

EXPLOITATION OF CAREGIVERS IN RESIDENTIAL CARE FACILITIES: CAUSES, OUTCOMES, AND MENTAL AND PHYSICAL HEALTH IMPACTS

**PILIPINO ASSOCIATION OF WORKERS & IMMIGRANTS
(PAWIS) - SOUTH BAY**

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OBJECTIVES OF THE STUDY



To gather data about the working conditions of caregivers in Residential Care Facilities (RCFs) in Santa Clara County



To answer the research question: How does migrant caregivers' precarious status and cultural background shape their response to workplace abuse and exploitation?



To provide our findings to Santa Clara County in order to improve the conditions of caregivers



BACKGROUND

Residential Care Facilities (RCFs)

RCFs are 6 beds in private homes that provide 24-hour care.

- There are 7000+ RCFs in California.

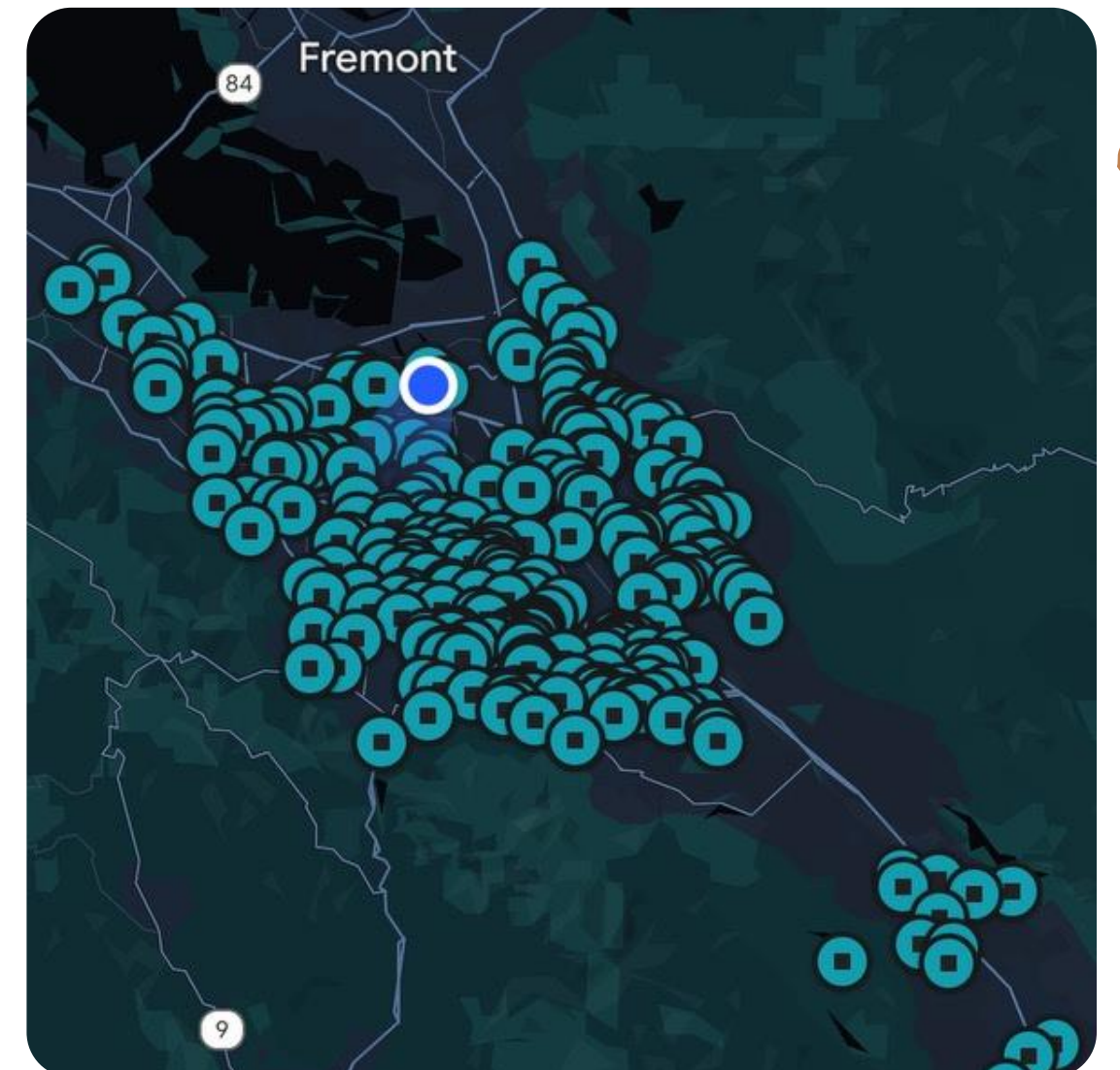
There are two types of RCFs:

Residential Care Facilities for Elderly (RCFEs)

are non-medical facilities that provide residents with lodging, meals, and housekeeping for people who are 60 years of age or older.

