

Improving *the*
Nation's Health

through

Public *and* Private
Partnerships



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UIC Center for Healthy Work

The Healthy Work Collaborative: Addressing Precarious Work Through Social Change

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Learning Objectives

- Describe the Center for Healthy Work at UIC
- Define precarious work and its root causes
- Define PSE approaches and how they address structural change
- Discuss the importance of multi-sectoral work in addressing complex change
- Describe the Boone County Healthy Work Collaborative
- Discuss lessons learned from the process to date

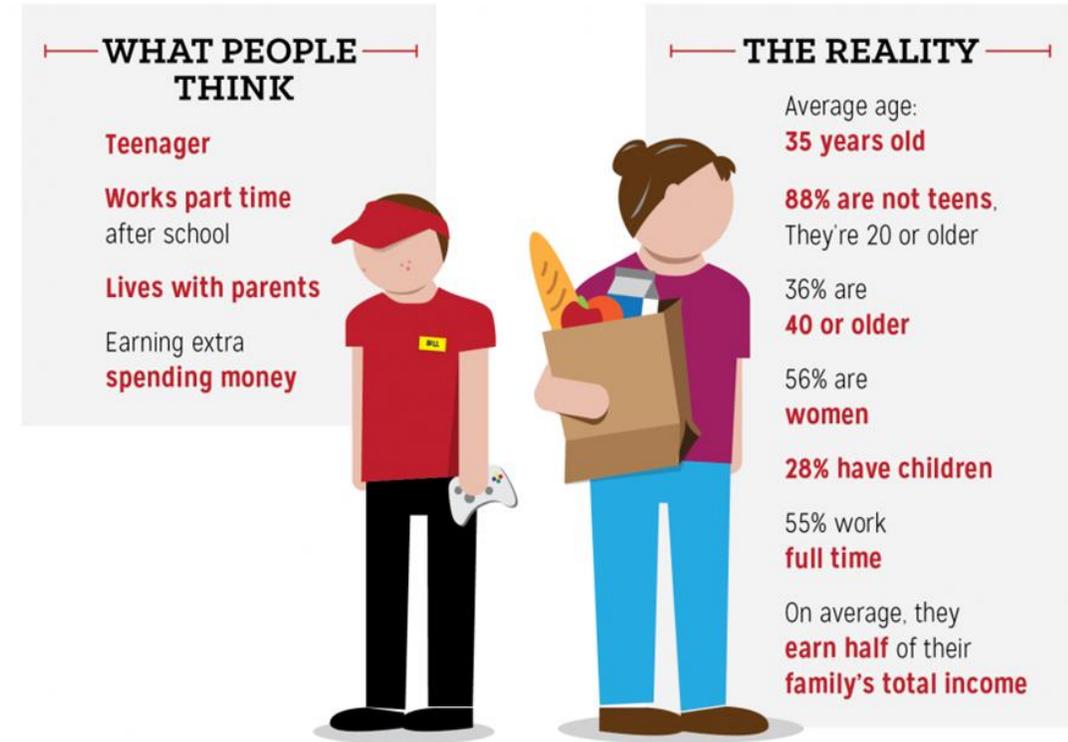
What Does Precarious Work Look Like?

Often characterized as:

- Insecure, unstable, and uncertain
- Lacking flexibility
- No control over hours; schedules
- Limited social benefits (health insurance, retirement benefits)
- Little opportunity for advancement
- Low wages; economic uncertainty
- Exposure to dangerous and hazardous conditions
- Little protection against discrimination and exploitation

What does Precarious Work look like?

- Many workers with precarious jobs can't:
 - Take care of family
 - Pay off debts
 - Pay for education
 - Save for retirement
 - Buy health insurance
 - Pay medical costs
- Workers with precarious jobs are more likely to:
 - Keep working while sick or injured
 - Be injured on the job
- To survive most workers rely on 1 or more social safety net programs



(Economic Policy Institute, 2017)



We contribute to changes in local, state and national programs, policies and laws that promote jobs with healthier working conditions and that provide more people with fair employment and decent work.

