

## **DAY WORKER PAY SCALE**

The Day Worker Center encourages employers to pay fair and dignified wages to the workers. Please note that Day Worker Center of Santa Cruz is a worker-led center, job matching wages have been developed by the general assembly and the day worker committee, both leadership groups are composed of registered day workers. **\*The Day Worker Center is NOT the employer nor liable for any injuries nor damages incurred in the worksite.**



The mission of the Day Worker Center in Santa Cruz County is to facilitate the safe and dignified hiring of day workers, by providing a physical space where workers can seek job opportunities and employers can hire workers. Additionally, the Center offers a variety of supportive services and training opportunities to its members to enrich their skill sets with the goal of providing quality services to the community.

**Day Workers have discretion to accept any employment offers.** Higher wages may be negotiated depending on the specifics of the job once the day worker arrives to the worksite. Wage table is recommended by General Assembly composed by day laborer membership, by majority of votes.

**Minimum Wage:** Day Workers have collectively developed a recommended minimum wage that starts at \$20 per hour, and may be higher, depending on the difficulty and skill level required for the job. Usual practice is to be paid by the hour. Wages are discussed prior to dispatching a day worker to the worksite. However, workers reserve the right to negotiate their payment based on the job and the skills necessary to complete the job.

**THE DAY WORKER CENTER IS NOT LIABLE FOR ANY INJURIES AND/OR DAMAGES CAUSED TO YOURSELF, OTHERS, AND/OR THE WORKSITE'S PROPERTY. HOWEVER, AS A COURTESY WE REQUEST THAT YOU PLEASE INFORM THE DAY WORKER CENTER IF ANY INJURIES OCCUR AS SOON AS POSSIBLE (831) 475-9675.**

## DAY WORKER REGULATIONS & GUIDELINES

It is our commitment to our employers and our day worker community to facilitate an easy and dignified hiring process. Employers and Day Workers must sign and submit the Day Worker/Employer Regulations and Guidelines Form in order facilitate job matches with an employer and day worker.

**Day Workers keep 100% of their pay.** The Day Worker Center does not take a commission from day workers nor receive any payment from employers. Employers must pay workers directly.

**Rest Periods:** Employers must provide a 10-minute paid rest break for every four-hour period worked.

**Meal Periods:** Employers must provide a 30-minute meal period to employees for every 5 hours worked per day.

**Overtime:** Employers must pay time and a half (1.5 x hourly wage) for any work done beyond 8 hours per day. Employers must also pay time and a half for any work done beyond 40 hours per week.

**Drinking water and bathrooms must be** available for workers.

### Taxes:

- **FEDERAL Taxes:** Employers are not required to report or withhold federal taxes for their employees unless they pay any employee wages of \$1,400.00 or more per year, or \$1,000 or more in any three-month period.
- **State Taxes (CA).** Employers are not required to report wages to the State of California unless you pay more than \$750 to an employee in any three-month period.

**Safety:** Employers must provide a safe workplace, free from serious recognized hazards, and comply with standards, rules and regulations issued under the OSH Act. Employers must provide adequate Personal Protective Equipment to the workers. Additionally, if the employer requires the use of their own tools, the employer must provide equipment and tools that are properly maintained and demonstrate the use of the tools to ensure safety in the workplace. Before starting your job make certain that the environment is safe, and you are not consciously putting yourself or someone else into a dangerous position. Please know that the Day Worker Center is not liable for any injuries and/or damages caused to yourself, others, and/or the worksite's property. **If the job is out of your skill level, it is your responsibility to inform the employer and the Day Worker Center. It is your right to decline the job; your health and safety is top priority.**

**Day Worker Injuries:** The employer is solely responsible for any injuries in the workplace. Generally, employers in California are required to provide workers comp coverage for any employee:

**Homeowners or occupants who** employ a day worker at their residence are required to maintain workers compensation insurance if they employ a worker for either more than 52 hours in a 90-day-period OR pay more than \$100 to the employee in that period. Homeowners can usually add a worker's comp rider to their homeowner's policy.

