

**Testimony of Commissioner Lorelei Salas
New York City Department of Consumer and Worker Protection**

**Before the
Committee on Consumer Affairs and Business Licensing**

**Hearing on
Fiscal Year 2021 Preliminary Budget**

March 6, 2020

Introduction

Good afternoon Chair Cohen and members of the Committee on Consumer Affairs and Business Licensing. My name is Lorelei Salas and I am the Commissioner of the Department of Consumer and Worker Protection (DCWP). I would like to thank the committee for the opportunity to testify today about the Agency's budget for Fiscal Year 2021.

Before I begin Mr. Chairman, I'd like to congratulate you again on your appointment to lead this committee and I look forward to working with you and your colleagues, including new members of the committee, on what I believe to be among the most important policy and programmatic work before the entire City Council.

Since its founding in 1969 to today, DCWP has transformed from an Agency singularly focused on enforcing the City's consumer protection laws to a dynamic resource for consumers and workers alike. Presently, DCWP licenses more than 75,000 businesses and individuals in more than 50 industries and enforces key consumer protection, licensing, and workplace laws that apply to countless more.

In my preliminary budget testimony last year, I reflected on Agency successes and previewed strategic priorities heading into the 50th anniversary of our founding. Today, I will share more on how the Agency is building on its successes. Equally as important, I will highlight our legislative priorities and why they are necessary for DCWP to adapt to the modern marketplace and comprehensively fulfill its mission to protect and enhance the daily economic lives of New Yorkers.

Tackling the Student Debt Crisis in New York City

Last year, I briefed the committee on the Agency's strategic priority to assess and help mitigate the student loan debt crisis in the City. DCWP's Office of Financial Empowerment penned first-of-its-kind research to more accurately identify and quantify outstanding debt owed by New Yorkers and the factors that contributed to delinquency and default.

Last Spring, DCWP utilized that research to launch a multilingual public awareness campaign entitled "Be Real about Student Loans." Because our research and outreach suggested a need for reliable information about payment options for prospective students, the campaign sought to

inform New Yorkers about their rights and responsibilities. The campaign ran in the City's subway cars, bus shelters, as well as in print, radio, and online in targeted neighborhoods most affected by delinquency and default.

Today, our student loan debt education efforts continue. Building on our research and outreach, DCWP held a training on student loan debt relief resources for the counselors at our Financial Empowerment Centers. The counselors then staffed a series of student loan debt clinics in 2019, and continue to provide guidance to New Yorkers year-round. Of course, we continue to evaluate other interventions that would help us address the City's student loan debt crisis, including the expansion of key initiatives to encourage child savings accounts and we look forward to partnering with the Council on these potential solutions. Moreover, the Agency is overseeing an expansion of Financial Empowerment Centers citywide from 26 to 35 centers, all of which are open to anyone over the age of 18 who lives or works in New York. In addition to student debt relief, these Centers will continue to offer New Yorkers resources on budgeting, how to improve credit, reduce debt and much more. Since their creation in 2008, these centers have helped clients reduce debt by over \$73 million and increase savings by nearly \$6 million

Reducing Penalties on Businesses and Promoting a Culture of Compliance

A priority of mine at DCWP has been to reduce burdens on small business owners. This mandate continues to be realized with an increasing focus on business education and dedicating resources to programs I have championed such as the Visiting Inspector Program (VIP) which has provided free educational inspections for more than 6,000 new brick and mortar licensees.

In calendar year 2019, the Agency partnered with elected officials to double the number of Business Education Days it held in 2018 from 14 to 28. These educational walks and other business-focused roundtables accounted for interactions with upwards of 1,500 businesses alone.

Since 2014, we have issued nearly 28,000 cure-eligible violations, which potentially saved businesses up to \$8.8 million in penalties. Currently, there are more than 40 cure-eligible DCWP violations and recently, at Mayor De Blasio's State of the City, the administration announced an expansion of cure-eligible violations across multiple City agencies, including DCWP. We look forward to working with Council to continue supporting small businesses and reducing fines. Overall, DCWP reported another consecutive year of decreased fines on businesses – a decrease of over \$200,000 compared to calendar year 2018.