Mission:

Turn unhealthy work into healthy work.

Center for Healthy Work Projects

Two related initiatives:

- **Greater Lawndale Healthy Work**

- Explore community-level approaches for improving residents' health at work
- Develop community-based interventions that expand residents' access to healthy jobs

- **Healthy Communities through Healthy Work**

- Build capacity among local organizations, through training and mini-grants, to engage in multi-sector partnerships to address precarious work
- Document and share existing and new strategies for changing unhealthy work to healthy work

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Healthy Work Collaborative, Summer 2018



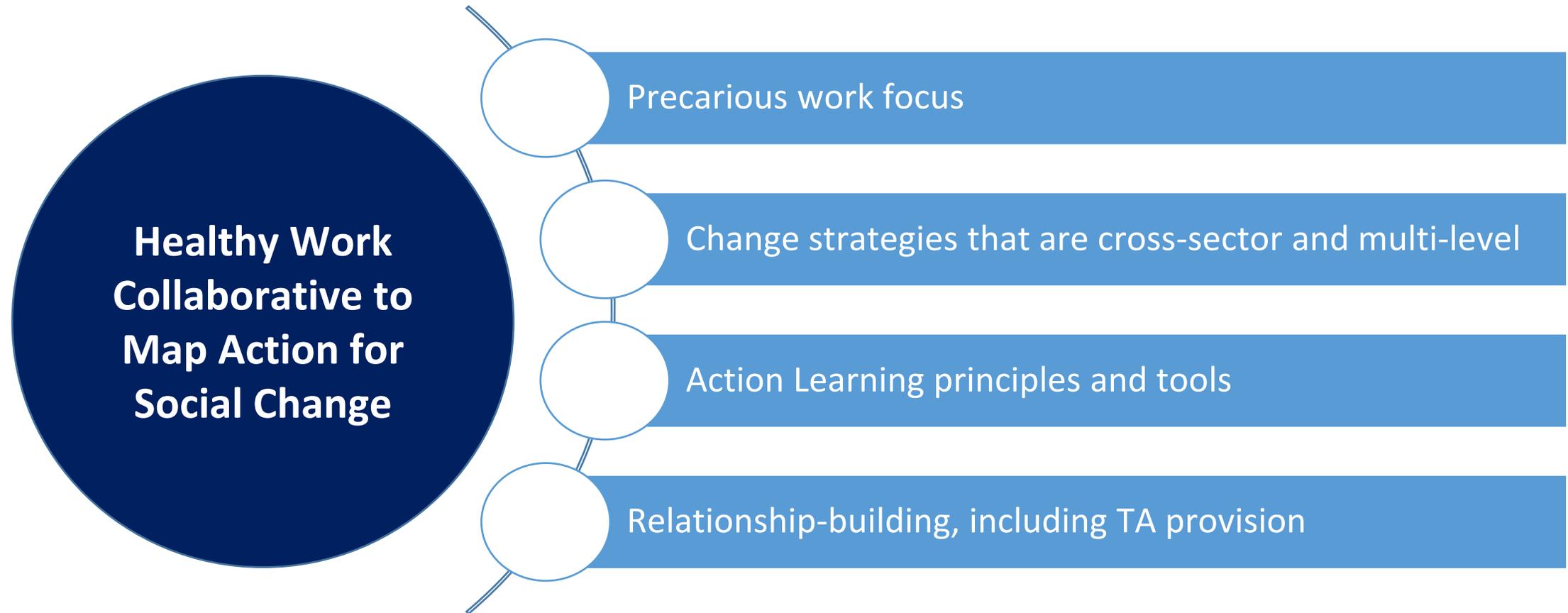
Overall Goal:

- Our goal was to build the capacity of the health sector to use policy, systems, and environmental change strategies and partner with other sectors to address precarious work.