Residential Care Facilities for Adult (RCFAs)

are non-medical facilities that provide residents with lodging, meals, and housekeeping for people who are adults with developmental disabilities.

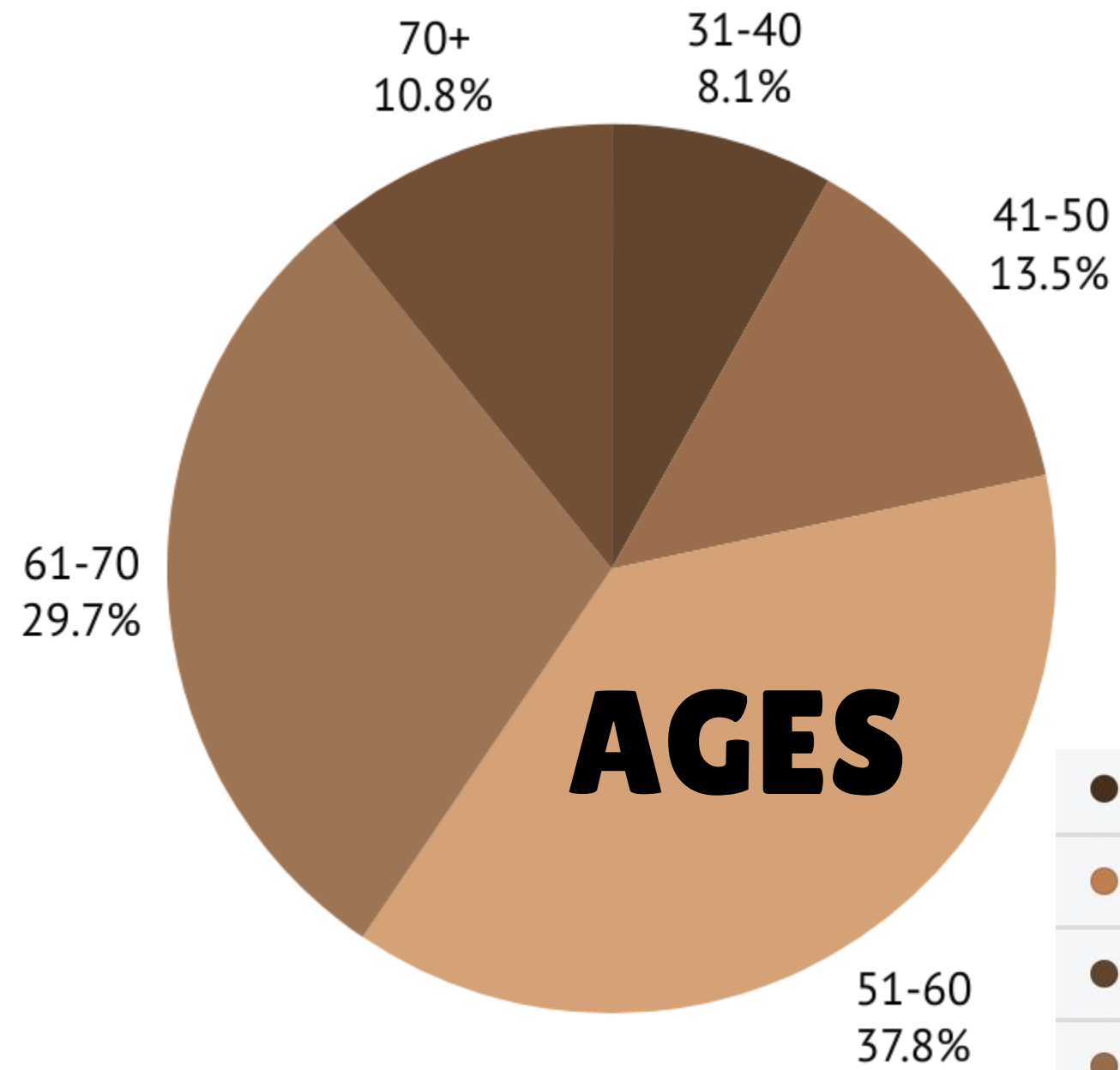


BACKGROUND OF CAREGIVERS IN RCFS

- No staffing ratios for caregivers in RCFs
- Residents in RCFEs are usually 85 years and older ages with Alzheimer's Disease, Dementia, Cardiovascular Disease, and many more conditions
- Residents in RCFAs are developmentally disabled residents
- No requirement for on-staff skilled medical professionals
- Terrible working conditions and legal violations, including:
 - Wage Theft
 - Flat rate pay
 - Misclassification of workers as independent contractors
 - Retaliation
 - Inadequate staffing & overwork
- Green card holders, US citizens, and undocumented workers
- 87% Filipino women
- Send money back to the Philippines to support their families
- No independent verification of personnel by the Community Care Licensing Division (CCL)