Most recently, DCWP worked with Council to successfully repeal the outdated Home Improvement Salesperson (HIS) license category. Established in 1969, an internal review of the HIS license category had shown that it was redundant of our Home Improvement Contractor license. With the license set for repeal, home improvement businesses will no longer be subjected to two sets of fees and licenses for the same area of work. Moreover, the Agency will be able to streamline processes to ensure expedited service. We hope to work with Council to identify further opportunities to streamline licenses, compliance and regulation.

Finally, the Agency recently conducted a penalty mitigation analysis and is in the process of promulgating rules to have certain civil penalties waived if businesses make their restrooms

available to the public. When finalized, this program will be another resource available to small business owners in lieu of a financial penalty.

Empowering Workers and Holding Employers Accountable

With the implementation of the Paid Sick Leave law in 2014, DCWP took on the role of implementing and enforcing private sector municipal workplace laws in the City. Today, DCWP is a focal point for labor issues and a dedicated voice in City government for private sector workers across the five boroughs. As such, complaints received by the Agency have steadily increased over the last three calendar years – totaling over 1,100 by 2019.

The City is now regularly leading, or among national leaders, in protecting workers' rights. The City's expanded Paid Safe and Sick Leave Law made New York the first City in the nation to extend safe leave to survivors of human trafficking and domestic violence. The City's protections for freelance workers are the first of its kind in the country and remain a unique protection for freelance workers. Similarly, the City was among the first to adopt Fair Workweek legislation for fast food and retail workers, and has been far out in front on enforcing its fair scheduling laws.

DCWP is continuing to build on its successes enforcing these critical laws. In calendar year 2019, DCWP obtained resolutions of approximately \$3.2 million on behalf of workers, about a half a million more than what was obtained in 2018.

These numbers are in large part a result of our strategic affirmative enforcement. DCWP uses its proactive enforcement authority to maximize worker recoveries for past violations and future compliance for entire workplaces. In 2019, for example, DCWP obtained resolutions totaling \$571,000 in combined restitution and penalties and future reporting and compliance measures as a result of proactive investigations and litigation into 13 home health care agencies employing more than 13,000 workers. These settlements were part of a broader affirmative enforcement initiative covering 42 home care agencies across the five boroughs that collectively employed more than 50,000 workers.

In addition, DCWP regularly conducts large-scale workplace wide enforcement actions against major national brands. In November, DCWP announced a settlement with a McDonald's franchise operator in Queens for violations of Fair Workweek and Paid Safe and Sick Leave laws. In total, \$155,000 in restitution was awarded to 280 workers. Similarly, DCWP announced a settlement with Starbucks stipulating that they create a \$150,000 restitution fund for current and former employees for violations of the City's Paid Safe and Sick Leave law. Starbucks will also be required to display an educational poster in a public space about Paid Safe and Sick Leave in all its New York City locations.

DCWP is currently in litigation with Chipotle over alleged violations of fair workweek and paid safe and sick leave laws.

Ensuring Integrity in New York's Marketplace

DCWP also remains committed to ensuring integrity in the marketplace. Deceptive and unfair trade practices have no place in the City and our Agency remains committed to exercising its authority to investigate and prosecute instances of unlawful behavior.

One such instance includes our ongoing commitment to combatting immigration service provider fraud, sometimes known as notario fraud. Following noncompliance with a previous settlement agreement, DCWP filed new charges against Buitron Offices and associated defendants for using deceptive advertising and marketing to lure immigrant New Yorkers and then defraud them of tens of thousands of dollars. Buitron's deceptive acts included misrepresenting himself as a lawyer and lying to consumers about how they could obtain citizenship.

Another case involving our Consumer Protection Law was filed in September against T-Mobile and MetroPCS NY for alleged violations that included selling used phones as new, deceiving customers as it relates to refund policies and overcharging customers. The charges brought forward were the culmination of a lengthy investigation spurred by over 100 consumer complaints.

As noted earlier, DCWP licenses over 75,000 businesses and individuals citywide. During the review of renewal applications for tow companies, DCWP uncovered irregularities in insurance documents they are required to submit to the Agency. Further investigation, including subpoenas issued to dozens of insurance companies and brokers, confirmed that numerous licensees had submitted insurance documents altered to appear as though the company had the legally required insurance when it did not. The Agency will be making final determinations on these licenses in the coming weeks.