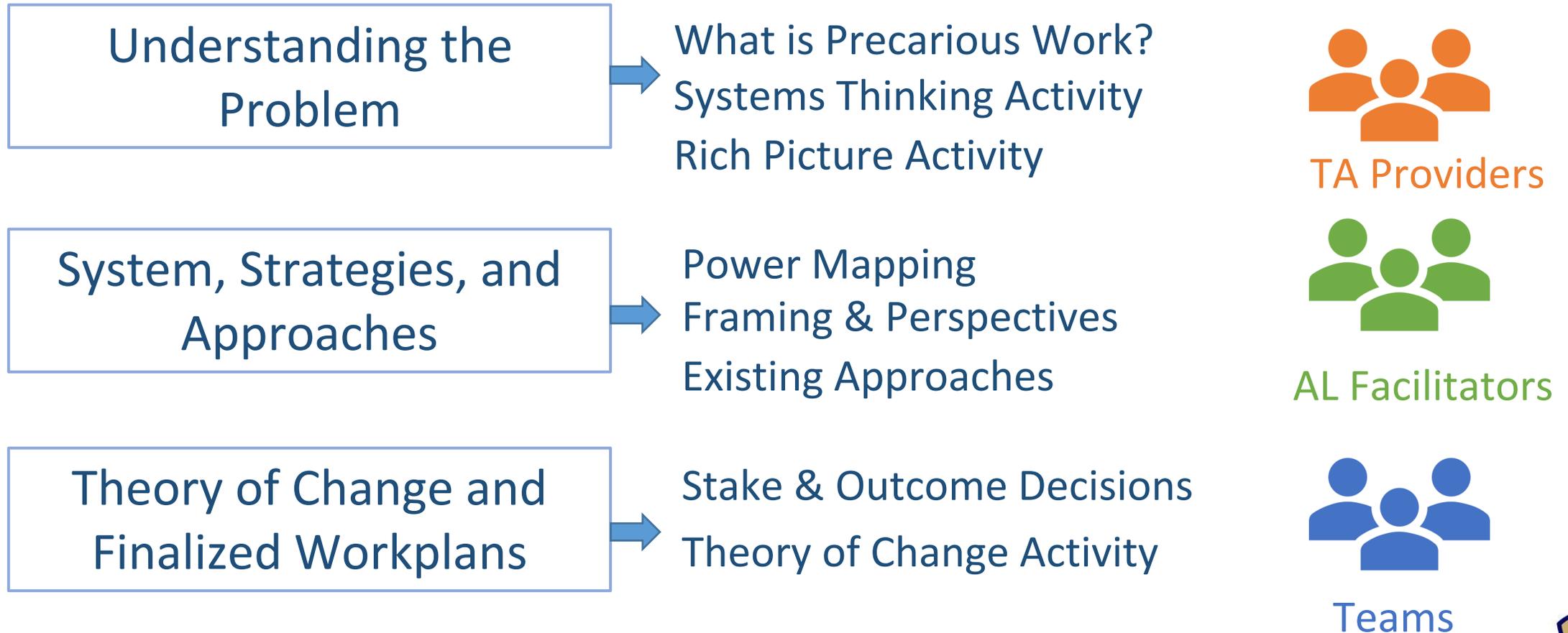
Participant Outcomes:

- Connect with new partners to explore opportunities for collaboration and action to address precarious work across sectors.
- Access additional tools, strategies, and approaches to improve work experiences and health of workers in precarious employment
- Create a work plan to address precarious work.

