

Day Laborer Work Center

December 01, 2015





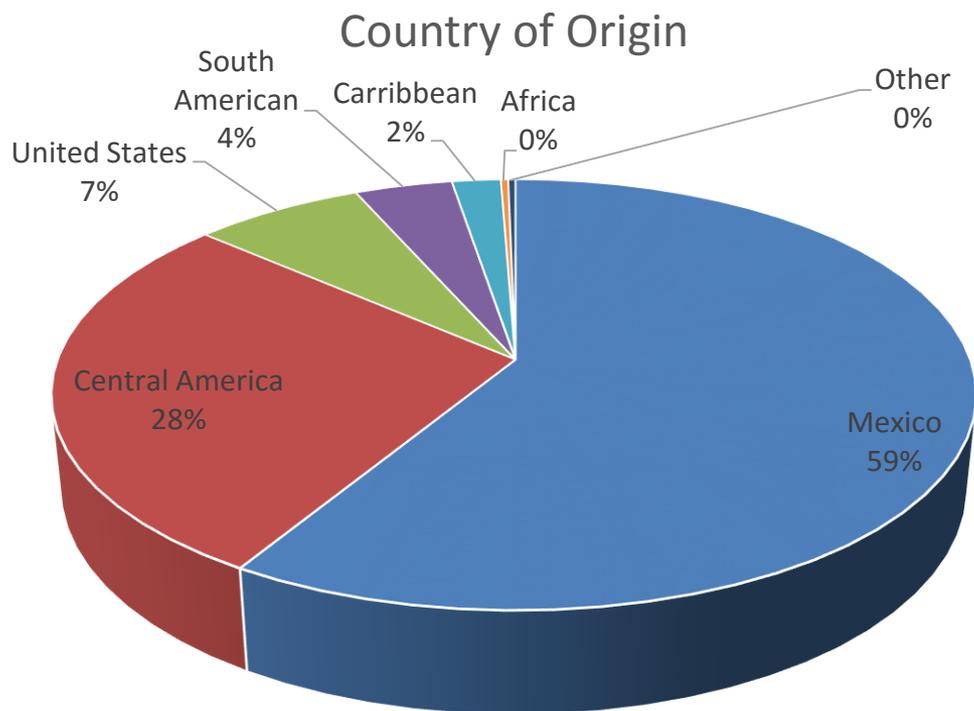
Overview

- Who are Day Laborers?
- Where are they? Who's hiring them? What do they do?
- Are they abused? How do they impact community?
- Public Response
- Implementation steps

“... day laborers are entirely at-will employees and employers are in no way bound to honor promises of continuing employment, whether from one day to the next or from one hour to the next.” – Valenzuela, Jr. et al 2006.



Who are Day Laborers?



Source: National Day Labor Survey, 2004

Median wage is \$10 an hour but less than \$15,000 annual income.

83% rely on day labor work as sole source of income

98% are male.
36% are married, 7% live with a partner.
63% have children.

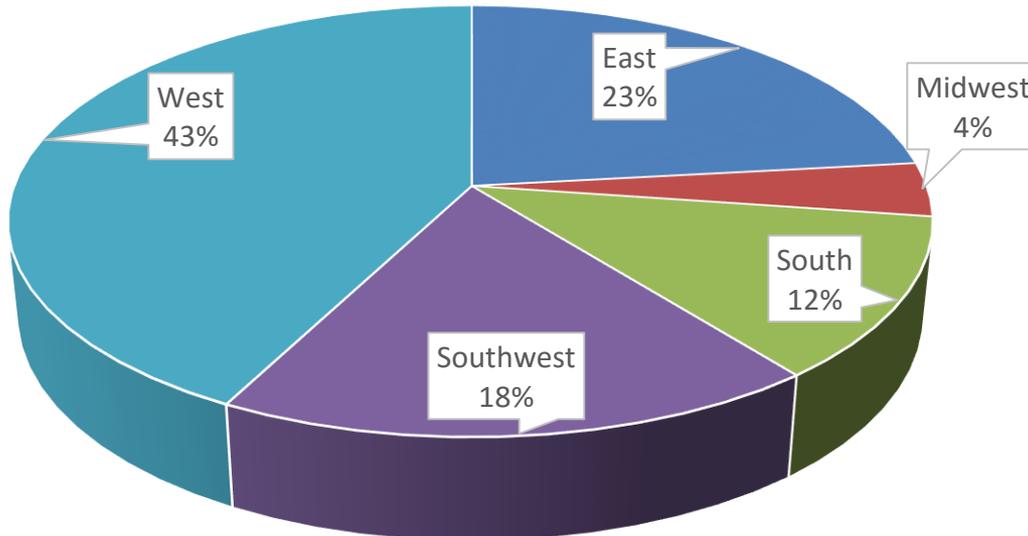
74% have been working as day laborers for less than three years.