A Golden Anniversary with Silver-Standard Tools

As I mentioned earlier, DCWP celebrated its 50th, or golden, anniversary this past April. Our investigative, enforcement and programmatic work detail tangible successes for New Yorkers and responsible stewardship of taxpayer resources. To be frank, however, these successes are despite ambiguities in our laws that require clarification to reflect the Council's legislative intent. Without legislative updates, the consequence may very well be an Agency in its golden year, but with silver-standard tools at its disposal.

Our Agency's founding is rooted in the City's Consumer Protection Law – a landmark municipal protection intended to deter businesses from engaging in unfair trade practices and to empower consumers to seek recourse.

We can all agree that the City has changed a great deal over the past 50 years. For example, business advertising and solicitation via the Internet is an increasingly popular means of consumer communication. However, the 1969 Consumer Protection Law is silent on the scope of its protections in this space since it did not envision a marketplace in the digital age. And, in a City of over 8 million people, including more than 3 million immigrants, over 200 languages are spoken every day. A modernized Consumer Protection Law should enshrine protections for New Yorkers who negotiate a transaction in one language and are then asked to sign a contract in English, even if they do not speak that language.

The City's most vulnerable communities, including low-income, immigrant, veteran and aging New Yorkers benefit from DCWP's protections. These protections, however, are only as effective as the laws and rules behind them. For example, further amendments to the City's Charter and Administrative Code are needed to clarify that DCWP can seek and secure restitution and equitable relief across all its laws and rules. In 2017, our Agency brought charges at the Office of Administrative Trials and Hearing (OATH) against a business for preying on immigrant New Yorkers and falsely advertising identification cards to protect these consumers from Immigration and Customs Enforcement (ICE). While the administrative law judge ultimately ruled in our favor and awarded penalties, the ruling also held that the Agency did not have the authority to secure restitution from businesses that are not licensed by DCWP, even if a business has harmed a consumer or worker. Restitution is a cornerstone protection that further holds unscrupulous individuals financially accountable and, importantly, provides victims with compensation to cover their losses. Additionally, an amendment is necessary to clarify our authority to inspect businesses onsite for workplace violations, a common compliance tool for labor enforcement agencies

I am immensely grateful to the committee for holding a hearing on both Introductions 1609 and 1622, which will each address these concerns and I hope that you will join me in pushing for full consideration and final passage of these commonsense bills as soon as possible.

Conclusion

Now in my fourth year as DCWP's commissioner, I am privileged to witness the hard work of the dedicated public servants employed by the Agency. Perhaps even more so, I am humbled by their results-driven work that, with the Council's support, has sought to address the most pressing challenges of our time. As an immigrant New Yorker, I have experienced many of these challenges firsthand – challenges such as student loan distress, unpredictable scheduling, unpaid leave, and deceptive marketing. Legislation before the Council, such as Paid Personal Time, will enact critical protections for New Yorkers to address these issues, and I continue to be thankful to work with my colleagues in government in search of solutions. Thank you and I'm happy to answer any questions you may have.



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Testimony of Kyle Bragg President of 32BJ SEIU

Committee on Consumer Affairs and Business Licensing

March 6, 2020

Good afternoon Chair Cohen and members of the Committee on Consumer Affairs and Business Licensing. My name is Kyle Bragg and I am the President of SEIU 32BJ. Thank you for the opportunity to testify here today on behalf of the union's 85,000 members in New York City.

The Department of Consumer Affairs and Worker Protection, plays a crucial role in protecting consumers and workers in New York City and we strongly believe that its funding should reflect that role. In 2015 the City created the Office of Labor Policy and Standards, which was housed in the Department of Consumer Affairs.ⁱ In 2017 the Department was put in charge of enforcing the Freelance isn't Free Act the Earned Safe and Sick Time Act, and the Fair Workweek law.ⁱⁱ In 2019 to reflect its increased role as a protector of workers on behalf of the Department was renamed as the Department of Consumer Affairs and Worker Protection.ⁱⁱⁱ We know from firsthand experience how the Department protects worker rights, for example the Department has filed a law suit alleging widespread violations of the City's Fair Workweek Law by Chipotle,^{iv} and just last week secured owed sick pay and \$2,5000 for a worker who had their rights regarding sick pay violated.^v The Department has also worked assiduously to protect subcontracted workers' rights to safeguard their health at the city's airports. We have faith in the ability of the Department's ability to protect workers, however we are also concerned that without sufficient resources the Department can not ensure that all employers comply with the protections that have recently been extended to workers. For fiscal 2017 the Department's preliminary budget was \$40.8 million,^{vi} while in fiscal 2020 the Department's preliminary budget was \$43.4 million.^{vii} Despite a significant increase of duties the Department has not received a commensurate increase in funding. For these reasons we ask you to double the allocation for the Office of Labor Policy Standards.