Key Components of the Collaborative



Healthy Work Collaborative: Activities & Expertise



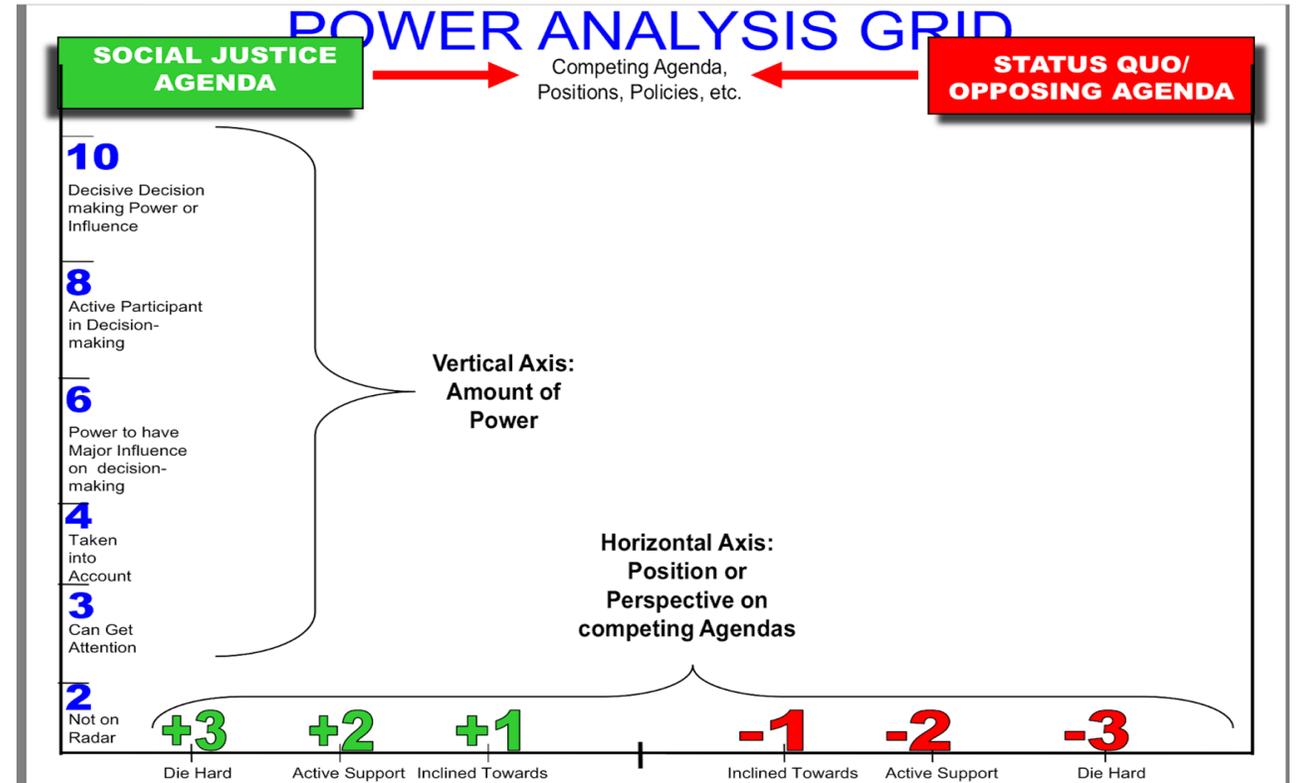
What is Power and Who Has It?

“Power is the ability to control circumstances or to make things happen”

— Assata’s Daughters

“Power is the manifestation of our collective visions into coordinated action. Power is what happens when we build together”

—HIV Racial Justice Now



How do we understand and organize against power structures? What is our Theory of Change?



