

# Domestics' Info

**Vancouver Committee for Domestic Workers and Caregivers Rights**



CDWCR seeks to improve the lives and working conditions of caregivers and domestic workers through information, counseling, organizing, support networks, educational and training programs, referrals for legal advice and temporary accommodation.

**Highlights:**

Domestic's Issues	2
2015 Care-Net	2
CDWCR Fundraising	
Activities	3
ESB Workshop	4
Announcements	4

## CARE CENTRE Opens its Door

The Caregivers Assistance, Resource and Education Centre (CARE Centre) held its inaugural Open House on July 5, 2015. The CARE Centre is located at 6688 Granville Street, Vancouver, BC

The Open House was a fun-filled event, celebrating the dream come true for the members of the Vancouver Committee for Domestic Workers and Caregivers Rights (CDWCR). The CARE Centre as the name suggests, is a Centre that will provide assistance, resource and education, where we can conduct meetings, forums and career training; a place for socializing, self-care activities, support group meetings and most especially, a temporary emergency and respite accommodation for caregivers who lost their jobs and shelter due to lay off or to escape abusive employers.

On March 1, 2015, the CARE Centre became a reality through the joint work between CDWCR and members of the Filipino community, notable among them were Aprodicio and Eleanor Laquian, Maria La Rosa, Eleanor Campbell and Marissa Pena. They worked tirelessly, shared their resources generously and provided the expertise in fundraising for and organizing such an ambitious project.



*Mr and Mrs Laquian and Lorena Zamora lead the ribbon cutting ceremony during the CARE Centre Open House.*

*Continuation ... page 3*

## CDWCR Hold its Annual General Meeting

The Vancouver Committee for Domestic Workers and Caregivers Rights (CDWCR) held its Annual General Meeting last May 10, 2015 at South Vancouver Adult Day Centre, 3076 East 49<sup>th</sup> Ave., Vancouver from 1pm to 4pm.

The 2015 AGM followed its traditional business and educational agenda. Julie Diesta presented the Coordinator's report covering CDWCR's Activities in 2014, while Lorina Serafico presented the organization's financial report. Before the election of the new Board members, Cenen Bagon reminded members about CDWCR's goal and objectives, and the role and responsibility of the Board members. The newly elected Board members (also called the Steering Committee members) for 2015 are: Encarnacion Bato, Lotis Caluza, Judith Diesta, Julie Diesta, Vivian de Guzman, Ludy Inting, Leonora Lagunzad, Angie Lisao, Bing Nabor Orense, Lorina Serafico, Maribel Aloria, and Cenen Bagon. The standing committees are Membership, Education and Fundraising committees.

Martha Ocampo facilitated the educational workshop on Mental Health and the Role of Pharmaceutical Industry. The workshop covered the issues of understanding mental health, its myths and facts, early warning signs of mental health problems, and holistic approach to mental health care.

Martha Ocampo also facilitated a week end of CDWCR Strategic Planning on May 15 to 17, 2015.

Aside from CDWCR members, MLA Jenny Kwan, a long time supporter of CDWCR, attended the CDWCR AGM. Jenny has always supported our struggle for permanent residency status for foreign domestic workers and caregivers as soon as they arrive in Canada. We thank our members, Martha Ocampo and Jenny Kwan for attending the AGM on a Mother's Day!

## Q&A on Domestic Workers' Issues

**Q: I am a caregiver under the Live-In Caregiver Program, but since I changed my employer and my work permit application to change employer is still being processed, the agency asked me to work on a trial basis. One of the employers I worked for while waiting for my work permit did not pay me for two months. Can I still make a complaint to ESB?**

**A:** It is important to note that caregivers' immigration status does not affect their employment rights. As long as they work for an employer in BC, caregivers can file ESB complaints even if they have no valid work permit or immigration status, duties were not primarily caregiving, working with employers other than those in their work permit, or working only part-time.

**Q. My employer does not give me a pay stub every time I receive my pay so I am not sure how my pay is calculated and what deductions are taken from my pay. Is it required that my employer give me a copy of my pay stub?**

**A.** On paydays, an employer must give each employee a written wage statement for the pay period, which includes the employer's name and address; the hours worked by the employee; the employee's wage rate; the employee's overtime rate; the hours of work at the overtime rate; the amount and purpose of each deductions; and the employee's gross and net wages.