BACKGROUND OF CAREGIVERS



●	18-20
●	21-30
●	31-40
●	41-50
●	51-60
●	61-70
●	70+

METHODOLOGY

- Attended presentation about National Situationer/Forced Migration to understand the migration of Filipinos
- Attended presentation on the crisis in the caregiving industry by Atty. Ruth Silver Taube
- Generated Survey Questions
 - Translated surveys from English to Tagalog
- Contacted Caregivers
 - Collaborated with PAWIS volunteers & allies
- Interviewed Caregivers



SUCCESSSES

- Interviewed 34 caregivers
- Strengthened community among workers



- Provided presentation to workers (Give-back Product)
 - Explained working conditions in RCFs in Santa Clara County
- Provided legal resources to caregivers
 - Advice line to call the lawyers
 - Pamphlets about wage theft and sick leave
- Wrote a Research Report



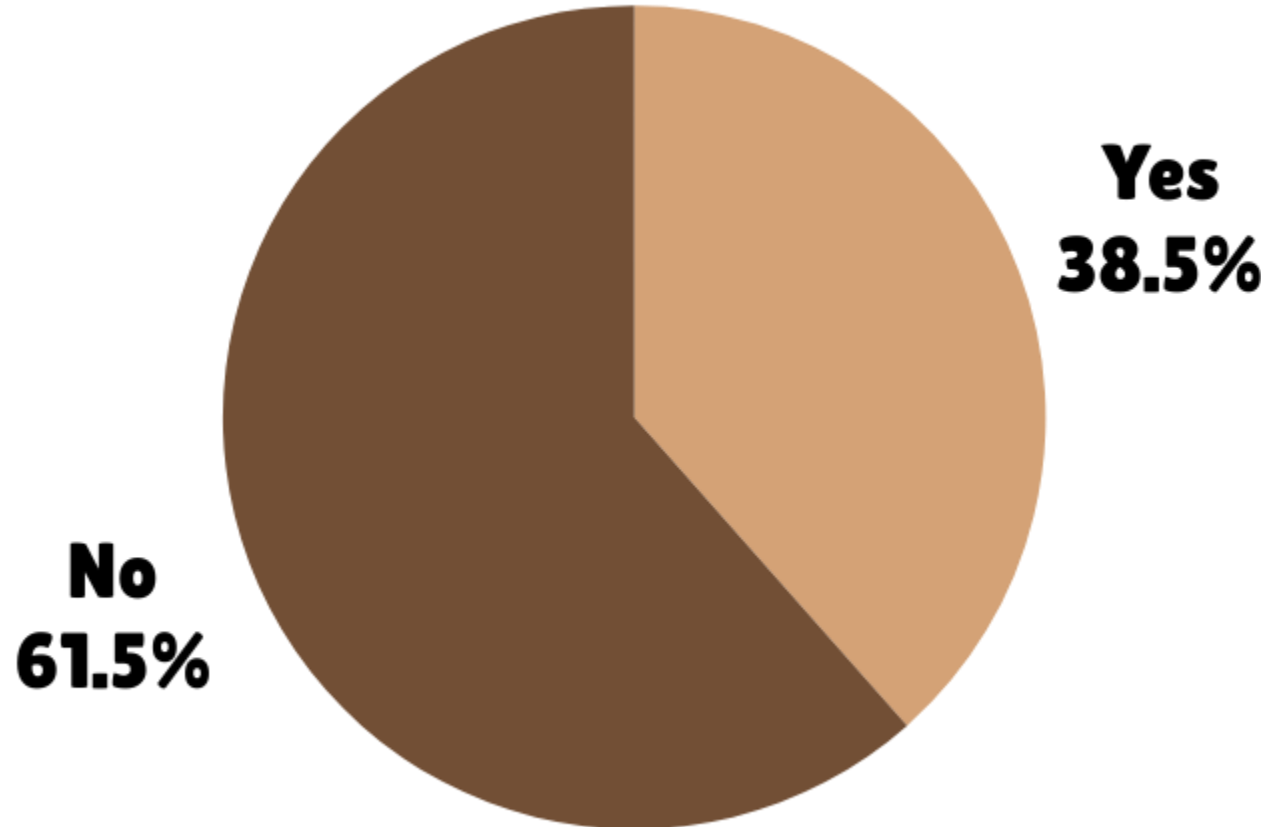
EXPERIENCES IN RCFS

- 67% of live-in caregivers do not have their own room or bed
- 35% of employers do not provide practical training on how workers can be protected from hazards
- 84% do not receive information about state benefits such as Paid Family Leave & State Disability Insurance

