	Breakout Session 1 (1) Understanding your statutory authority What enforcement actions are you permitted to take under your law? You may be wondering whether you have the right to investigate employers in the absence of a complaint or whether you are required to fully investigate every claim you receive. Participants will leave this session better equipped to analyze their jurisdictions' paid sick days laws and determine the extent of their statutory authority to enforce their laws. Since there are differences between jurisdictions' laws, this session will not provide individualized analyses of each law; rather, participants will learn the right questions to ask, potential avenues for finding answers, and have the opportunity to share their experiences with one another.	<ul style="list-style-type: none">• Sherry Leiwant, A Better Balance• Sarah Fleisch Fink, National Partnership for Women & Families	Vista Room



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1:30	Breakout Session 1 (continued)		
	(2) Working with CBOs How can enforcement agencies work effectively with community-based organizations (CBOs)? This session covers key strategies for forging partnerships with CBOs in resource-constrained environments. Participants will discuss best practices for tapping into the unique skills and networks of CBOs while advancing their enforcement goals.	<ul style="list-style-type: none">• Terri Gerstein, Open Society Foundations Leadership in Government Fellow• Rachel Deutsch, Center for Popular Democracy• Seema Patel, UC Berkeley Law & East Bay Community Law Center	Academy Hall Main Room
	(3) Employer engagement How can agencies effectively engage employers in order to promote compliance with the law, spread the word about employers' responsibilities, and encourage compliant employers to report violations by competitors? What are the unique needs of small employers and how can agencies most effectively support them to be compliant? In this workshop, participants will share best practices and lessons learned in their employer engagement work.	<ul style="list-style-type: none">• Karina Bull, Seattle Office of Labor Standards• Erik Rettig, Small Business Majority	Angle Room
	(4) Working with unions How can enforcement agencies navigate the complexities of the provisions in their paid sick days laws that apply specifically to workers covered under collective bargaining agreements (CBAs)? How can agencies and unions work together to maximize employer compliance? This workshop will explore strategies for fruitful agency-union relationships and allow participants to share best practices regarding paid sick days laws and CBAs.	<ul style="list-style-type: none">• Mark Erlich, Harvard University, Labor and Worklife Program• Cyndi Mark, Massachusetts Attorney General's Office <p>Facilitator: Laura Fortman, consultant, former Deputy Administrator, Wage and Hour Division, U.S. Department of Labor</p>	Balcony Room E
2:45	Break		
3:00	Plenary Panel		
	Targeting high risk industries Understanding the unique dynamics of particular industries is critical to strategic enforcement. In this session, panelists with expertise in high risk industries will shed light on the workings of these sectors and their significance for enforcement of paid sick days. For example, how does the common usage of "on-call" shifts in the retail industry affect workers' ability to exercise their rights to paid sick days? What challenges might tipped workers in the restaurant industry encounter when they seek to use their sick days?	<ul style="list-style-type: none">• Lilia García-Brower, Maintenance Cooperation Trust Fund• Rachel Deutsch, Center for Popular Democracy• Jonathan Werberg, New York State Attorney General's Office <p>• Facilitator: Laura Fortman, consultant, former Deputy Administrator, Wage and Hour Division, U.S. Department of Labor</p>	Academy Hall Main Room



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4:30 Participants leave for reception

Information about traveling to the reception is in your packet.

5:00 Reception

Co-hosted by the Office of the Attorney General of the District of Columbia.

Old Council Chambers
One Judiciary Square
441 4th Street N.W. Suite 1100S
Washington, D.C. 20001

- Natalie Ludaway, Chief Deputy Attorney General of D.C.
- Michael Watts, Associate Director, Office of Wage-Hour, First Source and OSH, Department of Employment Services, District of Columbia
- Ellen Bravo, Director, Family Values @ Work
- Elissa Silverman, District of Columbia Council Member
- Ai-Jen Poo, Director, National Domestic Workers Alliance
- Facilitator: Pronita Gupta, CLASP

7:00 Dinner on your own

If you signed up for a dinner group, please see a CLASP staff member for details.



