

Expanding Worker Voice among Nonstandard Workers in CA

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National Academy of Social Insurance
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SILICON VALLEY RISING

WORKING PARTNERSHIPS USA

Silicon Valley

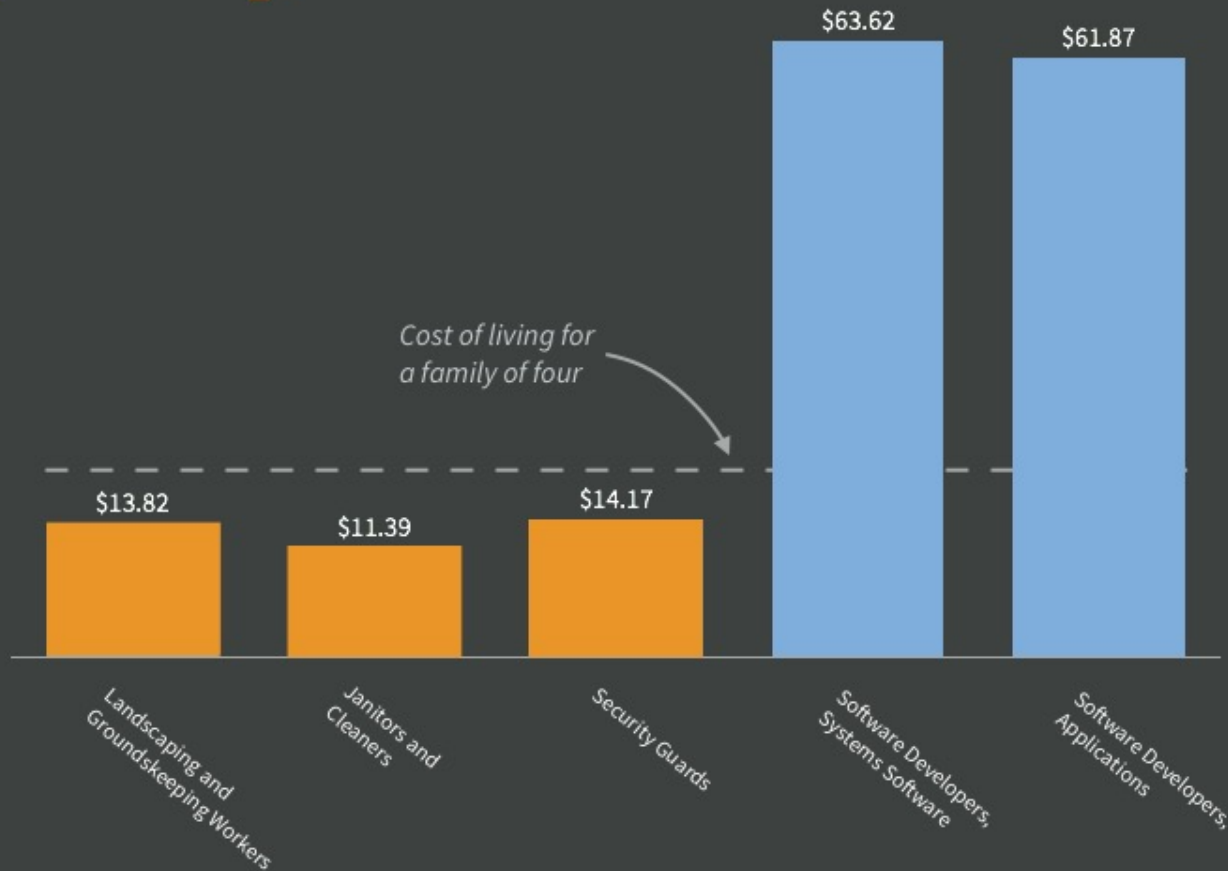
Leading edge of the global economy



Epicenter of inequality

Median Hourly Wages in Santa Clara County, 2014

Source: California Employment Development Department



theguardian

More than one-third of schoolchildren are homeless in shadow of Silicon Valley



PBS NEWSHOUR

High rents force some in Silicon Valley to live in vehicles

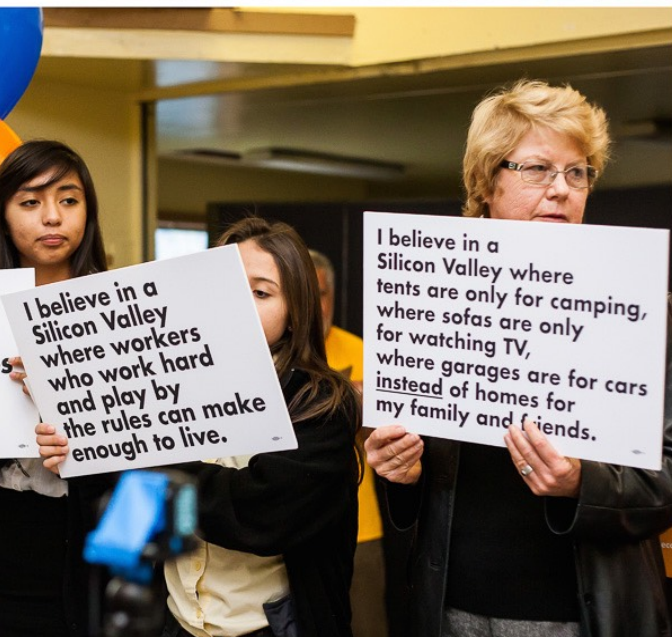
NBC
BAY AREA

'Traffic is Only Going to Get Worse': Silicon Valley Megacommute Averages 90 Minutes, Worse Than LA