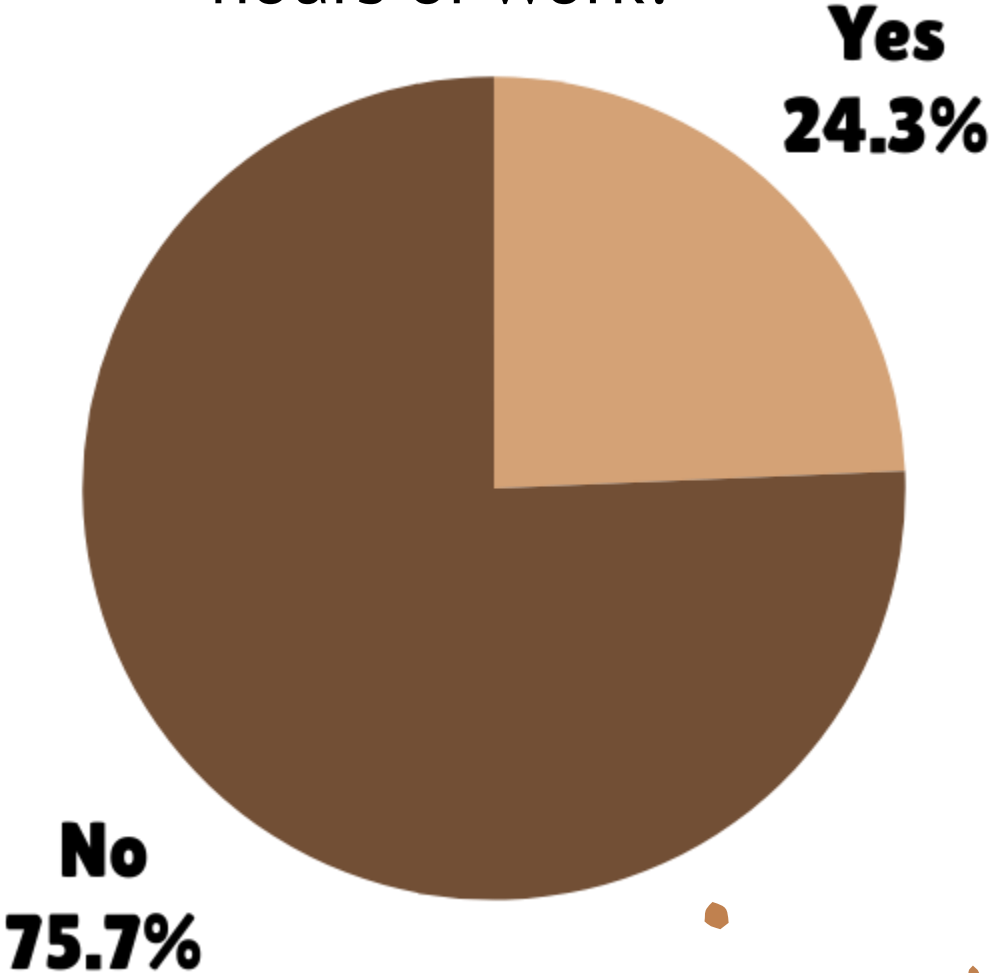


Wage Theft

For every 5 hours of work, do you get an uninterrupted 30-minute unpaid meal break?