Thank you to the Committee on Consumer Affairs and Business Licensing for the opportunity to testify.

Bowen Public Affairs Consulting

Testimony before the New York City Council
Committee on Consumer Affairs and Business Licensing
Andrew Cohen, Chair
March 6, 2020

My name is Andrea Bowen, Principal of Bowen Public Affairs Consulting. I advocate on policy matters that advance the cause of economic justice. Thank you Chair Cohen, Council Members and staff of the Committee on Consumer Affairs and Business Licensing, for this hearing, and for the opportunity to speak today.

I am speaking today on behalf of the New York City Network of Business Cooperatives (NYC NoWC), the trade association for worker cooperative businesses in the NYC metropolitan region. NYC NoWC aims to increase public awareness of workplace democracy and improve business conditions for democratic, worker-owned businesses.

NYC NoWC is one of the organizations that participates in and advocates for the Worker Cooperative Business Development Initiative (WCBDI), an initiative—the first of its kind nationwide—that Council has invested more than \$10 million in during the last six fiscal cycles. WCBDI is dedicated to the creation and growth of worker cooperatives, which results in dignified living-wage jobs and contributes to a more equitable economy. The initiative has achieved significant results toward scaling and strengthening the worker cooperative ecosystem in NYC. The initiative has consistently exceeded its annual deliverables and is already poised to do the same in FY20. WCBDI members project the creation of more than 30 new cooperative businesses, creating new jobs for more than 120 worker owners. Over the past five years,

WCBDI has created 132 new cooperatives, reached nearly 8,000 current or prospective entrepreneurs, and created more than 631 new high paying jobs, with over 2,000 worker-owners in NYC.

We seek an increase in the WCBDI from \$3.609 million to \$5.04 million, with the intent of using expanded funds to expand our financial assistance and business skills development services; facilitate more business-to-business networking and connect businesses to clients; and strengthen sector-specific work.

While WCBDI is funded through the Department of Small Business Services, there are several reasons I wanted to bring it to your attention in today's Consumer Affairs and Business Licensing hearing:

- Given your oversight over the Department of Consumer Affairs and *Worker Protection* (DCWP), it is germane to discuss WCBDI as a worker protection issue. Worker cooperatives allow workers to benefit from the value they create, with their typical pay ratio of 2-to-1—from the lowest to highest paid worker—in stark contrast to the average 303-to-1 CEO to lowest paid worker ratio of the average large U.S. corporation. Furthermore, the model has built wealth in poor communities and communities of color, created opportunities for individuals locked out of the job market, resulted in higher hourly wages (\$19.67 per hour nationally), and created an opportunity for small businesses owners to, upon retirement, pass their businesses onto their workers. (More on these subjects is outlined in the attached talking points.)
- NYC NoWC and the WCBDI participants are interested in talking further with the Committee on Consumer Affairs and Business Licensing, as well as DCWP, in the coming months about ways that we can use worker cooperatives to further the aims of

worker protection. The creation of worker cooperatives, and thus worker ownership of business, has been remarkable over the life of this initiative, and we are interested in discussing with our partners in government the ways that increased investment could even more dramatic scaling effects.

Attached to this testimony are more facts about worker cooperatives and WCB DI.

I appreciate the opportunity to go on the record presently and outline this issue and request. You can ask me further questions at andy@bowenpublicaffairs.com.

NEW YORK CITY WORKER COOPERATIVE BUSINESS DEVELOPMENT INITIATIVE

Enhancement to \$5.04 million

The Need: Due to persistent economic disparity and uncertainty nationwide, many low-income and immigrant New Yorkers struggle to find employment that affords stability, let alone upward mobility. In the face of poor wages and rising costs of living, New Yorkers should have quality employment opportunities. This initiative promotes worker ownership of small businesses, putting agency and assets in the hands of workers and their communities.

