



華人進步會：您的權利不容忽視！

Know Your Workers Rights! From CPA

華人
進步會
CHINESE
PROGRESSIVE
ASSOCIATION

祝你和你所愛的人新春快樂。隨著CPA與我們的社區共同慶祝“水”兔年所具有的適應性，以及持續增長的周邊聯繫和兼容性，我們也同時回應近期在半月灣、蒙特利公園等地發生的大規模槍擊事件。我們所有人都應該享有一個不必提心吊膽的生活環境、可以安心慶祝和工作的環境。

上個月，CPA的成員在會員會議上聚集起來，討論社區安全，並接受了一次有關COVID相關工人權利的短暫培訓。社區安全不僅涉及免受肢體暴力的保護，還包括工人能擁有一個沒有報復和傷害性的安全工作環境，以及居民擁有一個不被騷擾和逼遷的居住環境。

讓我們相互討論工人權利問題，並互相支持，共同打造一個工人、租戶、我們的家庭、年輕人和社區所有成員都能蓬勃發展的未來。

2022 COVID-19 工人外展項目 (CWOP) 亮點

在2022年的兩個CWOP計劃中，我們通過電話訪問、敲門、街頭拉票和家訪等方式，與工人進行了超過4,000次的交流。

外展員Yoyo的反思

「我們外展員與職員兩人一組展開了數以十計的家訪。有些人認為我們只關注SRO的工作，所以通過交流我們向更多人介紹華人進步會也為工人爭取權益，我們解釋了CPA也像我們在Yank Sing和Kome的案件中所做的那樣為工人權利而戰。更有意義的是我們可以彼此了解更多，更深入探討對方的故事。」

Happy Lunar New Year to you and your loved ones. As CPA welcomes the adaptability, growing connections, and spaciousness of the Year of the Water Rabbit with our community – we have also been responding to the recent mass shootings in Half Moon Bay, Monterey Park, and more. We all deserve to live, celebrate, and go to work without fear.

CPA members gathered last month, at a member meeting to talk about community safety and receive a short training on COVID-related workers rights. Community safety is about protection from physical violence – but it is also about safe working environments free of retaliation and injury, and residents living in homes free from harassment and eviction.

Let's talk about workers rights issues – and support each other in forging a future where workers, tenants, youth and all members of the community can thrive.

2022 COVID-19 Workers Outreach Program (CWOP)

Highlights During two CWOP programs in 2022, we completed over 4,000 conversations with workers through phone banking, door knocking, street canvassing and house visits.

Reflection from Outreach Yoyo

“We outreach organizers paired up with staff to conduct dozens of house visits. Some people think that we only focus on SRO's work, and we explained that CPA also fights for workers' rights like what we did in Yank Sing, Kome's cases. More importantly, we got to have deep conversations about their life stories.”



若希望支持半月灣受害人，可以掃描二維碼作出捐款。

To support the Half Moon Bay Victims, scan the QR Code to donate.



啊英的故事 Ah Ying's Story

與我們一起祝賀啊英，她是一位最近通過維權追回其欠薪的家政工人

「我是個家政工人，在這裡想分享下追回雇主欠下的工資的經歷。2021年我從網上看到這個雇主的招工信息，我主動和雇主聯繫上，了解和確認工資多少和工作的內容後，我開始去她家工作，但誰知到結算工錢時雇主無故扣壓我的工錢。...

進步會職員詳細了解我的情況後，鼓勵我先和雇主交談、希望能讓她直接返還我的薪水，但雇主拒絕對話。然後我把整理出來的訴求提交到勞工部立案進行申訴，在勞工部開始審理案件後我們一起商量勞工部的要求，就這樣我堅持了下來，並且通過參與勞工部的調解會議和雇主的律師進行談判、最終如願以償追討欠薪以及相應的賠償。

作為家政工人我們出來工作是希望生活過得好些，工資是最基本的保證，這是我們應得的。... 當我們認為我們應得作為打工仔的權利和尊重時，雇主才會更有可能尊重我們。」

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*進步戶溫馨提示：自欠薪之日起工人可以在三年內向勞工部提出申訴追討欠薪。

Join us in celebrating Ah Ying, a domestic worker who recently claimed back wages that she was owed!

"I am a domestic worker and I would like to share my experience of fighting for my back wages. In 2021, I saw an online job posting, and I contacted the employer. After we discussed and confirmed wages and duties, I started working at her house. Unfortunately, on my first pay day, the employer held my salary without any excuses.

“ When we, as workers, respect ourselves and believe in our own rights, employers will then start respecting us. ”

After CPA staff understood my situation, they encouraged me to try negotiating with my employer to pay the wages owed to me, but my employer refused to even engage in a conversation. I then submitted my report to the Department of Labor Standards Enforcement to open a claim. It was a difficult process. When the Labor Department began processing my case, CPA worked with me to prepare all the required documentation. With my persistence, and through mediation between the DLSE and my employer's lawyer, I finally received my back wages and relevant compensation.

As a domestic worker, we hope to have a better life through hard work and proper wages. This is our basic protection and our right. ... When we, as workers, respect ourselves and believe in our own rights, employers will then start respecting us."

*CPA's note: workers could file wage claims to LCO within three years as of the date they were owed wage by the employer.



社區安全與正義聯盟

The Coalition for Community Safety and Justice (CCSJ)



CCSJ 社區安全及正義聯盟在2019年由華人進步會、華人權益促進會、社區青年中心、華協中心4個機構共同組成

CCSJ目標：建立一個符合文化背景和語言需求的安全網絡，優先考慮暴力預防和干預計劃。

主要項目

- 1 為受害者提供配套服務：**
案件轉介，報告制度，幫助受害者獲得全面的支持服務及財務援助。
- 2 加強共同安全系統：**
與城市其他機構和社區組織合作，和提倡更完善的應急和支持系統。
- 3 團結跨族裔社區及支持社區互相的療愈：**
通過促進合作和公平獲取資源，讓各個社區都可以衝破種族與區域的鴻溝，齊齊繁榮發展。

The Coalition for Community Safety and Justice (CCSJ) was founded in 2019 by four organizations: Chinese for Affirmative Action, Chinatown Community Development Center, Chinese Progressive Association, and Community Youth Center.

The goal of CCSJ is to create a competent culture- and language-relevant network and to prioritize violence prevention and intervention.

Main Program:

- 1 Support victim wrap-around services:**
case referrals, reporting system, assist victims to receive services & financial assistance.
- 2 Strengthen public safety system:**
partner with key city agencies and community-based organizations, and advocate for better response and support systems when violence happens.
- 3 Build Cross-Racial Healing and Solidarity:**
through collaboration and fair access to resources, bring together communities to break through racial and regional divisions and thrive together.

未來有3個工作坊讓你可以學習我們如何可以治癒社區和共同創造更安全繁榮的社區：

4月30日、5月13日、6月4日 早上9:30-12點
致電報名：職員KC 510-764-3510

Sign up for an upcoming seminar to learn about how we can heal and create safer communities:

4/30, 5/13, 6/4, at 9:30AM-12pm
Call KC at 510-764-3510 to RSVP

成為一名會員 *Become a Member*



誠邀你與我們出席我們3月23日，在華人進步會辦公室舉辦的會員會面，屆時我們將一起慶祝國際婦女節。請致電我們辦公室登記報名: 415-391-6986

Celebrate International Working Women's Day at our March member meeting on March 23, 5:30pm at the CPA Office. Please call our office to RSVP: 415-391-6986

華人進步會農曆新年晚宴和2月份會員會面相關的照片

Photos from our CPA Lunar New Year Banquet and our February Member Meeting!