Silicon Valley

RISING

**Inspiring the tech industry to
build an inclusive middle class**





facebook



Engaging tech in our region's most pressing challenges

Protecting our
immigrant communities

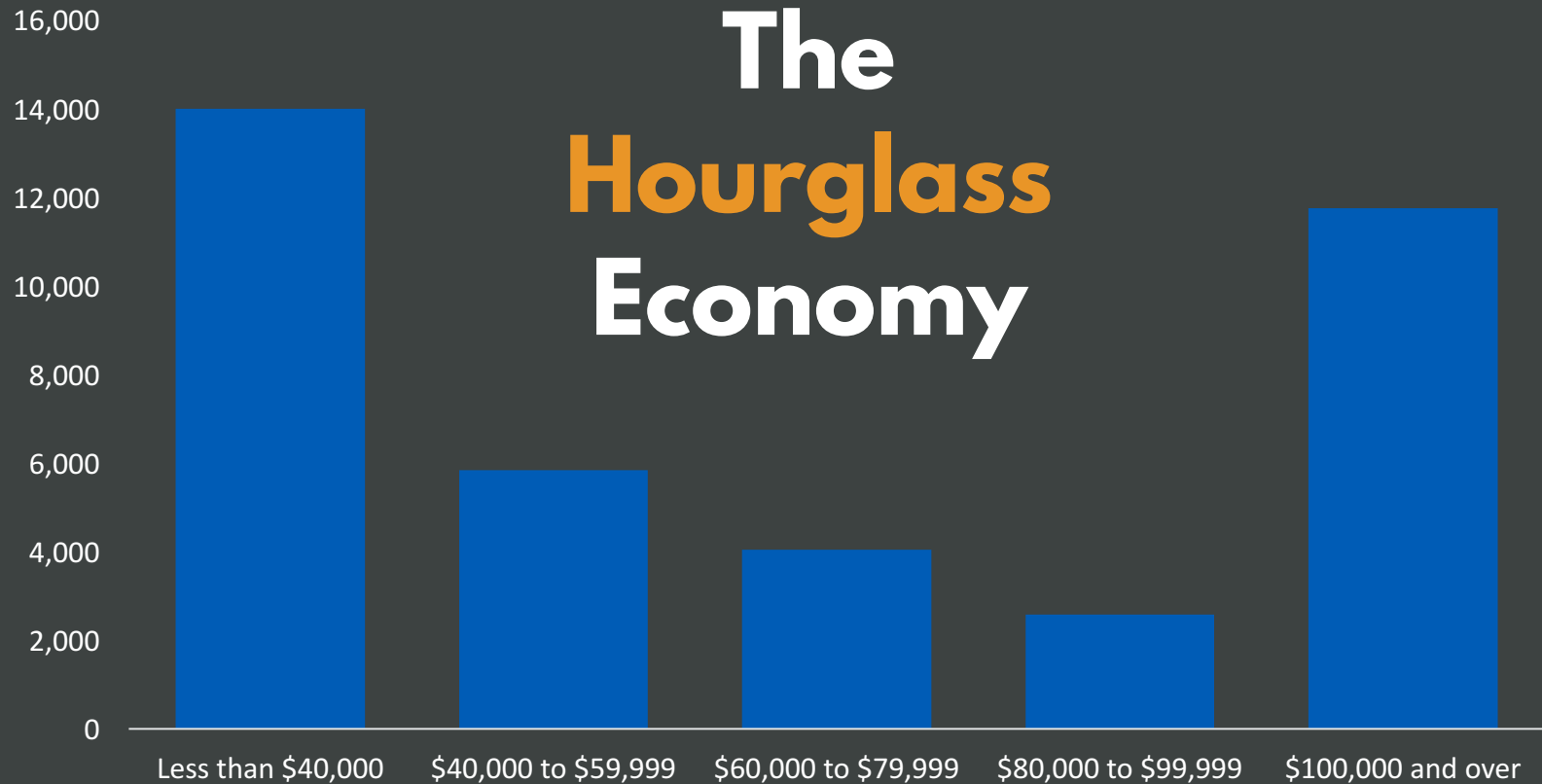
Ensuring access to
quality healthcare

Responsible contracting &
supply chains to tackle
poverty wages

Solutions to our region's