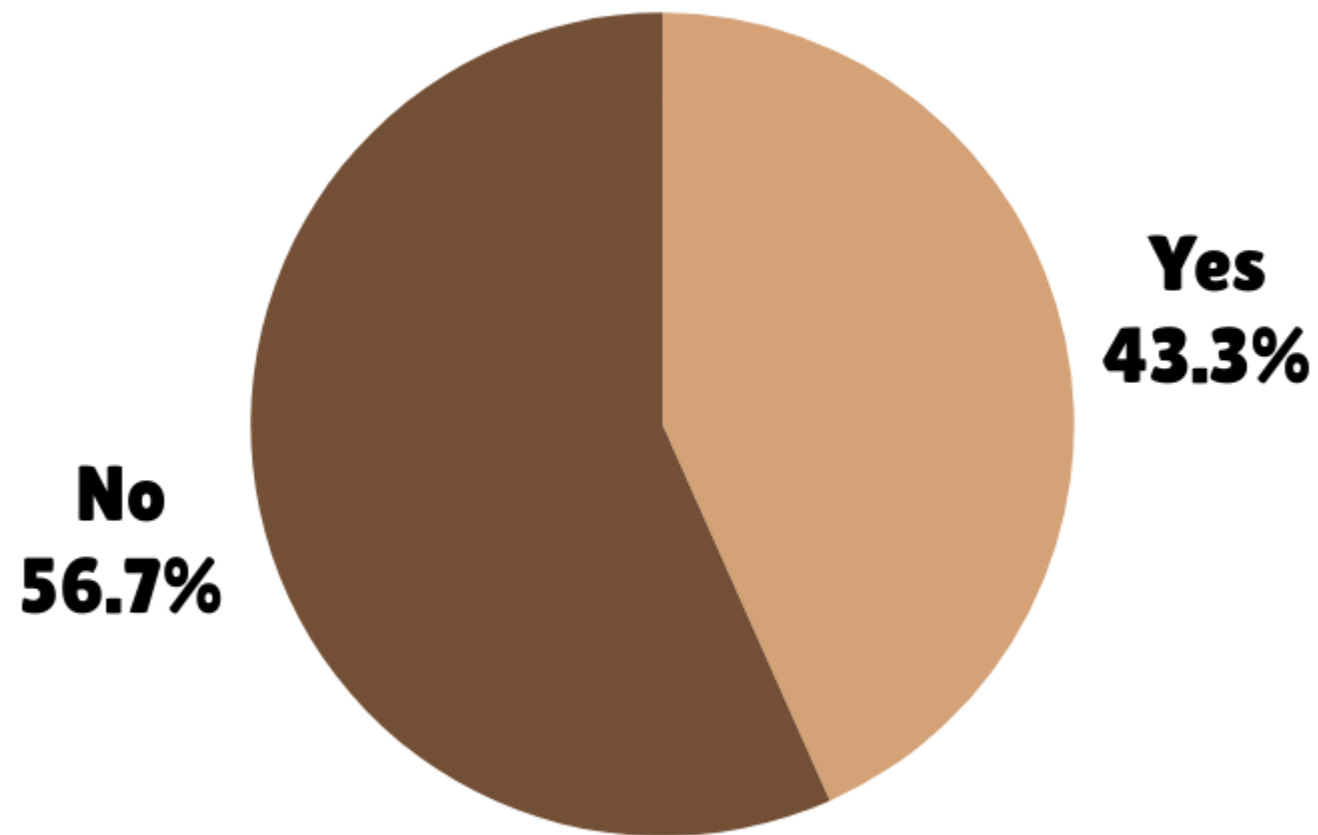


Do you get a 10 minute paid rest break every 4 hours of work?



Wage Theft

If you work more than 8 hours in one day, do you get paid?



- 40% of those who said “yes” are paid at the regular and not the overtime rate

HOME CARE AIDE TIMESHEET

CLIENT NAME (First, Mi, Last) _____ HOME CARE AIDE (First, Mi, Last) _____

For the week of: Sunday, MM / DD / YY thru Saturday, MM / DD / YY

DATES OF SERVICE (MM/DD)	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
TIME IN (circle AM/PM)	<input type="radio"/> AM <input type="radio"/> PM	<input type="radio"/> AM <input type="radio"/> PM	<input type="radio"/> AM <input type="radio"/> PM	<input type="radio"/> AM <input type="radio"/> PM	<input type="radio"/> AM <input type="radio"/> PM	<input type="radio"/> AM <input type="radio"/> PM	<input type="radio"/> AM <input type="radio"/> PM
TIME OUT (circle AM/PM)	<input type="radio"/> AM <input type="radio"/> PM	<input type="radio"/> AM <input type="radio"/> PM	<input type="radio"/> AM <input type="radio"/> PM	<input type="radio"/> AM <input type="radio"/> PM	<input type="radio"/> AM <input type="radio"/> PM	<input type="radio"/> AM <input type="radio"/> PM	<input type="radio"/> AM <input type="radio"/> PM
DAILY TOTAL HOURS							
TOTAL HOURS FOR WEEK							

