



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
Employment Standard	2
Retreat	3
Summer Get-away	3
Childcare	4
Announcements	4

CDWCR Holds its Annual General Meeting(AGM)

The Annual General Meeting of the Vancouver Committee for Domestic Workers and Caregivers' Rights (CDWCR) took place last May 12, 2013 at South Vancouver Neighbourhood House, Vancouver.

During the AGM, Julie Diesta presented the Coordinator's Report focusing on the activities of CDCWR for the year 2012, with the following highlights:

- 20th year anniversary celebration
- Updated information kit
- Care-Net workshops
- Advocacy and networking
- Retreat for core members and steering committee members
- Social activities (picnics, fundraising dance)
- Newsletters
- Referrals
- Coalition work (BC Standard Coalition, Community Action Network)

Julie's presentation also included the future plans of CDWCR, including plans for the Care-Center. The Care-Center is conceived to be a facility that will serve as transition housing for caregivers that are in need. CDCWCR is currently in the process of developing the structure and framework for the Center while looking for grants/funding to support this endeavor.

Lorina Serafico, CDWCR's secretary/treasurer presented the financial report. CDWCR's main income for the year came from BCGEU (British Columbia Government & Service Employees Union) and HEU (Hospital Employees Union). HEU's funding covered part of CDWCR's operating cost including utilities and office rentals, while BCGEU's funding covered the Care-Net Project. Lorina emphasized that CDWCR relies heavily on volunteers to ensure its continued operation.
(cont'd on page 3)

Care-Net Project 2013 Updates – Employment Standards and more

Three more workshops were conducted under the 2013 Care-Net Project:

- Elderly Care workshop - April 21, 2013;
- Employment Standards - June 23, 2013; and
- Childcare workshop - August 18, 2013

These workshops took place at South Vancouver Neighbourhood House, Vancouver. The Care-Net project is made possible through the funding provided by the BCGEU (British Columbia Government & Service Employees Union)

Elderly Care Workshop

The Elderly Care Workshop was attended by 25 participants. Grace Balbutin, Director of Seniors Abuse & Information Line (SAIL) - BC Center for Elder Advocacy and Support (BC CEAS) was one of the resource speakers. BC CEAS is a community-based, non-profit organization incorporated as a society in 1994 as the BC Coalition to Eliminate Abuse of Seniors. SAIL is a safe place for older adults where they can talk to someone about situations where they feel they are being abused or mistreated.



During the ElderlyCare workshop, Mrs. Bato shared her experiences on how she was able to access the services available to seniors after she retired.

The other resource speaker was Encarnacion Bato. Mrs. Bato is a retired nanny, and a long time volunteer and member of CDWCR. Although she is already retired, she remains very active with CDWCR. Her presentation was focused on the services available to seniors and how they can be accessed. She also highlighted the importance of self care, and maintaining both physical and mental activities to stay healthy as an older adult. *(Cont'd on page 2)*

Q&A on Domestic Workers' Issues

Q. I am a live-in caregiver, I have been working six days a week for the last six months, but my employer is not paying me any overtime pay. I would like to file a complaint, but I am wondering how long after my last day of employment can I file my complaint?

A. According to BC Employment Standards Act, an employment standards complaint can be filed at any time during employment, but must be filed within **six months** after the last day of employment. Domestic workers are not required to use the Employment Standards Self-Help Kit. If you need help in filing a complaint, you can contact CDWCR or DWA.

Q. I am a live-in caregiver, my employer asked me to accompany them on their holiday so that I could take care of the children. They are paying for my travel, hotel and living expenses. Am I still entitled to receive my regular wage?

A. Yes, if you are required to do work during this vacation.

For more information, please visit the CIC website: www.cic.gc.ca, or call CDWCR at (604.874.0649) West Coast Domestic Workers Association (604.669.4482).

.... Care-Net *cont'd from page 1*
Employment Standards Workshop

The employment standards workshop was attended by 21 participants. The speakers at the workshop were: Chantel Martel – Industrial Relations Officer, BC Employment Standards Branch (ESB); Ai Li Lim – Staff Lawyer/Executive Director, West Coast Domestic Workers' Association (DWA); and David Fairey – Co-chair, BC Employment Standards Coalition.