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8:00	Breakfast		Academy Hall Main Room
8:30	Group Game/Ice Breaker		Academy Hall Main Room
9:00	Plenary Panel Making Co-Enforcement work: Lessons from California This panel will look at lessons learned from an exciting partnership between California's Labor Commissioner, worker centers and community organizations, and the National Employment Law Project (NELP). Supported by the Irvine Foundation, this project is formalizing and strengthening relationships between the state enforcement agency and community-based worker groups to improve outreach and enforcement of wage theft laws. While the project is ongoing, we will have the opportunity to learn about initial outcomes, challenges, and learnings.	<ul style="list-style-type: none">• Yungsohn Park, California Labor Commissioner's Office• Nayantara Mehta, National Employment Law Project• Flor Rodriguez, CLEAN Carwash Campaign• Winnie Kao, Asian Law Caucus• Facilitator: Janice Fine, Center for Innovation in Worker Organization	Academy Hall Main Room
10:30	Break		
10:45	Breakout Session 2 (1) A new approach to Enforcement- The 3.7 Rule In this workshop, participants will learn a new method of enforcement that benefits all affected workers and protects the claimant's anonymity.	<ul style="list-style-type: none">• Josh Pastreich, San Francisco Office of Labor Standards Enforcement	Vista Room
	(2) Settlement Negotiations and Collections What are effective strategies to use in settlement negotiations? How can enforcement agencies use settlement agreements to maximize worker protections and prevent employers from becoming repeat offenders? What are the best strategies - under the constraints of particular statutes - for collecting fines and penalties from employers? In this session, agencies will have the opportunity to learn from one another about this important area of work.	<ul style="list-style-type: none">• Cailin Dejillas, Seattle Office of Labor Standards• Tia Koonse, UCLA Labor Center	Balcony Room E
	(3) Navigating complex enforcement issues In this hands-on session, participants will work through a series of scenarios involving particularly complex enforcement issues. Scenarios are based on real experiences as shared by enforcement agencies.	<ul style="list-style-type: none">• Laura Fortman, consultant, former Deputy Administrator, Wage and Hour Division, U.S. Department of Labor	Academy Hall Main Room



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10:45 Breakout Session 2 (continued)

(4) Enforcing Safe Time

The vast majority of jurisdictions with paid sick days laws enable survivors of sexual or domestic violence and stalking to take paid time away from work to address issues arising from the abuse. In this session, participants will discuss the unique challenges of enforcing this aspect of the law and opportunities to improve outreach and education.

- Latifa Lyles, National Network to End Domestic Violence
- Julia Parish, Legal Aid at Work

Angle Room

12:00 Plenary Speaker

- Terri Gerstein, Open Society Foundations Leadership in Government Fellow

Academy Hall
Main Room

1:15 Break

1:30 Breakout Session 3

(1) Data tracking for effective enforcement

Collecting and analyzing data related to paid sick days enforcement is a critical aspect of effective enforcement. In this session, participants will share their experiences with data collection, discuss various systems and metrics, and strategize about maximizing limited resources to achieve data goals.

- Liz Vladeck, New York City Office of Labor Policy and Standards
- Ellen Love, San Francisco Office of Labor Standards Enforcement

Academy Hall
Main Room

(2) Investigations

This workshop will cover best practices for effective investigations. Facilitators will walk through case studies of investigations from their jurisdictions and participants will have the opportunity to share their strategies and challenges.

- Jenn Round, Seattle Office of Labor Standards
- Linshao Chin, San Francisco Office of Labor Standards

Angle Room

(3) Coordinating across jurisdictions

As a growing number of cities, counties, and states pass paid sick days laws, unique challenges regarding jurisdictional authority and coordination arise. In this session, participants will discuss a variety of challenges, such as: a) how to navigate enforcement when states, counties, and cities have overlapping jurisdiction and b) what types of issues may arise when neighboring or geographically proximate jurisdictions have paid sick time laws.

- Allison Drake and Brent Debeaumont, Department of Labor and Industries, Washington State
- Sergio Flores, City of Tacoma Tax and License Division

Balcony Room E



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1:30 Breakout Session 3 (continued)

(4) Scheduling Enforcement: Special off topic session

A growing number of cities and states are considering and passing legislation that addresses issues related to volatile work schedules. While this issue is outside of the paid sick days context, thus far all of the jurisdictions that have passed fair scheduling laws also have paid sick days laws in place. This session is an opportunity for jurisdictions that have recently passed or may soon pass scheduling legislation to share strategies and best practices for enforcing such laws.

- Karina Bull, Seattle Office of Labor Standards
- Rachel Deutsch, Center for Popular Democracy

Vista Room

2:45 Break

3:00 Plenary Panel

Strategic Enforcement

The increasingly complex structure of the U.S. workplace, changes in the structure of the economy, resource limitations, and the political climate have made traditional approaches to enforcement - focused on workplaces and worker complaints - increasingly less effective. Workers in industries with the highest levels of violations are often least likely to file complaints. A strategic approach to enforcement requires local, state, and federal labor standards enforcement agencies to take industry-focused approaches, actively engage in practices that deter noncompliance, rethink complaint investigations, and ensure longer-term compliance through monitoring and other measures, among other changes. On this panel, we will hear about the shift to strategic enforcement at the U.S. Department of Labor under the Obama administration and learn about the steps that local enforcement agencies are taking to launch their own strategic enforcement initiatives. Agencies at varying stages in their implementation of paid sick days laws will be able to glean concrete ideas to improve their enforcement approaches.