75% are undocumented, of which, 11% have pending applications to amend their immigration status



Where are they? Who's hiring them? What are they doing?

Day Labor Nationwide



Source: National Day Labor Survey, 2004

Top Employers (Southwest)

- Private Individuals - 55%
- Construction Contractors - 41%
- Businesses - 03%
- Other - 01%

Top Occupations (Southwest)

- Gardener / Landscaper
- Construction Laborer
- Mover
- Painter
- House Cleaner



An average of 117,600 workers nationwide are looking for day labor jobs or working as day laborers every day.

Top Reported Employer Abuses

- Nonpayment of wages 49%
- Underpayment of wages 48%
- No food breaks 44%
- Worked extra hours 32%
- Insulted / threatened 28%
- Abandoned at job site 27%

Community Concerns for Informal Hiring Sites

- Traffic safety / congestion
- Loitering/trespassing in front of businesses / residential neighborhoods
- Littering, public urination
- Crime, drugs, alcohol



Community Response: Formal Work Centers

“...an attractive alternative for day laborers who would otherwise congregate in public areas.” – Arturo Gonzales, Public Policy Institute of California.

Formal Work Centers ...

Mitigate community concerns by providing a fixed location with shelter and basic amenities

Monitor employer practices to curtail abuse such as wage theft, unsafe work conditions

Organize / normalize the hiring process and monitor worker quality

Redress labor violations with worker access to free legal services

Provide resources for workforce development, health screenings, ESL and vocational classes.



Community Response: Formal Work Centers

“... the vast majority of worker centers were opened with little fanfare or controversy because various stakeholders, including day laborers, employers and community groups, came together to proffer thoughtful and pragmatic solutions to local concerns.” – Valenzuela, Jr. et al 2006

Formal
Work
Centers
should ...

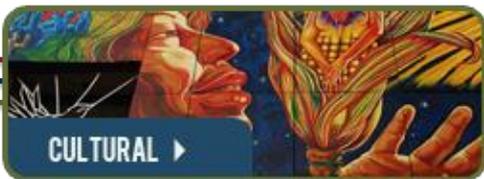
Be easily accessible and located near major freeways, intersections and public transportation routes.

Be in close proximity to existing informal hiring sites

Be adjacent to complementary businesses, ie. convenience store, gas station or industry-related store, such as Home Depot or Lowe’s

Reach out to workers and employers to encourage use of the site
Ultimate success hinges on their buy-in

Complement legislative policy restricting solicitation to formal hiring sites



CULTURAL ▶



EDUCATIONAL ▶



SMALL BUSINESS ▶

Formal Work Sites in Texas

Formal work centers exist throughout Texas. The cities of Austin, Denton, Garland and Plano have established municipally-supported sites. Dallas looked into it during the summer of 2015.

Day Labor Work Centers in Texas

Austin \$433,222	Formal site with full-time staff, organized hiring process and programming	2014 Laborers: Placement: 60%. Employers:
Denton	Designated site on TxDOT land leased to city, no staff, no organized hiring, no programming.	No data collected
Garland \$71,834	Formal site with full-time staff and programming, no organized hiring process	2014 Laborers: 28,953. Placement: 28%. Employers: 5,649
Plano \$205,442	Formal site with staff, organized hiring process, no programming	2014 Laborers: 30,985. Placement: 44%. Employers: 9,213



Formal Work Sites in Texas

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First Workers (City of Austin)

Originally run by NPO, now staffed by the City of Austin. Funded through General Fund. (\$433,220 budgeted for FY 14)

Located north of downtown, replaced informal site located in the central business district. Adjacent to highway across from Home Depot.

Provides access to health care and workforce development through collaborations (Texas Workforce Development)

Created a fair distribution of labor through a lottery system.

Initially provided bus vouchers during transition period. Continuously reaches out to workers at informal sites to encourage use of the center.



First Workers Day Labor Center (Austin)

General process

Workers sign-in upon arrival, order of job assignments are determined by lottery. Each worker is registered with the center to collect contact info, demographic data and worker experience and skillsets.

Employers arrive and request workers from the staff who assign the work based on the lottery system and needed skills. Employers can request a specific worker.

Wage negotiation is between the worker and employer. Staff does not intervene. The worker can decline the job assignment.