Team	Projects
AHA	<ul style="list-style-type: none"> Increasing organizational awareness and understanding of precarious work Working on identifying policies that their members can support to address and impact health of precarious workers
Boone County Healthy Work Collaborative	<ul style="list-style-type: none"> Completion of a strategic plan linked to the health department's Illinois Plan for Local Area Needs (IPLAN) and the county comprehensive and city strategic plan Discussions with stakeholders and integration of elected officials into the implementation of a workforce needs assessment
CCHHS	<ul style="list-style-type: none"> Educate patients about their workplace rights, discrimination, and wage/hour requirements Referral system for legal counsel to: educate them about how to seek redress when their workplace rights have been violated; or help them file for worker's compensation Staff training to identify patients with workplace injuries, enroll eligible patients in insurance, and refer them to our partners for legal assistance
ROC/CDPH	<ul style="list-style-type: none"> Develop city-wide manual for rights, regulations, and best practices for restaurant employees Gain city-wide support Create framework for the co-production of enforcement, penalization for violators
CTU/CCDPH	<ul style="list-style-type: none"> Municipalities that opted-out of Paid Sick Leave and Minimum Wage ordinances will opt-in Develop targeted research plan for the south suburbs around why raising the minimum wage is beneficial for local municipalities Organize workers, gain public support through county-level campaign, identify power players and elected officials
IPHA	<ul style="list-style-type: none"> Focusing on Community Health Workers: how local public health departments are utilizing these workers and how to address precarious work situations in this arena
HMPRG	<ul style="list-style-type: none"> Development of an internship program to advance equity, diversity, and inclusion at Health & Medicine and in the health and social sector workforce through education and leadership opportunities
SEIU	<ul style="list-style-type: none"> Organize Chicago hospital workers to build a membership organization through which they take collective action Low-wage hospital workers not otherwise represented will become stakeholders in relevant policymaking processes

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The Boone County Healthy Work Collaborative

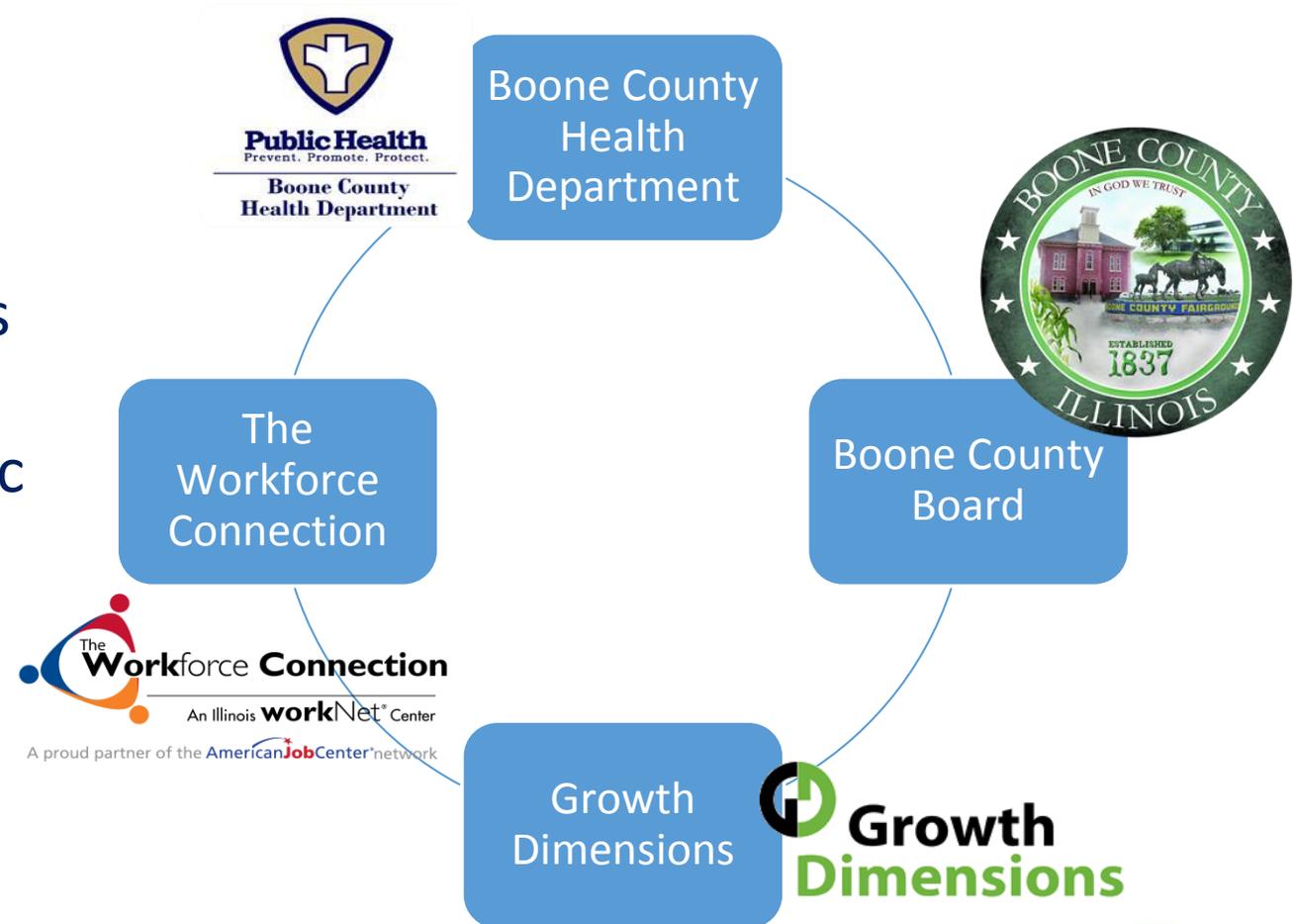
From the Boone County Health Department:

