

# RFA Workforce & Good Jobs and Equity Fellows

**The Education and Enforcement Lever:  
Ensuring Existing Workplace Protections are Understood and Followed**

September 6, 2023

## Let's warm up that chat box...

....What is one win you've had in the last month you'd like to share?

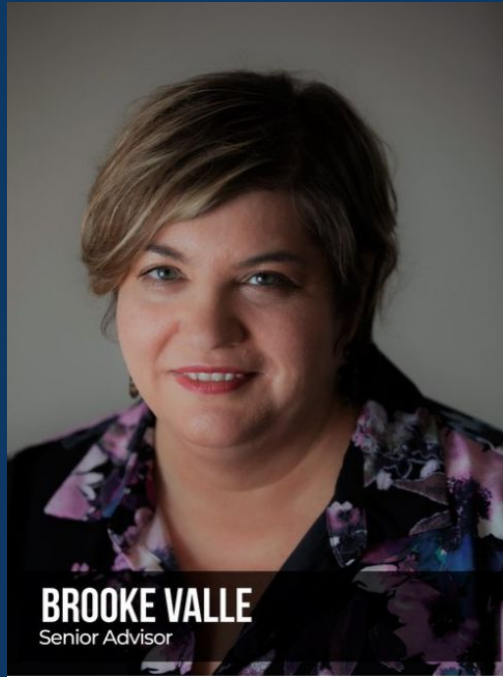
- The program will begin shortly
- Please turn on your video
- Please mute your microphone
- You are welcome to use the chat box for discussions or questions throughout the session!
- Please rename your screen to
  - “Name, Preferred Pronouns, State, City/County”
  - *Example: **Brooke Valle, She/Her, Avon Lake, OH***



# Welcome and Introductions

3

# Today's Facilitator



TRAILHEAD  
STRATEGIES

# By the end of this session we will...

- ✓ **Hear from Philadelphia and Seattle on how their jurisdictions have implemented education and enforcement efforts**
- ✓ **Learn about other trends in worker protection happening across the US from the State and Local Enforcement Project at Harvard's Center for Labor and a Just Economy**
- ✓ **Discuss how workforce and economic development agencies can support these efforts**
- ✓ **Reflect on how you might incorporate an awareness and/or enforcement component in your job quality project or initiative**

# Job Quality Levers

Procurement



Empowerment



Policy



HR Practices



Education & Enforcement



# Today's Lever - Education and Enforcement Practices



## Education and Enforcement

Education and enforcement ensures that workers are protected through existing laws, employers are educated and empowered to address ongoing changes and accountability for legal protections. This includes equipping employers as well as monitoring job quality protections and contract requirements related to procurement policies, incentive programs, wage subsidy programs and other policies that go beyond federal, state and local labor law.

# Implementing Job Quality Through Education & Enforcement







# Learning from the Field:

A Dialogue with Seattle, Philadelphia and  
Harvard

# Today's Panelists



**Candace Chewing**  
Director, Office of Worker  
Protections  
City of Philadelphia  
[candace.chewing@phila.gov](mailto:candace.chewing@phila.gov)



**Diana Salazar**  
Policy Analyst  
Office of Labor Standards  
Prior Member of Domestic  
Worker Standards Board  
City of Seattle  
[Diana.Salazar@seattle.gov](mailto:Diana.Salazar@seattle.gov)



**Terri Gerstein**  
Director, State and Local  
Enforcement Project  
Harvard Center for Labor and  
a Just Economy  
Senior Fellow, Economic  
Policy Institute  
[tgerstein@law.harvard.edu](mailto:tgerstein@law.harvard.edu)



**Tina Sigurdson**  
Policy Analyst  
Office of Labor Standards  
City of Seattle  
[tina.sigurdson@seattle.gov](mailto:tina.sigurdson@seattle.gov)



# Live Q+A

11



# Plenary Discussion

12

# Breakout Discussion Questions

- **What aspects of the examples you heard resonated with you?**
- **Based on what is within your control, what is one step you can take to implement this in your community?**



# Wrap Up & Next Steps

14

# Next Step Commitments

**In the chat please write:**

- The action you are committing to complete between now and your next meeting with RFA
- What you need from RFA to be successful

# Upcoming Sessions

- ✓ **September 20th, 4:00pm EST - RFA State and Local Workforce Fellowship Cohort Close-Out Celebration**

[Register here](#)

- ✓ **September 1st - October Convening Registration Deadline**

**For those re-joining the RFA State and Local Workforce Fellowship Alumni Cohort, please don't forget to complete travel, hotel, and event registration for the October Convening!**



# Resources

- ✔ [Case studies](#) from all 5 levers are now available. Make sure to check them out!
- ✔ [The role of local government in protecting workers' rights](#), Report by Terri Gerstein and LiJia Gong, Economic Policy Institute, Harvard Labor and Worklife Program, Local Progress, June 13, 2022. Related: [One page checklist on how local government can advance workers' rights](#).
- ✔ [Laboratories of Experimentation: Local Governments at the Forefront of Advancing Workers' Rights](#) October 12, 2022, Webinar featuring Boston Mayor Michelle Wu; New York City Comptroller Brad Lander; Durham City Council Member Jillian Johnson; Seattle City Council Member Teresa Mosqueda; SEIU 32BJ General Counsel Katchen Locke; Local Progress Policy Director LiJia Gong; and Director of State and Local Enforcement Project (Harvard Labor and Worklife Program) Terri Gerstein. Hosted by Harvard Labor and Worklife Program and Local Progress.
- ✔ [In the Face of Federal Inaction, Local Governments Tackle Labor Issues](#), Mark Kreidler, The American Prospect, July 19, 2022.
- ✔ [Local Governments Mobilize to Support Working Citizens](#), Carl Smith, Governing Magazine, July 14, 2022.
- ✔ [Local Policies Fill the Gaps in Workplace Protections Where State, Fed Laws Fail](#), Fisayo Okare, Documented, June 16, 2022.
- ✔ [Localities Take Actions to Protect Workers](#), Report by Terri Gerstein and Vishal Reddy, Economic Policy, Institute, HarvardCLJE and Local Progress Impact Lab, September 2023

**WE WANT TO SUPPORT YOU!**

**PLEASE COMPLETE THE QUICK POLL ON THE  
SCREEN**



**THANK YOU!**

**Please send any follow-up questions to:**

- **[morgan@results4america.org](mailto:morgan@results4america.org)**
- **[kelsey@results4america.org](mailto:kelsey@results4america.org)**

**Need additional support with your projects?  
Reach out to schedule office hours.**