Chantal presented the Guide to the Employment Standards Act For Domestic Workers and their Employers. This guide can be accessed at <http://www.labour.gov.bc.ca/esb/domestics/brochure.htm>. This guide includes the following information: obligations of the employer, employment contract, hours of work, paying wages, payroll requirements, deductions, room and board, holidays and vacation pay, annual vacation, leaves, ending the employment relationship, and filing a complaint. This guide also provides the list of resources available to domestic workers and employers. She also explained that the minimum wage applies to all workers in BC with the exception of the liquor servers. Effective May 1, 2012, the minimum wage in British Columbia is \$10.25 per hour.

During the workshop, most participants expressed interest relating to termination of employment. Following are some important information relating to termination of employment as per the Employment Standard Act:

- After three consecutive months of employment, an employer must give compensation, written working notice or a combination of the two if terminating a domestic worker's employment. The amount required is: After three months – one week pay; After 12 months – two weeks pay; After three years – one week pay for each completed year of employment, to a maximum of eight weeks.
- An employee who quits, or is fired, either with just cause or after working for less than three months, is not entitled to compensation for length of service.
- The Act does not require a domestic worker to give her employer notice if she is leaving employment.
- If a domestic worker quits, the employer has six days to pay wages owing. If a domestic worker is fired, the employer has 48 hours to pay wages owing.



Cora Domingo (left) and Nora Lagunzad (right) shared their experiences on how to set-up and operate Family Day Care (Childcare workshop (page 4))

Chantal also cited that for first violation of the regulation, the employer will pay \$500, second time \$2500 and for the third time it will cost the employer up to \$10,000 in penalties. Participants were curious if there are employers that are actually penalized.

Ai Li Lim's presentation focused on common issues that domestic workers and caregivers encountered relating to employment standards. She indicated that although some employers of caregivers and domestic workers violated some of the Employment standards, they were hindered to make actual complaints by their temporary immigration status, their apprehension that they might not complete their 24 months in time, and fear of reprisal from their employer including possibility of loss of employment.

Ai Li also pointed out that undocumented or illegal worker can also file a complaint to ESB. The worker must have proof of employment, such as time sheets, diary or witness. Caregivers who are working without valid work permits can still make a complaint if they need to. She emphasized that DWA can assist domestic workers if they have to attend mediation.

David Fairey is a Labour Policy Researcher and Worker Advocate, BC Employment Standards Coalition and Labour Consulting Services. David presented some of the works and initiatives of the coalition to improve the working conditions of migrant workers including live-in caregivers. He presented the coalition's model legislation that covers the special needs of live-in caregivers. (*Cont'd on page 4*)

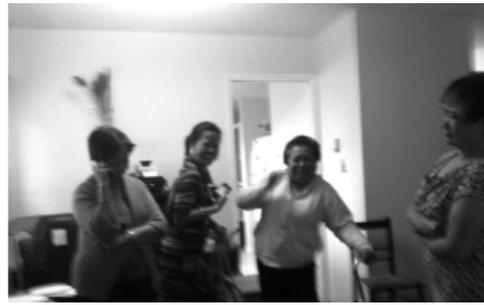
CDWCR's Retreat Deals with Globalization

The Vancouver Committee for Domestic Workers and Caregivers' Rights (CDWCR) held its annual weekend retreat last May 18 to 19, 2013. It was attended by CDWCR steering committee and core members. It was facilitated by Martha Ocampo of Caregivers Connection, a Toronto based organization of domestic workers and caregivers.

The first day of the retreat focused on learning Globalization and some of its negative impact, particularly to developing countries, relating to environmental, social and economic aspects. The retreat provided participants a better understanding of globalization as it relates to the forced migration of women like domestic workers and caregivers..

Another agenda on the retreat was the discussion on conflict resolution. Martha provided the participants with helpful techniques and strategies for handling conflicts. The goal is to learn skills in order to achieve a win/win approach when dealing with conflicts. The skills learned by participants are not only helpful for the organization but also in dealing with their personal circumstances.

During the second day of the retreat, the participants reviewed CDWCR's organizational structure, the committees' future plans.



Participants of the Retreat showed their creative side, as they portrayed the effects of globalization, particularly in relation to forced migration.

Each committee (Finance; Fundraising and Social; Education; Newsletter) was asked to report on the success and challenges they encountered. They discussed different strategies on how to overcome these challenges. CDWCR also reviewed some of its short term and long term plans including the new initiatives that the organization is currently working on.

Through group discussion, role playing and sharing, the participants learned creative ways of problem-solving.

Like in previous years, the retreat allowed the core members to bond, reconnect, and strengthen personal connections to continuously work together in meeting CDWCR's mission to assist caregivers and domestic workers.