displacement and
affordable housing crises

Strategies to create
middle-wage, family-
supporting jobs

Projected Job Openings by Earnings in Santa Clara County, 2014-2024



Source: California Employment Development Dept., Occupational Employment Projections

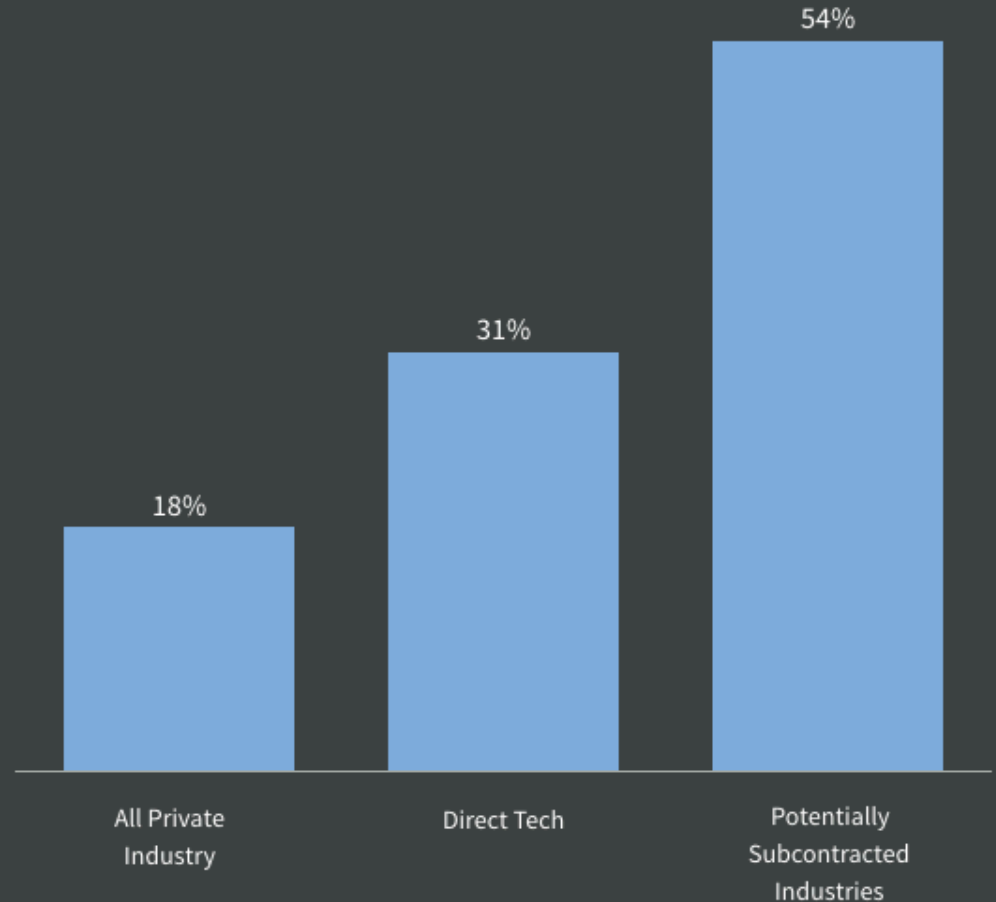
Employment growth by industry over the last 24 years