Amanda Mehl, Public Health Administrator and Emily Morales Reyes, Project Coordinator

The Boone County Healthy Work Collaborative

Overall aims:

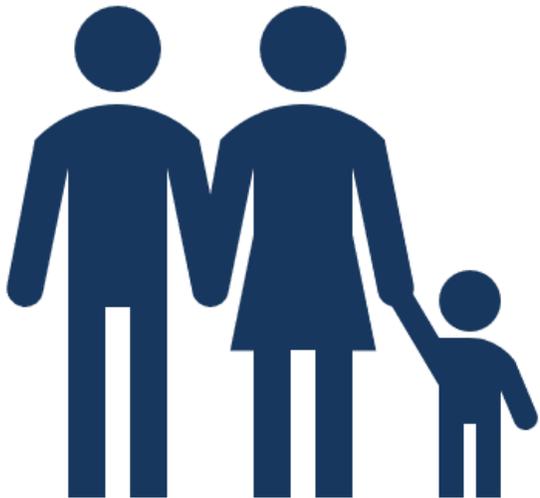
- Further explore the root causes of precarious work and the pathways to healthy work in the county
- Enhance the relationships of public health, healthcare, and social service organizations with worker centers, labor unions, and other worker advocacy organizations
- Together with elected leaders, address the drivers of precarious work across systems level



Embracing Healthy Work

Inclusive, safe, and sustainable employment that provides a living wage, benefits, and opportunities for advancement while fostering inclusion

- Developed to define the project and adapted to the needs of the community
- Reframing the language to create a positive “glass half full” definition



Key Economic Indicators

Key Economic Indicators



Education Data as of 2018

- Percent of Population 25 and Over without a High School Diploma is 86% (IL: 88%)
- Bachelor's Degree or Higher is 22% (IL: 33%)

Living Wage

Average Family Size in Boone County is three:

- 2 Adult (1 working) + 1 Child: \$21.10
- 1 Adult + 2 Children: \$27.85

Top 3 Industry Sectors Employment 2016:

- Manufacturing: 7,562
- Government: 2,217
- Construction: 1,434

Commuting Patterns

- Out of the 23,555 workers that live in Boone County 67% work outside of Boone County

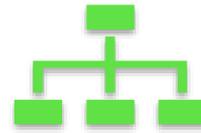
Current and Future State of the Initiative



Phase 1

Completion of a strategic plan linked to the health department's Illinois Plan for Local Area Needs (IPLAN) and the county comprehensive and city strategic plan.