AGM ... cont'd from page 1

The attending members also elected the Steering Committee (SC) Members for 2013-14. Following are the SC members: Cenen Bagon, Encarnacion Bato, Lotis Caluza, Paige Caluza, Judith Diesta, Julie Diesta, Vivian de Guzman, Ludy Inting, Lorina Serafico, and Maribel Aloria. Mrs Bato will represent the older adult members of CDWCR. Paige Caluza will represent the young adult and children of domestic workers.

The second part of the AGM is Self Advocacy Workshop facilitated by Liza Bautista – ISS of BC Settlement and Integration Program.

Overall, the 2012 has been a very fruitful year for CDWCR made possible through the help of its supporters, allies, and volunteers. CDWCR welcomes more volunteers to help in organizing its various activities. Volunteering is a good opportunity to help out other caregivers and domestic workers while learning new and valuable skills in the process.

Annual Summer Get-away



CDWCR's annual summer get-away at Cultus Lake, Chilliwack, BC, last July 21, 2013 . A very relaxing day spent with family and friends, with good food, relaxing views and lots of laughter.

ANNOUNCEMENT

Upcoming 2013 CDWCR Care- Net Project Workshops

Sept. 22, 2013-
Financial Literacy

Oct. 20, 2013-
Preparing for PR

Nov. 17, 2013- Life
after LCP

Workshops are held at:

**South Vancouver
Neighbourhood
House
6470 Victoria Drive
and 49th Avenue,
Vancouver, BC,
1pm to 5pm.**

Free lunch: 12pm-
1pm.

To register phone:
(604) 874-0649

OTHER ACTIVITIES

Oct 26, 2013 –
Halloween Fundraising
Dance

Dec 7, 2013 - 21st
CDWCR Anniversary

**Details to be
announced.**

For updates and more
information visit our
website:

<http://www.cdwcr.org>

Care-Net ... cont'd from page 2

The model Employment Standards Act (ESA) includes migrant worker recruitment and protection (with focus on the recruitment and hiring practices), housing of temporary foreign workers (TFW), access to basic rights, provision of TFW with advocacy offices and advocacy services, employment contracts, ESA enforcement, elimination of the self help complaint requirement, restoration of the 24 month complaint and wage recovery limitation, and more effective penalty structure for employers who violate ESA.

This workshop provided the caregivers tools that they can use to be proactive in dealing with labour issues that they may face while completing the program.

Childcare workshop

The Childcare workshop for Live-in caregivers dealt with how to set-up and license Family Day Care. Nora Lagunzad and Cora Domingo served as resource speakers. Cora and Nora are child care providers and both own and operate their respective licensed Family Day Care. They are also active members and volunteers of CDWCR.

Cora discussed what a family day care is. She noted that there are two kinds of Family Day Care, licensed and license-not required. Cora provided a very comprehensive presentation regarding the step by step procedures on how to set-up and license a Family Day Care. She went through the application form and the list of requirements that the applicants need to secure.

Nora's presentation was focused on the day to day operation of the Family Day Care, including the typical set-up and schedule. She also presented some important information on how the child care can be best delivered. For instance she discussed how the

toys can serve as effective tools for learning and aid in the development of children's social, emotional, language, cognitive, self-help, and motor skills.

Another topic discussed during the Childcare workshop was the \$10 a Day Childcare Plan. Sharon Gregson of the Coalition of Child Care Advocates of BC served as the resource speaker. The \$10 a Day Childcare Plan is a program that the Coalition of Child Care Advocates of BC and the Early Childhood Educators of BC released for an Integrated System of Early Care and Learning in BC. This offers a concrete, innovative 'made in BC' solution to the child care crisis facing families with young children. If and when government puts the Plan in place, child care will cost families \$10 a day for a full-time program, \$7 a day for part-time, and will be free for families who have an annual income of under \$40,000. Every young child will have the right to participate in quality early care and learning programs that meet their needs. It will be up to families to choose what services work for them. The community can endorse the plan as an individual, organization or academic effort.

Live-in caregivers and other childcare providers like family daycare can still operate as they are now. The \$10 a Day Childcare Plan is intended for those families who choose to avail of the program. If the childcare providers intend to participate in the program, they may need to upgrade to meet the minimum requirements of the program. The plan also includes supporting existing ECEs and providers to upgrade their qualifications. If the plan is put in place, this will give more value to childcare giving.

There will be three more Care-Net workshops scheduled for the remainder of the year, aimed to assist caregivers and domestic workers under LCP.

We wish to thank:

- BCGEU (British Columbia Government & Service Employees Union)
- HEU (Hospital Employees Union)
- COPE (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: _____