*Some of these questions and answers are extracted from the CIC website Help Centre. For other answers to commonly asked questions and for more information, please visit the CIC website: [www.cic.gc.ca](http://www.cic.gc.ca). You can also call CDWCR at (604.874.0649) or West Coast Domestic Workers' Association (604.669.4482).*

## CDWCR 2015 Care-Net Project Updates

The Vancouver Committee for Domestic Workers and Caregivers Rights (CDWCR) Caregivers Network (Care-Net) Project completed another two workshops for 2015.

Both workshops were held at the South Vancouver Adult Day Centre, 3076 East 49<sup>th</sup> Ave. in Vancouver from 1pm to 4pm. The Care-Net project is made possible through the funding assistance of BCGEU. (British Columbia Government & Service Employees Union).

### ***April 19: Child Care Workshop***

This year's Child Care workshop focused on the responsibilities and rights of the child caregiver. Bing Nabor Orense, one of the steering committee members of CDWCR, presented during the workshop.

### ***June 21: Employment Standards Workshop***

Shelley Chrest, representative from the Employment Standards Branch (ESB) and Theresa Etmanski, a Legal Advocate from the West Coast Domestic Workers' Association served as the resource speakers on the Employment Standards Workshop for Caregivers and Domestic Workers. It was attended by about 16 participants.

Shelley Chrest's presentation focused on the Employment Standards Act, and how the Act applies to employees and employer. She discussed the minimum wage, allowable deductions, employment agencies, hours of work and overtime, statutory holiday pays, annual vacation pay and time, termination of employment including eligibility for compensation based on length of service (CLOS) or working notice, and dispute resolution process.



*Shelley Chrest, representative from the Employment Standards Branch (ESB) and participants during the Employment Standards workshop.*

The 2015 Care-Net Project follows the same objectives and format of the Care-Net Project launched in 2007. The main goal was to reach out to newly arrived caregivers under the Live- In Caregiver Program and proactively assist them in adjusting to life in Canada.

There will be four more workshops scheduled in 2015. Refer to Announcement in page 4 for the complete schedule.

*Continuation page 4*

## Care Centre..... cont'd from page 1

About 45 caregivers and supporters attended the Open House and these are some of their comments about the CARE Centre: "a place of peace," "warm and welcoming place that caregivers can find their needed respite," "for gathering, education and training," "excellent and long overdue."

The Open House served as an opportunity to meet the CARE Centre Board members and the CARE Centre officers. Julie Diesta, the CARE Centre President, welcomed the guests and spoke about the CARE Centre's history, its objectives and what the Centre had done so far in the very short period since the CARE Centre's incorporation last February 25, 2015. Judith Diesta, a CARE Centre Board member, described how the Centre through its services, if well-funded, could help improve the lives of foreign caregivers in Vancouver. CDWCR's Singing Nannies rendered joyful songs, and guests couldn't help but joined in the fun of dancing with the familiar beat!

The highlight of the event was the official ribbon cutting ceremony lead by Mr. Aprodicio Laquian, Mrs. Eleanor Laquian and Lorena Zamora (representing caregivers under the LCP), followed by another song and dance with the Singing Nannies, and of course, the hilarious photo shoot that ended the event!



## CDWCR Fundraising Activities ... Save the Dates!

### Vancouver Committee for Domestic Workers and Caregivers Rights (CDWCR)

Invites you to our

### Halloween Costume Fundraising Dance 2015

**\*BEST COSTUME WINS A PRIZE!!!**



**VICTORIA DRIVE COMMUNITY HALL**  
2026 East 43<sup>rd</sup> Ave. (& Victoria Dr.), Vancouver  
October 24, 2015, Saturday  
7:00 pm – 12:00 am

*Special Performance: Singing Nannies*

Music by: Star Mobile DJ  
For Info. Call: **604.874.0649**  
Tickets: **\$12.00**

Please call (604) 874-0649 if you would like to order tickets, sponsor these events or donate. We are also looking for volunteers to assist us during the preparation for these two events. Buy both tickets and get a discount.