- Sharon Block, Harvard, Labor and Worklife Program
- Cailin Dejillas, Seattle Office of Labor Standards
- Cloty Ortiz, New York City Office of Labor Policy and Standards
- Facilitator: Pronita Gupta, CLASP

Academy Hall
Main Room

4:30 Wrap-up

Academy Hall
Main Room

Speaker Biographies

Sharon Block | Harvard University

Sharon Block is executive director of the Labor and Worklife Program and lecturer on law at Harvard Law School. LWP is Harvard's forum for research and teaching on the world of work and its implications for society.

Prior to coming to Harvard Law School, Sharon was the principal deputy assistant secretary for policy at the U.S. Department of Labor and senior counselor to the secretary of labor. For twenty years, Sharon has held key labor policy positions across the legislative and executive branches of the federal government. She was senior counsel to the Senate HELP committee under Senator Edward Kennedy, playing a central role in debate over the Employee Free Choice Act.

Recently, as head of the policy office at the Department of Labor, Sharon co-hosted the Department's three-day "Future of Work" symposium- with Wage and Hour Administrator David Weil and Open Societies Foundation's Ken Zimmerman. The symposium brought together a wide array of thought leaders to address how changes in labor markets and business models have impacts on key issues such as enforcement, labor standards, workforce development, employee benefits, and data in the U.S. and around the world.

While serving in the Obama White House as senior public engagement advisor for labor and working families, Sharon led the historic White House Summit on Worker Voice, which Sharon also conducted a series of regional worker voice summits across the country. She is a frequent contributor to Democracy Magazine's Briefing Book blog and a senior contributor to OnLabor.org.

Ellen Bravo | Family Values @ Work

Ellen Bravo is the director of Family Values @ Work, a network of state coalitions working for paid sick days and paid family leave. A long-time activist for working women, she began working for 9to5 in 1982, when she helped found the Milwaukee chapter, and served until 2004 as its national director. While at 9to5, she helped found Family Values @ Work, which now includes 25 state coalitions.

Ellen has served on several state and federal commissions, including the bi-partisan Commission on Leave, which was appointed by Congress to study the impact of the Family and Medical Leave Act. She has written three non-fiction books, including *Taking on the Big Boys, or Why Feminism is Good for Families, Business and the Nation*, and a novel about date rape and politics titled *Again and Again*. Among her commendations is a Ford Foundation Visionary award and the Families and Work Institute Work Life Legacy award. She lives in Milwaukee with her husband; they have two adult sons.



Speaker Biographies

Karina Bull | Seattle Office of Labor Standards

Karina Bull is policy manager for the City of Seattle Office of Labor Standards (OLS). Karina has worked for the City for 12 years in legislative development and implementation; business and community outreach; enforcement of anti-discrimination laws; and human resources services. She has been immersed in labor standards since the passage of Seattle's Paid Sick and Safe Time ordinance in 2011 and has played a pivotal part in the roll-out of all six labor standards and the creation of OLS, including serving as interim director.

Previously, Karina worked on employment issues for the Multnomah County Attorney's Office in Portland; advocated for transportation equity and farm worker rights; and directed arts education programs for at-risk students and their teachers. Karina is an attorney and graduated from Lewis and Clark School of Law in 2004. She earned her undergraduate degrees in English and history from Vanderbilt University in 1992. Outside the office, she chases after three young kids and enjoys the outdoors.

Linshao Chin | San Francisco Office of Labor Standards Enforcement

Linshao Chin is a compliance officer with the San Francisco Office of Labor Standards Enforcement (OLSE), which enforces San Francisco's Minimum Wage and Paid Sick Leave Ordinances.

Before joining OLSE, Linshao organized garment and restaurant workers in San Francisco and Los Angeles. As she assisted workers through the wage claim process, she was inspired to pursue a career in labor law enforcement to make the process more accessible to low-wage immigrant workers. In her free time, she enjoys playing softball, watching DIY YouTube videos, and crafting.

Brent Debeaumont | Washington State Department of Labor and Industries

Brent DeBeaumont is the wage and hour technical specialist with the Washington State Department of Labor and Industries (L&I). In this role, he provides technical guidance to constituents, state investigators, and other concerned parties regarding compliance with Washington wage payment laws. Brent has played a critical role in developing administrative regulations for Washington's new paid sick leave law.