Presentation of the plan to local elected and appointed official in both city and county government.



Phase 2

Creation of a workforce needs assessment

Discussions with stakeholder and integration of elected officials into the implementation process.

Identifying a community champion for the plan.



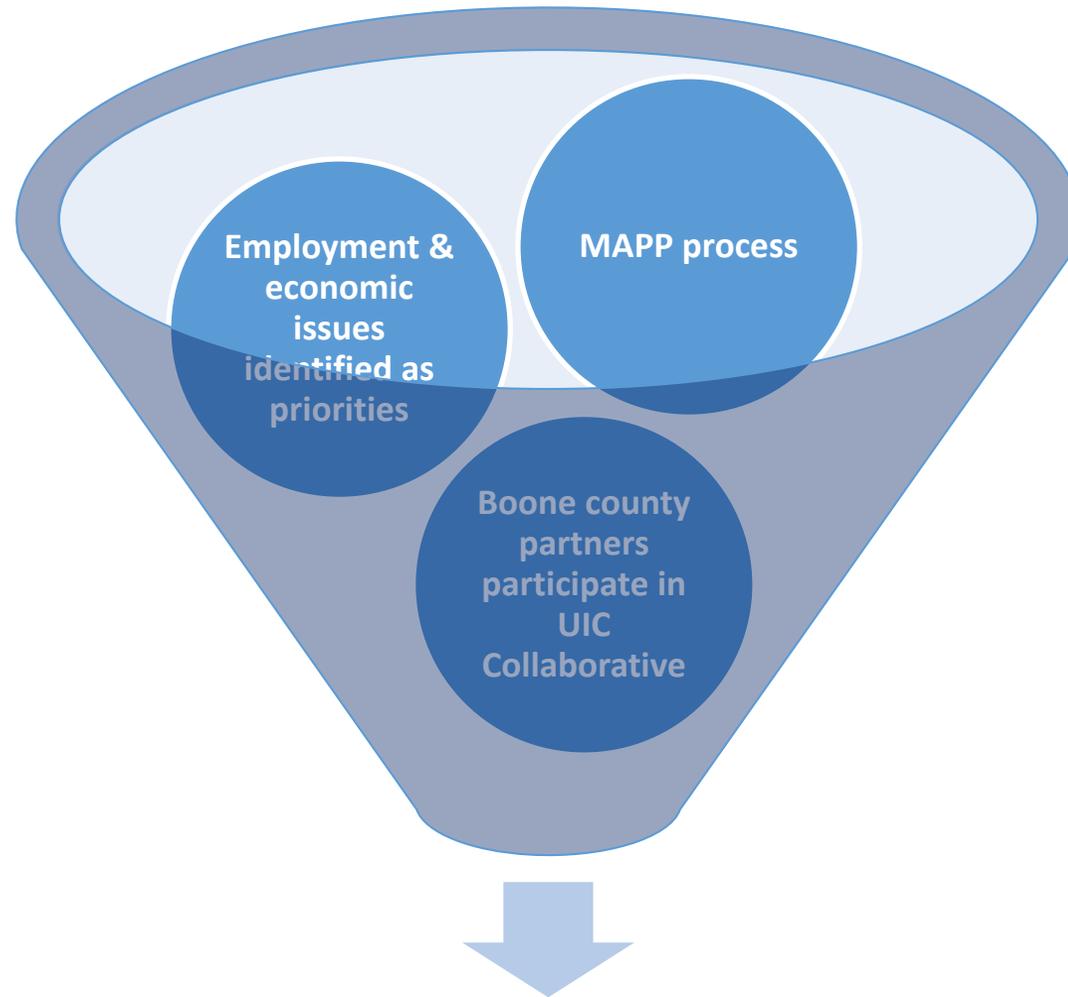
Phase 3

Completion of a follow up survey

Development of a resource center

Establishment of a united effort among all governmental entities in the county

Phase 1 Summer 2019



Strategic plans developed

Phase 2

January - July 2019

January & February
Initiate meetings with stakeholders and engage governing officials