Source: Tech's Invisible Workforce

Contract industries
have grown

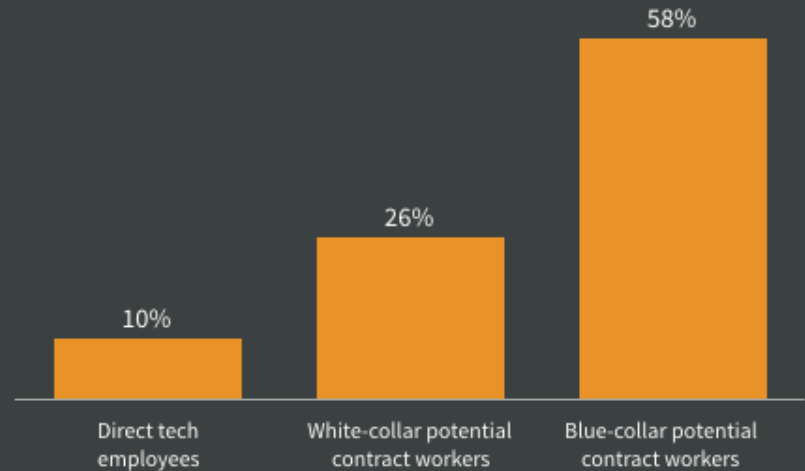
3x

faster than overall
employment

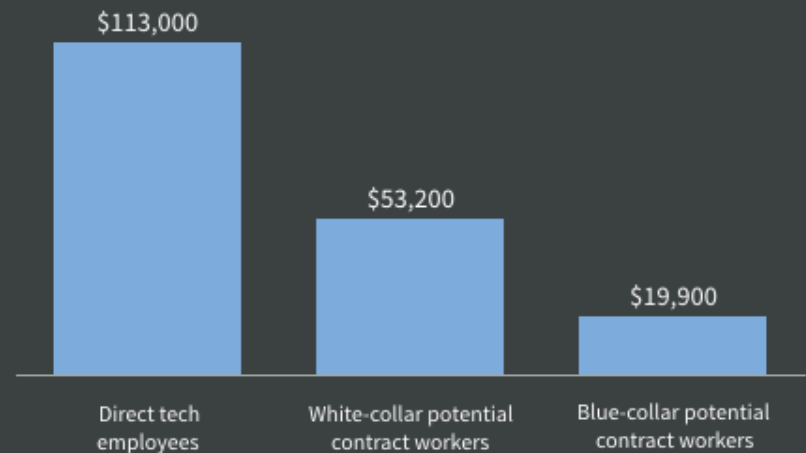


Occupational Segregation in Tech

% of employees who are Black/Hispanic



Average annual earnings



Rampant Wage Theft & Lack of Enforcement

Each week, wage violations occur in 11-12% of all low-wage jobs in CA (UC Berkeley, Oct. 2015)

Wage & hour violations cost low-wage workers an est. \$2,070 per year - 12.5% of earnings.

(UC Berkeley, Oct. 2015)

Less than 20% of penalties awarded for labor violations in CA are actually collected

(Labor Commission, 2012-13)



Rise of the Platform Economy....



SILICON VALLEY RISING

Message On Demand
WORKING PARTNERSHIPS USA

Stories of Nonstandard Workers

- Misclassification
- Wage theft
- Job insecurity
- Lack of employer-sponsored health insurance
- Health and safety hazards
- No workers' comp

*...NO right to collective bargaining
→ for all off the above*



Source: Brian Anselm, New York Times



Source: David Paul Morris, Bloomberg / Getty Images

Worker Voice as Critical Path to Social Insurance for Nonstandard Workers



Source: Ashley Huie, *The New Social Worker*



What's Next?

- ✓ Survey 1099 and platform workers across CA: What do workers want and need?
- ✓ Research potential policy solutions & organizing models
- ✓ Pilot worker organizing experiments
- ✓ Develop and advance a worker-driven policy platform
- ✓ Share lessons with partners around the state and country

Contact

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