Prior to joining L&I, Brent investigated allegations of noncompliance with the Health Insurance Portability and Accountability Act. Brent holds a law degree from Seattle University School of Law, and a B.A. in history from Washington State University. Brent is also a member of the Washington bar association.



Speaker Biographies

Cailin Dejillas | Seattle Office of Labor Standards

Cailin Dejillas is an investigator at Seattle's Office of Labor Standards (OLS), where she conducts investigations under the ordinances OLS enforces, develops policies and procedures for OLS, supports and trains staff, and evaluates penalties and liquidated damages for OLS investigations. She has been with the enforcement team for four-and-a-half years, first within the Office for Civil Rights and later OLS as Seattle built its labor standards enforcement program.

Before joining OLS, Cailin's career and education focused on social, economic, and racial justice. She studied Spanish, sociology, and public service at the University of San Francisco. She also worked for a social justice lobby in Washington, D.C. and later as a social worker. She attended law school at the University of Washington and began her legal career as a public defender. Outside of work, Cailin has a family, practices yoga, boulders, and gardens.

Rachel Deutsch | Center for Popular Democracy

Rachel Deutsch is a senior staff attorney with the Center for Popular Democracy (CPD). In that capacity, she supports CPD's campaigns to enact and enforce strong workplace protections. She is an expert on the design and implementation of Fair Workweek policies to promote stable, predictable schedules and opportunities for full-time employment.

In addition to supporting CPD partners and allies across the country to advocate for Fair Workweek legislation, Rachel leads CPD's wage theft prevention work to improve compliance with a broad array of wage and hour, health and safety, and paid leave protections, and supports CPD's work to envision new forms of worker organization and collective action.

Before joining CPD, Rachel litigated cases involving labor and employment, elections, state and local governments, and environmental protection at Strumwasser & Woocher, a public interest law firm. She represented the California Department of Insurance in a landmark enforcement action against a health insurance company for violations of consumer and provider protection laws. Rachel previously clerked for Hon. Marsha S. Berzon on the Ninth Circuit Court of Appeals. Before law school, she organized hospital workers with the Service Employees International Union.

Allison Drake | Washington State Department of Labor and Industries

Allison Drake is the labor standards policy advisor for the Washington State Department of Labor & Industries (L&I). In this role, she provides policy guidance, legislative support, and stakeholder management for the Employment Standards, Apprenticeship, and Prevailing Wage programs.

Since passage of Initiative 1433 in November 2016, Allison has been primarily focused on development of the administrative regulations for Washington's new paid sick leave law. Prior to joining L&I, she worked as an energy project analyst under contract with the U.S. Department of Energy, specializing in renewable energy/energy efficiency, and federal financing mechanisms. Allison holds a Master of Public Administration from the Evergreen State College, and a Bachelor of Arts in political science from Saint Martin's University.



Speaker Biographies

Mark Erlich | Harvard University

Mark Erlich is a fellow at the Harvard Labor and Worklife Program. He retired as executive secretary-treasurer (EST) of the New England Regional Council of Carpenters in March 2017.

A member of Carpenters Local 40 since 1975, Mark worked at his craft as an apprentice, journeyman, foreman, and superintendent before running for union office in 1992. He served as EST for 12 years, also chairing the New England Carpenters Benefits Funds and New England Carpenters Training Fund. He was also vice-president of the Mass AFL-CIO and Mass. Building Trades.

Mark continues to serve on the Boston Zoning Board of Appeals, MassINC board, and Federal Reserve Advisory Council. In addition to his career in the trades and in labor, Mark has written and lectured extensively. He is the author of two *books*—*With Our Hands: The Story of Carpenters in Massachusetts* (1986) and *Labor at the Ballot Box* (1990)—both published by Temple University Press. He has also written dozens of essays and articles on labor history and contemporary union issues in academic publications, such as *Labor History* and *Labor Research Review*, as well as popular journals and newspapers, including *Boston Globe* and *The Nation*.

Janice Fine | Rutgers University

Janice Fine holds a PhD in political science from MIT and is associate professor of labor studies and employment relations at Rutgers University's School of Management and Labor Relations. She is also director of research and strategy at the Center for Innovation in Worker Organization (CIWO), where she leads on membership building, income generation, and labor standards enforcement.

Janice teaches and writes about collective action among low-wage workers in the U.S., including innovative union community organizing strategies, historical and contemporary debates within labor movements regarding immigration policy, labor standards enforcement, privatization, and government oversight. She is the author of many scholarly articles and has also published in *New Labor Forum*, *Boston Globe*, *The Nation*, *Boston Review*, *Philadelphia Inquirer*, and *Newark Star Ledger*. She is frequently quoted in the *New York Times* and other national media outlets.