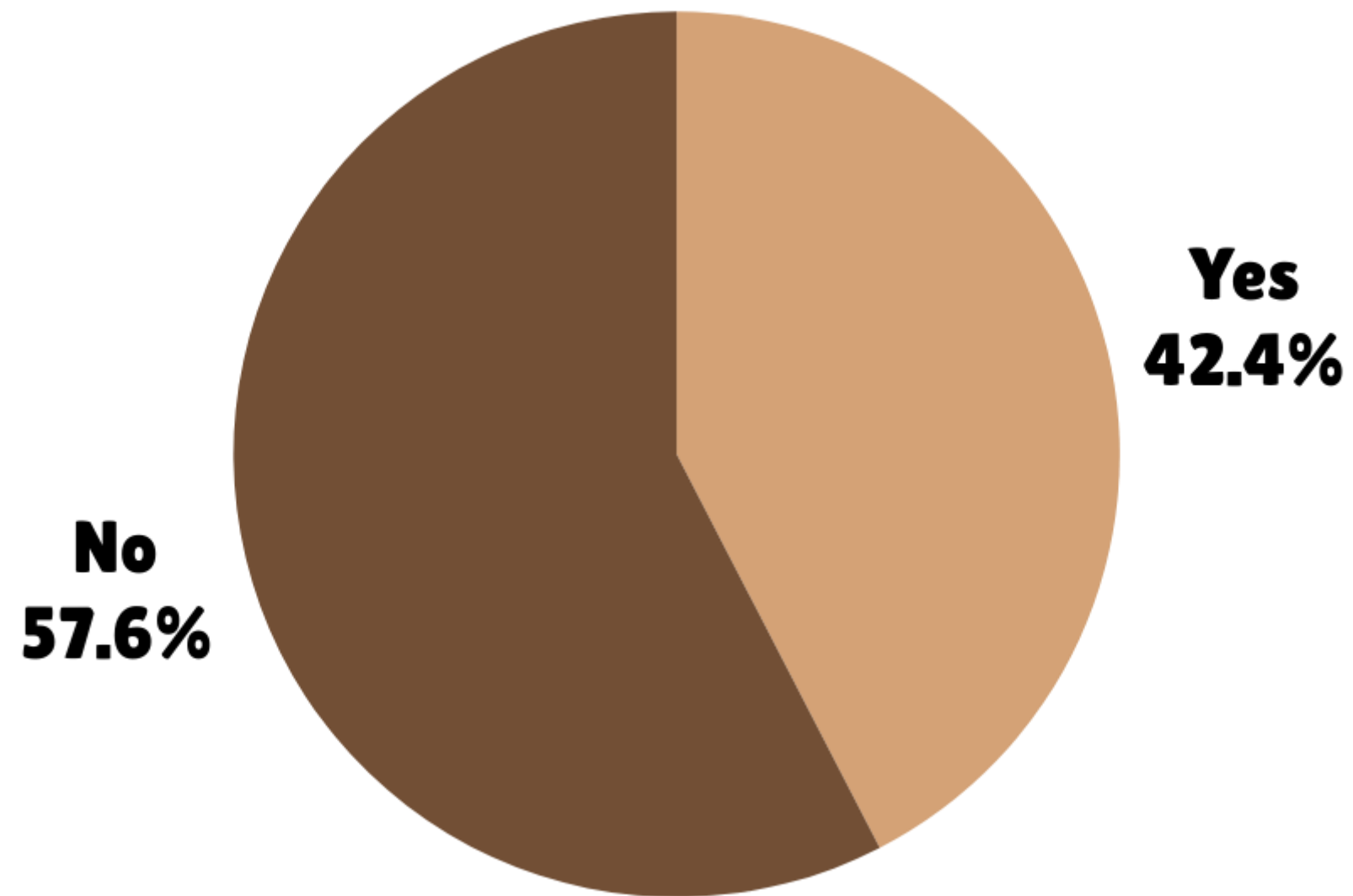
Instruction: Cares performed must be documented by staff initials. R = Refused (document below)

	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
BATH							
Bath/Shower							
Sponge Bath/Bed Bath							
Shampoo							
Shave							
Oral Care/Denture Care							
Dressing							
Catheter Care							
Toilet/Commode							
Bedpan/Urinal							
Brief/Pad							
Incontinent							
Pet Care							
Distance							
Frequency							
Assist with Transfers							
Use Transfer Belt							
Bedbound							
Weight Bearing: Full/Partial							
Cane/Crutches							
Walker/Wheelchair							
PROM U L							
AROM U L							
Apply Limb Prosthesis							
Braces							
TEDS/Ace Wraps							
Lotion to Skin							
Nail Care							
Turn & Position							
Foot Soak							
Non Sterile Drsg Chg							
Glasses/Contacts							
Hearing Aide L R							
Restrict Fluids/Push Fluids							
Feed Client							
Meal Prep: B L D SN							
Supplement Given							
Weight							
Vacuum							
Laundry							
Kitchen/Dishes							
Bathroom(s)							
Empty Garbage							
Make Bed, Change Linen							