- For employment periods or wages less than the amounts noted above, most homeowner's policies include liability coverage which would cover workers hired for short periods of time. The employer is responsible to know the coverage provided by Homeowners Insurance.

The **Day Worker Center is not liable for any injuries and/or damages caused to yourself, others, and/or the worksite's property.** However, as a courtesy we request that you please inform the Day Worker Center if any injuries occur as soon as possible at our office number: (831) 475.9675.

### WAGE TABLE CREATED BY DAY WORKERS

		<u>WAGE</u> <u>/HOUR</u>	<u>TYPE OF JOB</u>	<u>DESCRIPTION</u>
General Labor	1	\$20	Yardwork	<b>Hand weeding;</b> Yard cleaning, mowing, and hedging; garden maintenance and planting.
Skilled Labor with tools and skill	2	\$25	Exterior Home & Site Maintenance	i.e. Power washing, garage clean up (moving items up to 50 lbs.), other general assistance
	3	\$25 \$30	Use of Power tools	<b>-\$25/hr. Using an employer's tools:</b>  <b>-\$30/hr. if the worker uses their own tools:</b> Weed-Whacking, High Weed Mowing, Trimming, Chainsaw, etc.
	4	\$25 \$30 \$35	Painting Assistance	Brush and roller (preparation, cutting, taping, and cleanup). <b>\$25 labor only.</b> <b>\$30 interior paint with tools and skills</b> <b>\$35 exterior paint with tools and skills</b>
	5	\$30	Pruning	Fruit trees, roses, grapes & other skilled pruning <b>*with use of chemicals and ladders.</b>
	6	\$25	Landscaping Assistance	Irrigation maintenance; Landscape installation; Materials application (moving gravel, etc.).
	7	\$25	House Cleaning	General housecleaning (sweeping, mopping, bathrooms, kitchens etc.). <b>*Extra \$50 fee to bring cleaning supplies.</b>
	8	\$30	Deep Cleaning	House/apartment deep Cleaning, moving out or moving in. <b>Extra \$50 fee to bring cleaning supplies.</b>
	9	\$25	Drywall Assistance	Installation; Mudding & Taping; Moving & removing
	10	\$30	Carpentry Assistance	Handyman work; Framing; Siding; Cabinetry; Retaining Walls & Fences
	11	\$25	Masonry Assistance	Installing patio pavers, retaining walls, cement walkways, brick, stone and tile, stone walls / fences
	12	\$30	Roofing Assistance	Installation and removal of shingles and other materials
Heavy Labor	13	\$25	Heavy Yard & Site Maintenance	Blackberry & large shrub removal; wood splitting & chipping; moving tree debris; loading trucks for dump runs
	14	\$25	Digging	Excavation, ditch-digging, holes, and drains

	15	\$25	Pre-Moving	Moving boxes and other items Furniture, appliances, and other heavy items under 49Lb (packing, unpacking, within the same site.
	16	\$30	Heavy Moving	Moving boxes and other items Furniture, appliances, and other heavy items such as beds, mattresses, dresser, fences, etc. 50LB+, as well as jobs involving stair sets and inclines,
	17	\$25	Demolition	Demolition or deconstruction of structures— requires hard hats
	18	\$35	Poison Oak	Removal of poison oak
	19	\$25	Construction Site Clean Up	Cleaning debris and materials before, during, and after a construction project etc. (50 lbs.+ at \$20/hr. minimum)
Use of Own Equipment	20	\$25	Plus, Use of Truck per trip \$80-\$100 and Dump Fee: Employer responsibility	Removal of debris & yard waste, including moving (per trip + \$25 hourly wage). Employer pays dump fees.

*\*The Day Worker Center of Santa Cruz County is not a licensed contractor*