Janice is the author of the book *Worker Centers: Organizing Communities at the Edge of the Dream*, published by Cornell University Press and the Economic Policy Institute. Prior to becoming a professor at Rutgers, she worked as a community, labor, coalition, and political organizer for over 20 years.

Sarah Fleish Fink | National Partnership for Women & Families

Sarah Fleisch Fink is director of policy and senior counsel for workplace programs at the National Partnership for Women & Families. Sarah leads a team that researches and analyzes key workplace policy priorities, including paid leave, paid sick days, and fair pay and pregnancy discrimination. Her team also provides technical and policy assistance to advocates and lawmakers at all levels of government.

Prior to joining the National Partnership, Sarah practiced employment law in the litigation, arbitration, and employment department of a large law firm in Washington, D.C. Previously, Sarah worked in the communications department at the Center for American Progress, where she coordinated media strategy. She also worked at David Axelrod & Associates (now AKPD Message and Media) on statewide and congressional campaigns. She graduated cum laude with a B.S. in communications and a minor in political science from Northwestern University. She holds a law degree with honors from Georgetown University Law Center.



Speaker Biographies

Sergio C. Flores | City of Tacoma Employment Standards Office

Sergio was born in Mexico and grew up in Seattle. He attended Seattle University where he obtained a BA in political science. Sergio is passionate about serving the public and has dedicated his career to advocate for the underserved. After serving as U.S. Senator Patty Murray's King County Director for four years, Sergio decided to pursue a law degree. He completed his JD degree in 2015 at the John Marshall Law School in Chicago. Sergio C. Flores is currently an investigator for the City of Tacoma Employment Standards office. Sergio's interest in issues related to employment standards and worker's rights stem from his personal background as an immigrant. As an immigrant, he witnessed firsthand the challenges of immigrant workers in low wage paying jobs and the challenges faced by immigrant-owned businesses. In his free time, Sergio enjoys biking, running, baking, and traveling. He also enjoys spending time with his husband and dog.

Laura Fortman | Consultant

Laura Fortman was deputy administrator of the U.S. Department of Labor Wage and Hour Division (WHD) from 2013 to January 2017. The WHD is responsible for enforcing labor standards protections for roughly 133 million workers at approximately 7.3 million establishments across the country.

During her tenure, regulations were developed that extended minimum wage and overtime protections to roughly 2 million home care workers. Prior to joining DOL, Laura served as Maine Labor Commissioner for almost 8 years. In addition to her government service, she has led and grown community-based organizations. Throughout her career, Laura has maintained a passionate commitment to advancing economic and social justice. She is currently a consultant in private practice.

Lilia Garcia | MCTF

Lilia García-Brower was born and raised in East Los Angeles. She is the proud mami of Maya and executive director of the Maintenance Cooperation Trust Fund (MCTF). For the past 17 years, she has exposed rampant labor exploitation throughout California. She has been instrumental in strengthening enforcement mechanisms for low-wage and immigrant workers.

Under her leadership, MCTF has been an effective state-wide watchdog organization that investigates cleaning companies for employment law violations. MCTF has won more than \$70 million in back wages and has brought more than 6,000 jobs out of the predatory underground economy into the formal economy.

Terri Gerstein | Open Society Foundations

Terri Gerstein is an Open Society Foundations leadership in government fellow. She is also a fellow at the Labor and Worklife Program at Harvard Law School.

Previously, she spent 17 years enforcing labor laws in New York State, most recently (from 2011 to 2016) as labor bureau chief in the New York State Attorney General's Office. Under Terri's leadership, the bureau recovered over \$27 million for approximately 20,000 workers; increased criminal prosecutions of employers; enforced wage and hour laws in high-violation industries; and sparked reforms in national employers' policies in relation to on-call shifts and payment of wages by payroll cards. She was an assistant attorney general and deputy section chief in the Labor Bureau from 1999 to 2007. From 2007 to 2011, Terri was a deputy commissioner in the New York State Department of Labor, overseeing the Division of Labor Standards, which enforces wage and hour laws. She also spearheaded the creation of the Bureau of Immigrant Workers' Rights.

Previously, Terri was a Skadden fellow and Echoing Green fellow at the Florida Immigrant Advocacy Center in Miami, Florida, and co-hosted a Spanish-language radio show on workers' rights. She was also a law clerk to the Honorable Mary Johnson Lowe in the U.S. District Court for the Southern District of New York. Terri is a graduate of Harvard Law School and Harvard College.



