

The Promise of Worker Cooperatives to Build Economic Security for Immigrant Communities



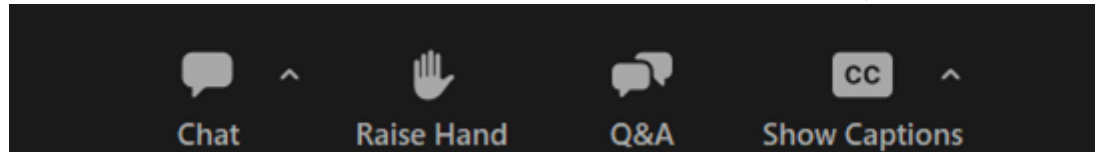
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**The Wealth
Gap**

Speakers



Rebeca Rangel
Moderator
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Vanessa Bransburg
Democracy at Work Institute



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James Irvine Foundation



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Pilipino Workers Center



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California SEED

- **Background: How CA SEED met the moment**
 - Ongoing public policy crisis on immigration
 - COVID-19 pandemic
 - Relevance today
- **Excluded Workers: Who are they?**
 - Barred from accessing stable, gainful employment and meaningful economic opportunities
 - Tremendous economic contributions
 - Disproportionately employed in low-wage industries
- **CA SEED Focus: Low-wage industries**
 - Worker-owned and led highroad businesses
 - Homecare, child care, car wash, and taxi cab industries

Key Elements of California SEED

- **Model partnership:**
Worker organizing CBOs +
Experts in worker co-op development
- **Community of learning and practice:**
Collaboration across low-wage industries
- **Targeted funding:**
Investment to grow co-op ecosystem and
infrastructure

Model Partnership: Worker-Organizing CBOs

Pilipino Workers Center, Cooperacion Santa Ana, CLEAN Carwash Worker Center, United Taxi Workers of San Diego

- Centerpiece of model partnership
- Community trust and relationships
- Worker organizing expertise + strong organizational base of workers
- Low-wage industry knowledge

Act as the cooperative business developer

- Incubate the cooperative
- Create protected markets + secure clients
- Provide training and infrastructure

Model Partnership: Co-op Development Experts

Democracy at Work Institute + L.A. Co-op Lab

- **DAWI**
 - Technical assistance + coaching to workers and CBO partners
 - Rapid Response Cooperative (RRC) model
- **LA Co-op Lab**
 - Additional cooperative education + training
 - Assistance with marketing and outreach

Model Partnership: “Rapid Response Cooperatives”

DAWI’s replicable “RRC” model of co-op development

- Primary building block of model partnership
- Toolkit of standardized elements on cooperative decision-making and highroad business practices
- Out-of-the-box implementation + flexibility to be customized
- Clearly defined responsibilities of each collaborative partner
- Helps to speed up worker co-op formation

Community of Learning and Practice

Collaboration across industries and between all partners

- Cross-industry training and peer learning
- Regular meetings to share and learn from collective experiences
- Ecosystem of support and resources
- Additive impact

Targeted Funding

Investing in worker cooperatives: SEED micro-grants to worker members

- Purchase ownership share of cooperative
- Provide adequate capital to start / sustain cooperative
- Facilitate participation in training and peer learning
- Compensate founding worker members for time and commitment

Investing in model partnership: Supporting CBO partners

- Enable CBOs to dedicate more staff time toward cooperative development
- Defray administrative costs



Vanessa Bransburg



Democracy at Work Institute

US FEDERATION OF WORKER COOPERATIVES

The California Worker Ownership Collaborative (CWOC)

1. Purpose of Collaborative
2. Democracy at Work Institute's role

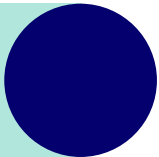
Impact of SEED on CWOC Co-ops and Developers

1. Increased Wages
2. Increased Paid Sick Time
3. Profit Distribution
4. Capital Investment in businesses through microgrants
5. Community of Practice for Developers

What's Needed to Sustain and Grow?

1. For Worker Cooperatives:
 - Business development training, microgrants, coordination of resources, preferred contracting.
1. For Cooperative Developers:
 - A community of practice
1. Public-private support for cooperative infrastructure-building

SEED's Impact on Pilipino Worker Center's Worker-Owned Homecare Cooperatives



More than 140 caregivers for elderly awarded \$5.5 million after being paid \$2 an hour

The Filipino Workers Center and state officials announced a settlement in CA's largest residential care facility wage theft case.

By Sophie Flay
Thursday, December 7, 2023



WAGE THEFT SETTLEMENT
EYEWITNESS NEWS



abc7.com

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Filipino Home Care Workers Win Wage Theft Case
In Southern California

by ABBAN JOURNAL PRESS

A City Attorney Mike Feuer joins members of the Filipino Workers Center and the California Domestic Workers Coalition on Tuesday, October 2 to announce the settlement against a home care provider in Canoga Park. (Photo courtesy of Filipino Workers Center)

Los Angeles City Attorney's Office announces landmark settlement

Poor Working Conditions

Passionate caregivers consider home care their career. Mostly women and often immigrants, the workers are subject to low wages, wage theft, and poor working

COURAGE Homecare Agency Before SEED



Wages + Benefits

- Minimum Wage with overtime
- Holiday Pay
- Sick Time Off

Democratic

Decision Making

- 1 worker, 1 vote
- Profit sharing
- Collective policy making

Quality of Care

- Cooperative Care Teams
- On-going learning and training
- Less staffing turn-over

COURAGE

Worker/Owner: Fatima

At first, I was making only \$1500 per month for working around the clock caring for 6 to 18 individuals at small residential care facilities. I then worked as a one-on-one, live-in caregiver where I was working 5 to 7 days a week around the clock, mostly lightly sleeping next to clients to help respond to any needs throughout the night. I earned \$400-\$600 per week which is just about \$3-\$5 per hour with no overtime. No sick leave and of course no pay for any leave - the common saying of “No Work, No Pay.”

In 2017 I became a member of COURAGE Homecare. This is the first time I experienced earning as a caregiver with all of my labor rights intact. We would mostly work in shifts to be able to provide 24 hour care for clients who need it, but because of the pandemic I am working 3 days a week around the clock, but now I earn over \$5000 for working three days with overtime compensation. This is more than I was making in 3 months for working 5 days a week before.





Specific SEED Program Impacts

**EXPERTISE
ECOSYSTEM**

CAPACITY

EXPERTISE

- DAWI provided the Rapid Response Cooperative structure strengthening COURAGE's systems and governance
- DAWI & LA Coop Lab provided critical trainings to equip worker-owners with skills and knowledge to succeed
- LA Coop Lab provided valuable coaching that allowed COURAGE Homecare to troubleshoot the challenges of effectively implementing systems and policies.



CAPACITY

- Funding to **hire staff** that could focus on supporting the COURAGE Homecare cooperative.
- Funding to **support worker-owners** to be able to take the time for **more training** through mini-grants



ECOSYSTEM

- SEED helped us to establish a collaborative of organizations and cooperatives supporting similar immigrant cooperatives for ongoing support, learning, innovation and shared infrastructure development.



After SEED

Wages + Benefits

- \$20/hour with overtime
- Holiday Pay
- Sick Time Off
- Vision + Dental Benefits

Worker Owners

- Grew from 8 to 16 worker owners
- Supporting their own Member-Owner Administrator

Financial Success


- For first time ever, COURAGE Homecare was profitable - \$60,000! Worker-owners have consistently had profits to re-invest and distribute every year since SEED

Scaling Good Homecare Jobs: Home Care Cooperative Initiative



CA Home Care Cooperative Initiative





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