### Vancouver Committee for Domestic Workers and Caregivers Rights (CDWCR) *Singing Nannies*



*Presents*

### **PASKO NA NAMAN III** **(Christmas Concert)**

**VICTORIA DRIVE COMMUNITY HALL**  
2026 East 43<sup>rd</sup> & Victoria Dr. Vancouver  
November 28, 2015, Saturday  
7:00 pm – 9:00 pm  
Meet and Greet with Snack at 6:00 PM  
Tickets: **\$25.00**

## ANNOUNCEMENT

### Upcoming 2015 CDWCR Care-Net Project Workshops

Sep 20 - Financial Basics  
Oct 4 - Elderly Care (Senior  
Safety & Life Line)  
Oct 18 - Preparing for PR (Live-  
in Caregivers Program)  
Nov 15 - Life After LCP

All workshops are to be held at :  
**South Vancouver Adult Day  
Centre, 3076 East 49<sup>th</sup> Ave. (and  
Kerr Street), Vancouver  
from 1pm to 4pm  
Free Lunch: 12 noon to 1pm.**  
To register phone:  
(604) 874-0649

### Other Activities

Oct 24 (Saturday)- Halloween  
Fundraising Dance  
Nov 28 (Saturday) - Pasko Na  
Naman III  
Dec 12 (Saturday) - CDWCR  
Anniversary and Christmas Party

### Details to be announced.

For updates and more  
information visit our website:  
<http://www.cdwcr.org>

### Employment Standards .. cont'd from page 3

It is important to highlight that the minimum wage  
in British Columbia is increasing to \$10.45/hr  
effective September, 2015.

An employee who is terminated may be eligible for  
compensation based on length of service (CLOS) or  
working notice, based on the following formula::

-after three consecutive months of employment –  
one week;  
-after 12 months – two weeks; and  
-after three consecutive years – three week's pay  
plus one week for each additional year for a  
maximum of eight weeks.

An employee who voluntarily quits his or her job is  
not entitled to written notice or CLOS. The  
employee is not required to give notice to the  
employer.

The Act sets a six-month time limit for filing  
complaints. It also sets a six-month limit on the  
time period the ESB can go back to see whether an  
employer owes money to an employee.

There is a Self-Help Kit that helps the employee to  
resolve issues with employer. But domestics are not  
required to use the Self-Help Kit. The domestics  
can immediately file a complaint with ESB.  
However, filling up the kit will help the worker  
define the problem and identify the desired solution.

It is important to note that caregivers who do  
not have the necessary immigration papers or  
those who are in violation of the Temporary  
Foreign Worker Program are still entitled to  
protection under the BC Employment  
Standards Act (refer to Q&A, p. 2)

Theresa of DWA presented the common issues  
and problems encountered by caregivers  
relating to employment standards violation.

Theresa also noted that after the changes in the  
Caregiver Program, 97% of the employers who  
applied to hire for foreign caregivers under the  
Labour Market Impact Assessment (LMIA)  
were denied. This can significantly affect those  
caregivers already in Canada, when they need  
to change employers.

Overall, the resource speakers were very  
mindful of who are the participants in the  
workshop. Their topics were very informative  
and very relevant to the needs of the foreign  
live-in caregivers.

For more information about the topics  
discussed and to download specific factsheets  
related to Employment standards Act, please  
visit [www.labour.gov.bc.ca/esb](http://www.labour.gov.bc.ca/esb)

### ANNOUNCEMENT:

Due to the increasing printing and mailing cost, CDWCR will be sending out  
copy of Newsletter to its members though e-mail. If you want to receive your  
copy through email, please send your email address and updated contact  
information to [cdwcr.org@gmail.com](mailto:cdwcr.org@gmail.com). Print out can be availed by attending  
CDWCR workshops. Thank you for your understanding.

### We wish to thank:

- BCGEU (British Columbia Government & Service Employees Union)
- HEU (Hospital Employees Union)
- COPE 378 (Canadian Office and Profession Employees Union Local 378)
- HSA (Health Sciences Association of BC)
- WCDWA ( West Coast Domestic Workers Association)
- Immigrant Services Society of BC (ISS)

We also want to acknowledge everyone's effort in putting our newsletter together. Thank you very much for all your contributions.

### Membership Form

Mail to: CDWCR PO Box 37033, Vancouver, BC V5P 3X0 For inquiries: (604) 874-0649

Yes, I want to help the Vancouver Committee for Domestic Workers and Caregivers Rights (CDWCR)

Sign me up! I want to become a CDWCR member (membership is \$5/year)

**Date of Membership:** \_\_\_\_\_

I would like to make a donation to CDWCR 's work. (Sorry, we are not registered for tax deductible donations.)

Name: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ Province: \_\_\_\_\_ Postal Code: \_\_\_\_\_ Email address: \_\_\_\_\_

Telephone Number : Home: \_\_\_\_\_ Cell: \_\_\_\_\_