Speaker Biographies

Olivia Golden | CLASP

Olivia Golden is executive director of the Center for Law and Social Policy (CLASP). An expert in child and family programs at the federal, state, and local levels, she brings a track record of delivering results for low-income children and families in the nonprofit sector and at all levels of government. During the eight years that she served as commissioner for children, youth, and families—and then as assistant secretary for children and families at the U.S. Department of Health and Human Services (1993-2001)—Olivia Golden was a key player in expanding and improving Head Start and creating Early Head Start, tripling the level of funding for child care, and doubling adoptions from foster care.

Olivia is regularly invited by Congressional leaders to testify on the importance of the safety net and economic security for children, families, and individuals. She appears frequently in media outlets like the *New York Times*, *NPR*, and C-SPAN to discuss and explore key policy issues. Olivia holds a doctorate and a master's degree in public policy from the Kennedy School of Government at Harvard, where she earned a B.A. in philosophy and government.

Pronita Gupta | CLASP

Pronita Gupta is job quality director at the Center for Law and Social Policy (CLASP). She promotes policy solutions that create more responsive workplaces, improve job quality for workers, strengthen worker protections, and increase economic security for low-income working families. Pronita brings expertise in the areas of paid family and medical leave, pay equity, and other workplace labor standards.

Prior to joining CLASP, she served as the deputy director of the women's bureau in the U.S. Department of Labor under President Obama. In that role, she worked to advance and improve standards, practices, and opportunities for women in the labor force. Pronita also previously served as senior director of programs for the Women Donors Network (WDN) as well as research director for Asian Americans/Pacific Islanders in Philanthropy. She has extensive experience in community and labor organizing. She served as research director for SCOPE/AGENDA in Los Angeles, where she helped develop their health care jobs campaign, and as research director for the Living Wage Campaign at the LA Alliance for a New Economy (LAANE). Additionally, Pronita served as executive director of Institute for Southern Studies and legislative director for the U.S. Student Association. She holds an MPA from Columbia University and a BA in Government from Clark University.

Jessie Hahn | National Immigration Law Center

Jessie Hahn is a labor and employment policy attorney at the National Immigration Law Center (NILC). She engages in legislative and administrative advocacy focused on protecting and expanding the rights of low-wage immigrant workers. Jessie also provides legal counsel and strategic advice to support immigrant worker advocates around the country on legal and policy matters affecting immigrants in the workplace.

Before joining NILC, Jessie worked for the City of New York, supervising the legal and investigative team enforcing the city's paid sick leave law. Prior to that, she worked as an attorney at the New York State Dept. of Labor, where her responsibilities included the enforcement of labor standards and health and safety laws."



Speaker Biographies

Winnie Kao | Asian Law Caucus

Winnie Kao is the litigation director at Advancing Justice – Asian Law Caucus. She also leads its workers' rights program. Previously, Winnie worked at a union-side labor and employment law firm, where she primarily represented hotel, restaurant, and food and commercial workers and unions in a variety of labor, employment, constitutional, and class-action cases. She was also a trial attorney for the U.S. Department of Justice Civil Rights Division, where she litigated housing and public accommodation discrimination cases. She also served on detail as a special assistant United States attorney in the Sex Offense and Domestic Violence Section of the U.S. Attorney's Office in Washington, DC, and she was an extern for the Honorable Gladys Kessler in the U.S. District Court for the District of Columbia. Winnie has worked as a community organizer for labor and civil rights groups. She is a graduate of Yale College and the University of Michigan Law School where she was a member of the Michigan Law Review.

She has won commendations and awards for her work from numerous organizations including the National Asian Pacific American Bar Association, the San Francisco Board of Supervisors, the National Asian Pacific American Women's Forum, the U.S. Department of Justice, and the University of Michigan Law School.

Tia Koonse | UCLA Labor Center

Tia Koonse is the legal and policy research manager at the UCLA Labor Center, where she provides legal research on low-wage industries and program support for ReWork: The Worker Justice Institute and the Black Worker Center.

Tia holds a law and a master's degree in urban planning from UCLA's Epstein Program in Public Interest Law and Policy, with concentrations in Critical Race Studies and Community Development and Housing. She was co-Editor-in-Chief of the Los Angeles Public Interest Law Journal and her student note, "There Is No There, There: How Anti-Discrimination Successes for Trans Litigants Under the Categories of Sex and Disability Can Further the Intersex Rights Movement," won the 2008 Dukeminier Awards Student Writing Competition for best note on issues relating to sexual orientation and gender identity in the law.