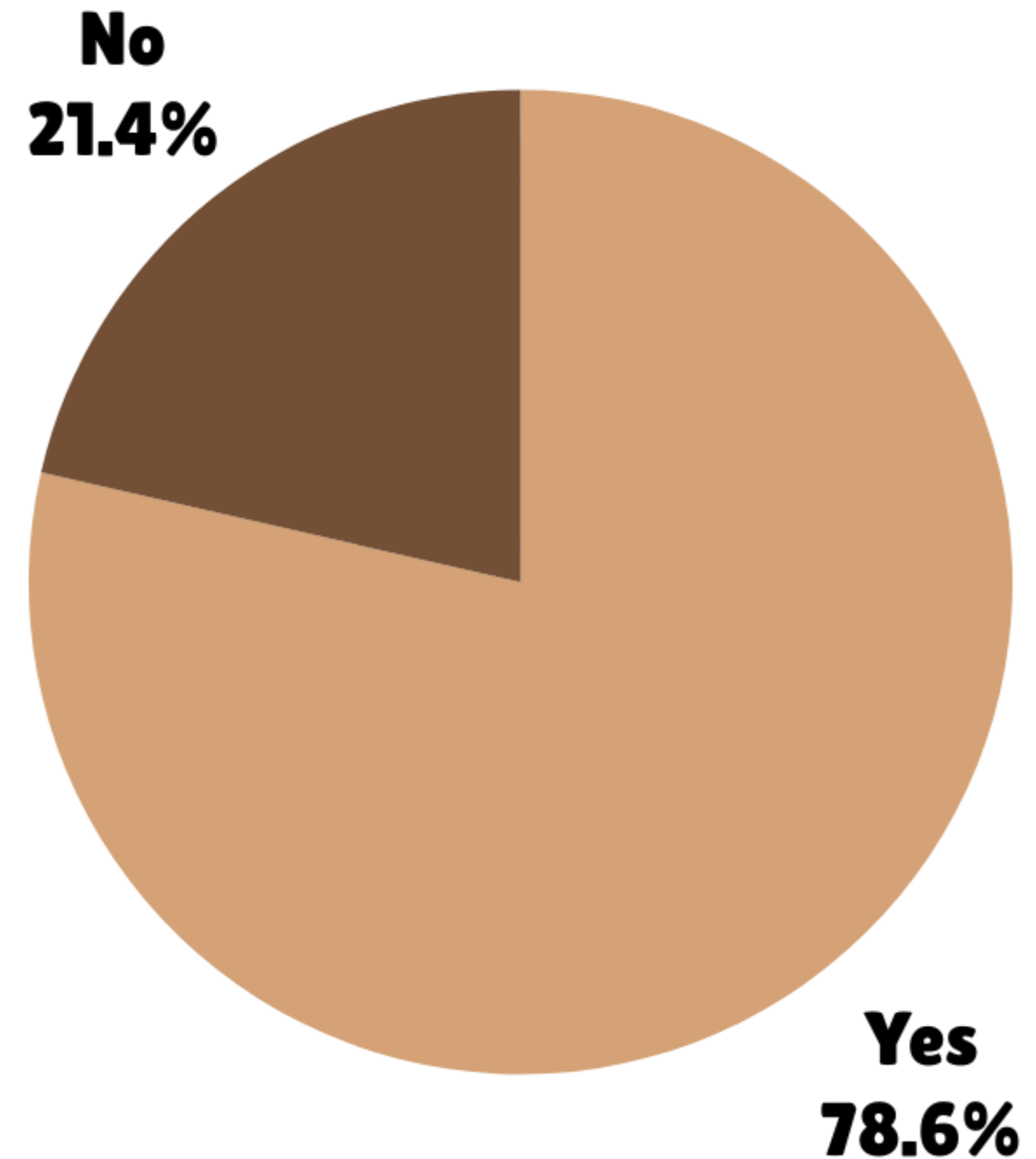
- 35% do not receive a W2
- 27% receive a 1099 which means these caregivers are misclassified

Injury and Illness

Do you feel there are enough caregivers to perform the work safely?



Have you experienced back pain from heavy lifting/carrying patients?

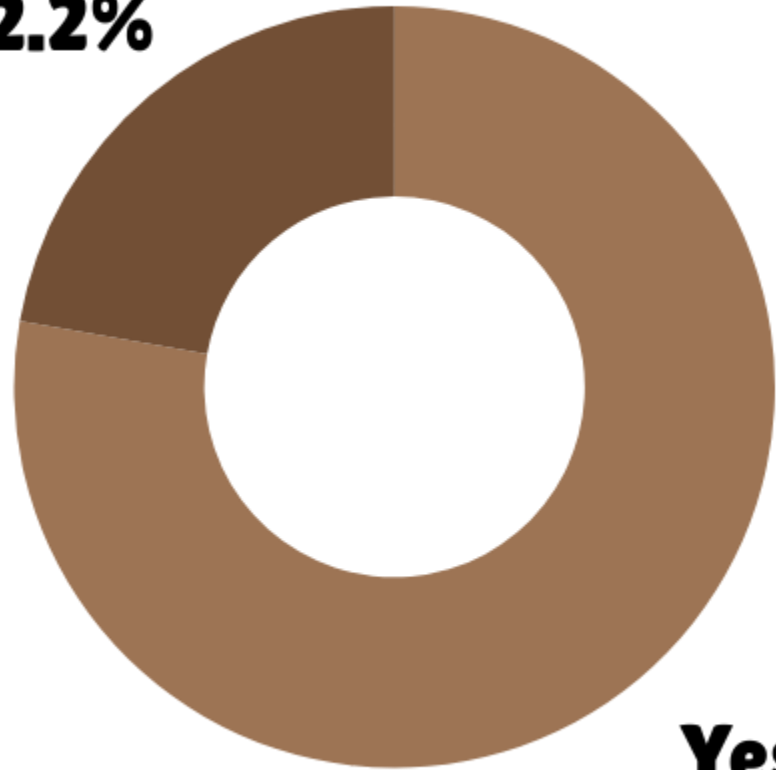


- 65% experience injury/illness in the care home

Mental Health

Do you often feel stressed, overwhelmed, or burdened at work/after work?