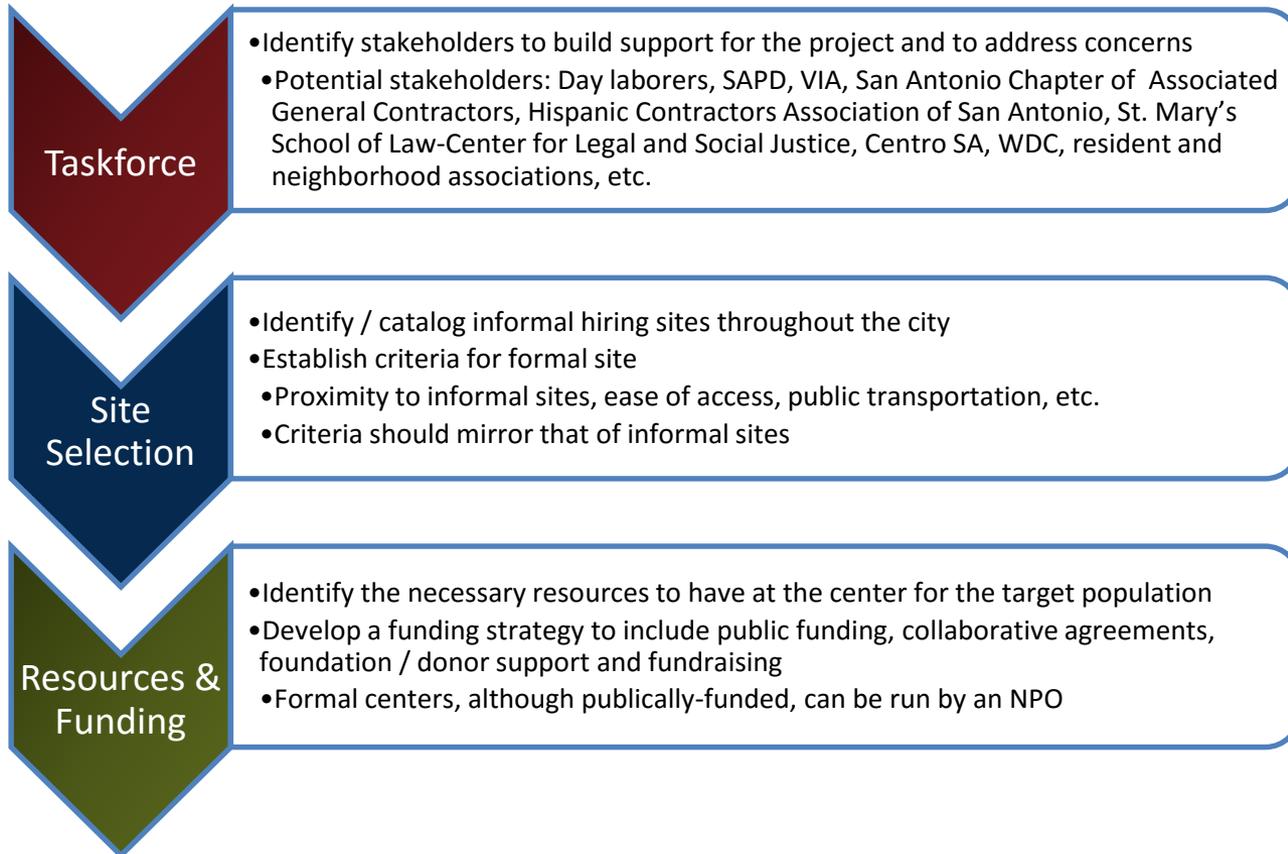
Before leaving, center staff gets the license plate number of the employer and names of the workers.

If workers suffer an abuse – wage theft, unsafe conditions – they can notify center staff who can direct the worker to the appropriate authority. If center staff gets consistent complaints, they can ban an employer from hiring at the site.

If an employer has a complaint about a worker, they can notify center staff. If they receive multiple or serious complaints, a worker can be banned from the program.