Sherry Leiwant | A Better Balance

Sherry Leiwant is co-president and co-founder of A Better Balance, a national legal advocacy organization that addresses the problems that women face caring for their families while maintaining their economic security. Previously, she was an adjunct professor of law at CUNY School of Law, teaching an upper-level class on civil rights.

From 1996 until 2005, Sherry was a senior staff attorney at NOW Legal Defense and Education Fund, where she ran the State Advocacy Project, working on issues intersecting women's rights and poverty. Prior to joining NOW Legal Defense Fund, she spent 12 years as a senior staff attorney at the Welfare Law Center, a national legal organization doing litigation and public advocacy on a variety of income support issues around the country. She was also a staff attorney at the U.S. Department of Health, Education, and Welfare and an assistant U.S. attorney in the Southern District of New York. Sherry graduated summa cum laude and Phi Beta Kappa from Princeton University and Columbia University Law School.



Speaker Biographies

Latifa Lyles | National Network to End Domestic Violence

Latifa Lyles is vice president for external affairs with the National Network to End Domestic Violence. Prior to her current role, she served in the Obama Administration as director of the Women's Bureau at the Labor Department. While there, Latifa led efforts on women's advancement in the workplace and related policies, such as equal pay and paid leave.

Cynthia Mark | Massachusetts Attorney General's Office

Cynthia Mark is chief of the Fair Labor Division in the Massachusetts Office of the Attorney General. In this position, she oversees the Fair Labor Division's enforcement of state laws that protect workers, including minimum wage, overtime, prevailing wage, child labor, and earned sick time laws. In 2016, she oversaw the launch of the AG's Wage Theft Clinic, in collaboration with 10 community partners.

Previously, Cynthia spent 10 years as managing attorney of the Asian Outreach Unit of Greater Boston Legal Services, representing Asian immigrant clients with multiple barriers to accessing the legal system. She is a graduate of Northeastern University School of Law.

Nayantara Mehta | National Employment Law Project

Nayantara Mehta is a senior staff attorney in the Berkeley, CA office of the National Employment Law Project. Her work focuses on policies that improve and expand workplace protections for low-wage and immigrant workers. She coordinates a partnership around strategic enforcement of labor standards between community-based worker advocates and California's state labor enforcement agency. Nayantara has a JD from the University of California's Berkeley School of Law.

Cloty Ortiz | New York City Office of Labor and Policy Standards

Cloty J. Ortiz-Cadiz is supervising investigator at the New York City Office of Labor Policy & Standards (OLPS) within the Department of Consumer Affairs. OLPS' investigation unit currently enforces New York City's Earned Sick Time Act by conducting complaint-driven and proactive investigations.

Starting this fall, the unit will also enforce NYC's Fair Work Week laws, which provide fast food and retail workers access to hours, advance notice of schedule changes, and protections against on-call scheduling and clopenings. Prior to joining OLPS, she was a supervising investigator with the Division of Labor Standards at the New York State Department of Labor.



Speaker Biographies

Julia Parish | Legal Aid at Work

Julia is a staff attorney with Legal Aid at Work. As part of the Survive Project, she advocates on behalf of survivors of domestic and sexual violence and stalking. She assists with project helplines and provides legal advice, know-your-rights workshops, and direct legal services for survivors regarding workplace rights.

Julia helped draft and pass legislation in California prohibiting discrimination against—and requiring reasonable safety accommodations at work for—survivors of domestic violence, sexual assault, and stalking, as well as providing paid time off for survivors. Julia trained as a domestic violence counselor and works closely with health care providers and domestic and sexual violence service organizations to help ensure survivors receive timely, accurate, comprehensive information about workplace rights.

Julia received her J.D. from the University of California's Berkeley School of Law in 2011. She also received her B.A. in political science and Spanish from UC Berkeley, where she graduated summa cum laude with departmental honors and is a member of Phi Beta Kappa. She holds a master's degree in teaching from Pace University. Before attending law school, she was a high school sports coach and Spanish teacher.

Yungsohn Park | California Labor Commissioner's Office

Yungsohn Park has served as special assistant to California Labor Commissioner Julie A. Su since 2013. Yungsohn has managed public education campaigns, led new technology projects, and facilitated partnerships with community-based organizations—all with an eye toward improving the agency's ability to connect with low-wage workers and fight wage theft.

After graduating from University of California's Berkeley School of Law in 2005, Yungsohn was a Skadden fellow and staff attorney at Asian Americans Advancing Justice in Los Angeles, where she represented plaintiffs in high-impact civil rights and workers' rights litigation for eight years. Prior to joining the labor commissioner's office, Ms. Park co-taught the Employment Rights Clinic at Loyola Law School in Los Angeles.