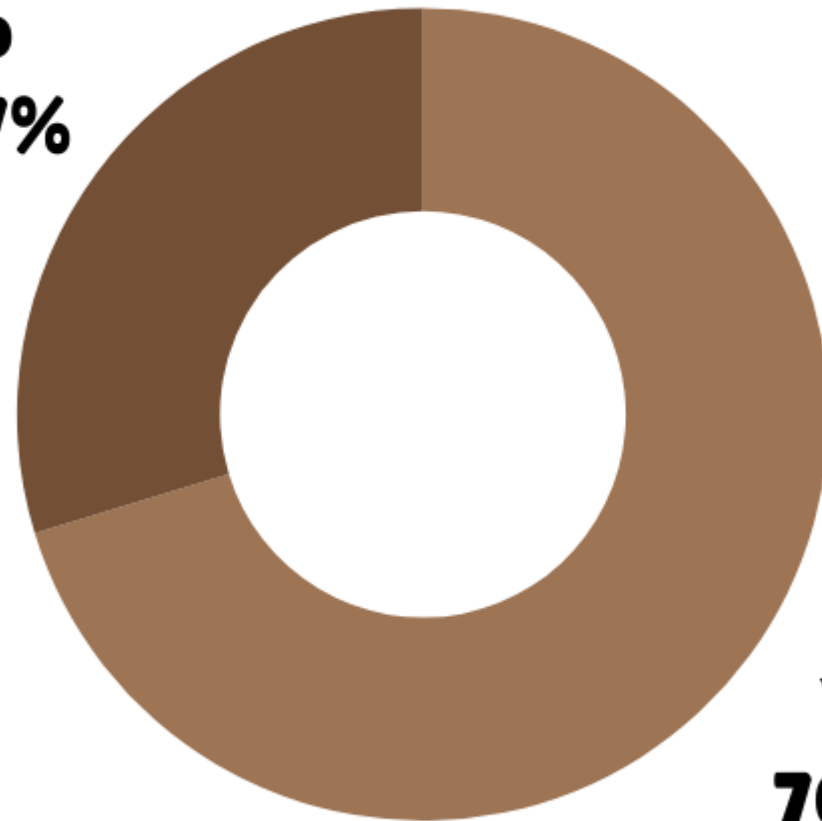
No
22.2%



Yes
77.8%

Do you often feel lonely or isolated?

No
29.7%



Yes
70.3%



PHOTO BY JENNIFER GOLAN IN REVEAL, "CAREGIVERS & TAKERS"

Cultural Reasons for Tolerating Abusive Conditions

- Feudal Mindset
- *Utang na Loob* (Moral debt)



Survey Consent Form

The reason for this survey is that the state of California wants to learn about care home workers.

This survey is completely voluntary. We will not be using your name or the name of the care homes. None of the information shared in the survey will be disclosed to the employers of the participants.

Results from this survey will not be disclosed to anyone except for the internal use of PAWIS (Pilipino Association of Workers and Immigrants), OHIP (Occupational Health Internship Program), and LOHP (Labor Occupational Health Program). This survey does not offer monetary compensation. Participants will be taking this survey outside of their workplace(s).

Ang layunin ng survey na ito ay para malaman ng estado ng California ang tungkol sa kalagayan ng mga care home worker.

Ang survey na ito ay boluntaryo. Hindi gagamitin ang iyong pangalan o ang pangalan ng care home. Hindi namin sasabihin sa iyong employer ang anumang mga impormasyon na makukuha namin sa survey na ito.

Ang mga resulta mula sa survey na ito ay gagamitin lamang ng PAWIS (Pilipino Association of Workers and Immigrants), OHIP (Occupational Health Internship Program), at LOHP (Labor Occupational Health Program). Ang survey na ito ay hindi nag-aalok ng kabayaran. Ang mga lalahok ay kukuha ng survey sa labas ng lugar ng trabaho.

CHALLENGES

- Language adaptability
- Caregivers fear retaliation

PERSONAL REFLECTIONS

- Appreciating our Filipino roots
- Connecting with our culture
- Connecting caregivers' struggles to systemic issues
- Having a common struggle as immigrants in the United States



ACKNOWLEDGEMENT

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**THANK
YOU!**