



A Tradition of Stewardship
A Commitment to Service

Agenda Date: 12/8/2015

Agenda Placement: 6G

NAPA COUNTY BOARD OF SUPERVISORS Board Agenda Letter

TO: Board of Supervisors
FROM: Lawrance Florin - Director
Housing and Intergovernmental Affairs
REPORT BY: Nelson Cortez, Staff Assistant-BOS - 7072991478
SUBJECT: Adoption of agreement joining the EMPLEO alliance

RECOMMENDATION

Director of Housing & Intergovernmental Affairs requests approval of and authorization for the Vice Chairman to sign an agreement authorizing the County of Napa to enter into an alliance with other government agencies, consulates, and non-profit organizations to increase visibility and outreach for the Employment, Education and Outreach (EMPLEO) program that helps recent immigrants by raising awareness of workplace rights and responsibilities in the United States.

EXECUTIVE SUMMARY

On December 11, 2015, Puertas Abiertas in Napa will host a ceremony for several regional government and nonprofit groups signing agreements to work together to promote the Employment, Education and Outreach (EMPLEO) program. Napa County will sign its own agreement, which is attached to this Board letter.

Established in 2004, EMPLEO provides a platform for employees who are recent immigrants, including Spanish-speaking, to receive information regarding workplace rights and responsibilities through a "one-stop" toll free hotline: 1-877-55-AYUDA. Among the top issues workers contact EMPLEO about include: overtime pay, receipt of last pay check, minimum wage, discrimination, meals/breaks, and family medical leave.

The EMPLEO agreement is not legally binding for any participant, but does specify that Napa County will agree to conduct certain outreach and informational activities.

FISCAL IMPACT

Is there a Fiscal Impact? No

ENVIRONMENTAL IMPACT

ENVIRONMENTAL DETERMINATION: The proposed action is not a project as defined by 14 California Code of Regulations 15378 (State CEQA Guidelines) and therefore CEQA is not applicable.

BACKGROUND AND DISCUSSION

The Employment, Education and Outreach (EMPLEO) program is an alliance of community and nongovernmental organizations, along with local, state, and federal agencies and the Central American and Mexican consulates providing information and assistance on employment related issues. The program officially launched in Southern California on July 30th, 2004 and is now extending into Northern California.

EMPLEO provides a platform for primarily Spanish-speaking employees to receive information regarding various employment concerns, through a toll free hotline: 1-877-55-AYUDA. Employees calling the one-stop phone number will speak with a trained volunteer who can assist them to get services they need. The volunteers refer callers to the appropriate organization, consulate, or government agency for help. This arrangement can help ease concerns of workers uncomfortable with contacting an agency directly.

EMPLEO addresses the concerns of recent immigrants who are not familiar with their workplace rights and responsibilities in the U.S. Many immigrants have concerns that reach across agency or organizational lines, or have multiple issues. Many workers in this community are afraid that reporting a workplace issue may result in losing their job. Working through EMPLEO, agencies are better able to investigate workplace issues to help protect workers on the job while shielding them from reprisals. Among the top issues callers report to EMPLEO are: overtime pay, receipt of last pay check, minimum wage, discrimination, meals/breaks, and family medical leave.

The alliance is composed of the following government agencies and community organizations: U.S. Equal Employment Opportunity Commission-San Francisco District, U.S. Department of Labor-Wage and Hour Division, California Agricultural Labor Relations Board, California Employment Development Department, California Department of Industrial Relations, Puertas Abiertas Community Resource Center, and Proteous Inc. The EMPLEO agreement is not legally binding for any participant, but does specify that participants will agree to conduct certain outreach and informational activities.

SUPPORTING DOCUMENTS

- A . EMPLEO - Napa County agreement
- B . EMPLEO - Sample agreement

CEO Recommendation: Approve

Reviewed By: Helene Franchi