March
Launch environmental scan and create questions for focus group

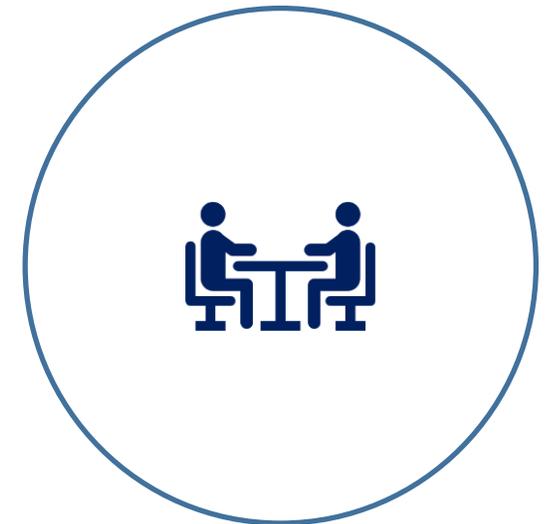
April
Continue meetings with stakeholders and presenting updates to county board members

May
Organize and advertise for focus groups throughout the county
Commence focus groups

June & July
Continue focus groups
Begin the analysis of data collection
Initiate draft of City Council and County Board Resolution

Identifying Allies in the Community

- Identification of county government committee support
 - After being met with skepticism and resistance from the City and County Committee Board, we received the support of the Health and Human Services Committee
 - Using feedback from the City and County Committee Board helped develop a more cohesive and clear argument that sounded less academic and more straightforward
 - Buy in was gained from the Mayor of Belvidere, the County Administrator and County Board Chairman, the Village president of Poplar Grove and the Mayor of Capron



Focus Groups in the Community

- Using networks within our interdisciplinary team to organize focus groups with the United Auto Workers 1268, WIC recipients, the Rotary club of Belvidere and others
 - Developed a script with simple targeted questions for employers and employees
 - Achieved the most successful focus groups with those that took place during already scheduled meeting times for these groups
 - Empowering workers to speak with us continues to be a struggle

Themes of Focus Groups

- Affordability of caregivers for children and our aging population
- Transportation to work
- Supportive mental health services
- Occupations that involve working with hazardous materials

"I have a daughter who has a baby and she struggles to find affordable AND safe childcare. Safe affordable child care is a big deal!"

"Transportation is a barrier to work in the county."

"If wages are not good enough for you to afford a babysitter, transportation, and all kinds of things than sometimes its not even worth it. I think that causes mental health issues like depression or drug use."

"My biggest concern right now is the care of elderly people. I have been playing nurse to my wife for the last 3 months after she broke her foot. It's a big concern right now."

Next Steps



Continuing the remaining scheduled focus groups



Meeting with the Health and Human Services Committee

Drafting a City County Board Resolution



The creation of a resource center for our workers

Summary

What We Learned:

- There will be bumps along the way but creativity and persistence is needed to keep moving forward
- Challenges brought opportunities for self-reflection on public health's role and ability to engage with stakeholders in other sectors
- Reflection on use of language and ways to connect with the community and find ways everyone can connect and use common language

What to Continue Going Forward:

- Using feedback from our community members, elected officials and stakeholders to continually improve our work
- Employing a common language
- Aligning existing plans with community efforts
- Educating our community about work as a social determinant of health and empower them to create change

Want More Information?

Center for Healthy Work

Subscribe to our newsletter at:
<http://publichealth.uic.edu/healthywork>

Send us an email at:
healthywork@uic.edu

Give us a call at 312-996-2583

Boone County Health Department

Visit our website:
www.boonehealth.org

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