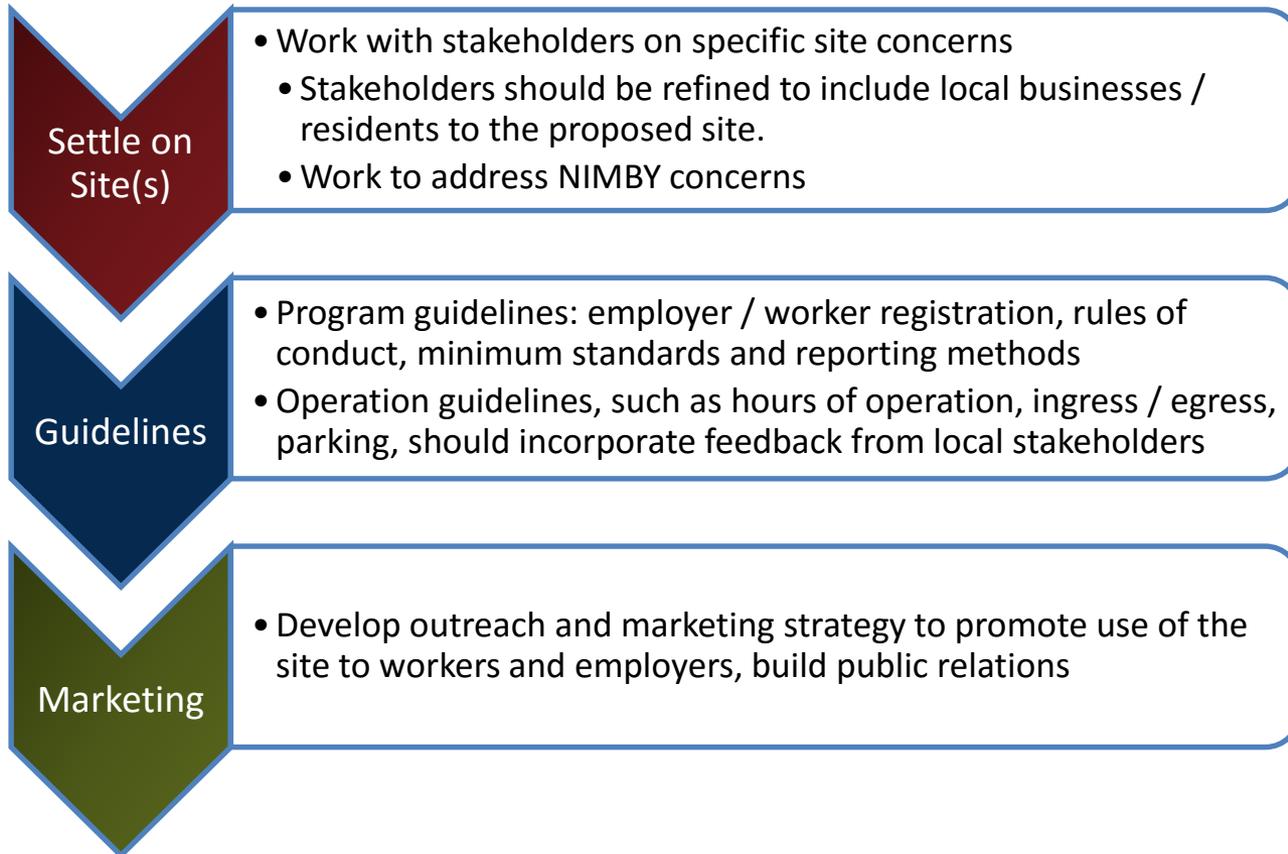


Next steps to implementation...



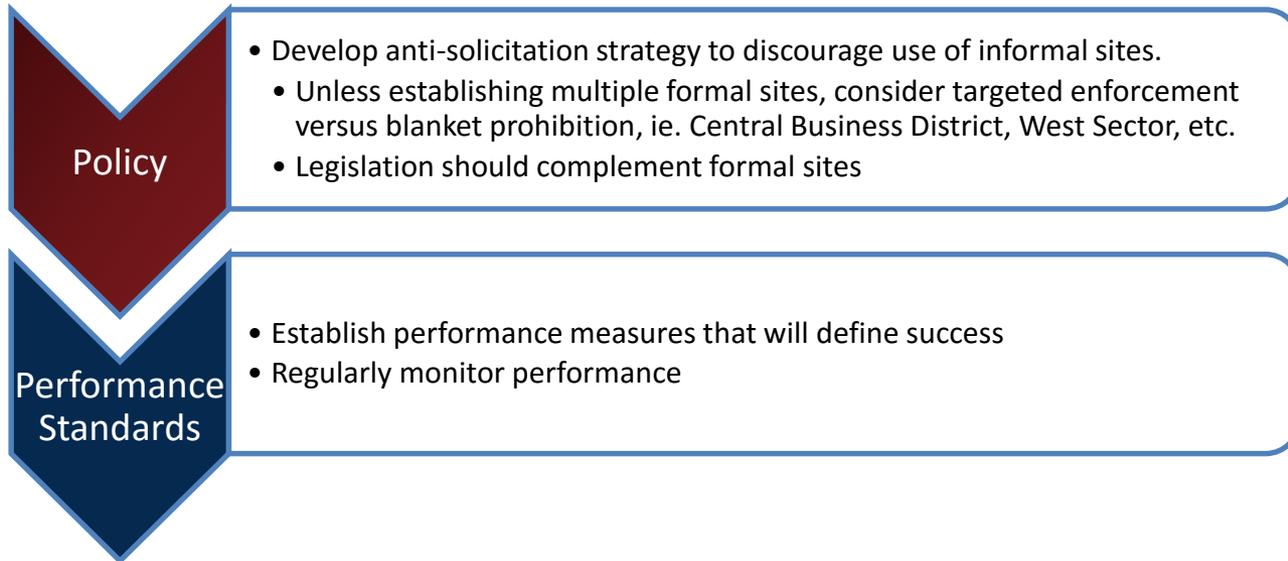


Next steps to implementation...





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References

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