Josh Pastreich | San Francisco Office of Labor Standards Enforcement

Josh Pastreich is a supervising compliance officer with San Francisco's Office of Labor Standards Enforcement (OLSE). He has 12 years' experience enforcing minimum wage and paid sick leave.



Speaker Biographies

Ai-jen Poo | National Domestic Workers Alliance

Ai-jen Poo was co-founder of the Domestic Workers United (DWU), a city-wide, multiracial organization of domestic workers. In 2010, she helped pass the nation's first Domestic Workers Bill of Rights, historic legislation that extends basic labor protections to over 200,000 domestic workers in New York State.

In 2011, Ai-jen co-created the national Caring Across Generations campaign to ensure access to affordable care for the nation's aging population and access to quality jobs for the caregiving workforce. Ai-jen's accolades include recognition as a 2014 MacArthur Foundation "genius" fellow, a 2013 World Economic Forum young global leader, and one of *TIME* magazine's 100 Most Influential People in the World in 2012. She was also named one of Newsweek's 150 Fearless Women that same year.

In 2015, Fortune.com named Ai-jen one of the World's 50 Greatest Leaders. She also appeared on the NonProfit Times Power & Influence Top 50 lists in 2015 and 2016. Her work has been featured in many publications, including *Marie Claire*, *the New York Times*, *Washington Post*, *TIME*, *Glamour*, and CNN.com. She is author of *The Age of Dignity: Preparing for the Elder Boom in a Changing America*.

Erik Rettig | Small Business Majority

Erik Rettig builds and maintains strategic partnerships with small business owners and organizations throughout the Eastern seaboard. He educates small business owners and organizations about the Affordable Care Act, clean energy policies, key workforce issues such as family medical leave, and other important small business issues. Previously, Erik worked as a small business advocate around the D.C. and NYC metro areas. He also worked on political campaigns and as a staffer in the House of Representatives.

Flor Rodriguez | CLEAN Carwash Campaign

Flor Rodriguez is executive director of the CLEAN Carwash Campaign. She joined CLEAN as a community organizer in 2012, before leading development of the Carwash Worker Center in 2013.

Originally from Durango, Mexico, Flor has lived in Los Angeles since 1992. In 2006, she joined the Day Laborer Program at the Instituto de Educación Popular del Sur de California (IDEPSCA), performing community outreach to businesses around the day laborer movement. She eventually became overall coordinator for IDEPSCA's six day laborer centers.



Speaker Biographies

Jenn Round | Seattle Office of Labor Standards

Jenn Round is enforcement supervisor with the Seattle Office of Labor Standards. She began investigating labor standards and employment discrimination cases with the Seattle Office for Civil Rights in September 2014. In April 2015, when the Seattle Office of Labor Standards (OLS) was created, Jenn transitioned to OLS to focus solely on labor standards enforcement.

Jenn is passionate about using local law as a tool for equity and progress. Before moving to Seattle, Jenn worked in rural Alaska, representing survivors of domestic violence and sexual assault and providing technical assistance to Alaska Native tribal courts. She has also worked on an array of human rights and rule-of-law initiatives in Washington D.C., Sierra Leone, Turkey, Thailand, and Afghanistan. She earned her B.A. in Africana studies from New York University, her J.D. from George Washington University Law School, and her LL.M. in sustainable international development from the University of Washington School of Law.

Elissa Silverman | D.C. City Council

Elissa Silverman began her first term as an at-large D.C. Council member in January 2015. She has dedicated her career to making the District and its government accountable, responsive, and accessible to residents.

Prior to her election to the D.C. Council, she worked as a budget analyst, reporter, and progressive reformer. As a Council member, she has fought to bring a paid family leave program to the District, increase the D.C. minimum wage, provide more safeguards against wage theft, and increase the District's affordable housing supply. She has also championed legislation to increase election transparency and accountability and was successfully elected following a campaign in which she accepted no corporate contributions. A Baltimore native, Elissa attended public schools and graduated from Brown University with a concentration in economics and history. She is a Capitol Hill resident in Ward 6, enjoys cycling and tennis, and roots for the Washington Nationals and Baltimore Orioles.

Liz Vladeck | New York City Office of Labor Policy and Standards

In 2016, Mayor Bill de Blasio appointed Liz Vladeck to be deputy commissioner and director of the New York Office of Labor Policy & Standards within the Department of Consumer Affairs. Previously, Liz was a labor lawyer and union organizer in New York City and Russia as well as a board member at New York City Jobs with Justice.



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