A Successful Solution for Upward Advancement: Worker cooperatives — businesses owned and managed democratically by the people working there — offer workers greater control over job conditions and the fruits of their labor. Worker-owners determine higher wages, more benefits, and greater job stability for themselves. Worker cooperatives root wealth in neighborhoods by allowing worker-owners to build both individual and community assets, positioning discouraged workers to lift themselves into the middle class.

FY19 Achievements: Thanks to City Council's investment of more than \$10 million during the last six fiscal cycles, the Worker Cooperative Business Development Initiative (WCBDI) has achieved significant results toward scaling and strengthening the cooperative ecosystem in NYC. The initiative has consistently exceeded its annual deliverables and is already poised to do the same in FY20. We project the creation of more than 30 new cooperative businesses will be created, creating new jobs for more than 120 worker owners.

Building on Success: In FY21, the seventh year of the Initiative, our priorities are centered on increasing the growth and resiliency of worker cooperatives through innovative strategies. We intend to expand our financial assistance and business skills development services; facilitate more business-to-business networking and connect businesses to clients; and strengthen sector-specific work. WCBDI partners also provide mentorship to a growing number of nonprofits developing worker cooperatives, amplifying best practices and resources.

Scope of Services: The Initiative partners will continue to commit resources to three areas of work: (1) business creation and conversion, (2) technical assistance to sustain businesses and create jobs, and (3) education and outreach to entrepreneurs, communities, and allied organizations.

Allocations: The table below lists organizational allocations for FY21.

Creation of new cooperatives in low-income areas through startup incubation and conversion to worker ownership	<i>Center for Family Life</i>	\$600,000
	<i>Green Worker Cooperatives</i>	\$765,000
	<i>The ICA Group</i>	\$525,000
	<i>Urban Upbound</i>	\$233,000
	<i>Workers Justice Project</i>	\$135,000
	<i>The Working World</i>	\$520,000
Technical assistance to sustain businesses and create jobs; and education and outreach to communities, entrepreneurs, and allied organizations	<i>Bronx Cooperative Development Initiative</i>	\$200,000
	<i>Bronx Overall Economic Development Corporation</i>	\$200,000
	<i>Business Outreach Center Network</i>	\$178,000
	<i>CAMBA</i>	\$77,000
	<i>Community Economic Development Clinic, CUNY Law</i>	\$200,000
	<i>Take Root Justice (Urban Justice Center)</i>	\$300,000
	<i>Democracy at Work Institute</i>	\$410,000
	<i>New York City Network of Worker Cooperatives</i>	\$492,000

- **Worker co-ops build assets and skills.** As institutions that engage in participatory management on a regular basis, they model empowerment, financial transparency, on-the-job training, and civic participation with the 70% of worker-owners reporting that they vote and a consistent 37-50% of workers participating in general business training.

Retirement Crisis

In addition, worker co-ops provide a unique opportunity to address the growing loss of economic and cultural assets as baby boomers age into retirement. Baby boomers who are at or near retirement age own nearly half of the nation's privately-held businesses. This is often referred to as the Silver Tsunami.

Impact: loss of local wealth, loss of critical, culturally relevant services

That is more than 2.3 million companies, employing one in six workers nationwide or close to 25 million people across the country, and ----- businesses and ----- jobs in New York City alone.

In New York State, this affects:

- 400,000 businesses
- 1.5 million workers

In New York City, this affects:

- 131,000 business owners of color
- 740,000 employees of color

While more than half of small business owners expect to retire in the next 10 years, 80 percent do not have an exit plan in place. As these business owners retire, the U.S. will face a massive shift in our local economies that could trigger the closure of small businesses across the country and a significant loss of jobs and investment in our communities. This looming crisis can be turned into a unique opportunity to strengthen small businesses, reward workers, and invest in neighborhood cornerstone businesses.

WCBDI Talking Points

The Worker Cooperative Business Development Initiative (WCBDI) is dedicated to the creation and growth of worker cooperatives, which results in dignified living-wage jobs and contributes to a more equitable economy. Our initiative is seeking increased funding from the citywide

discretionary budget in order to expand on services needed to make worker cooperatives thrive, including educational and technical support. We are eager to share work to date, and our specific ability to grow the number of business owners, particularly from immigrant and minority communities

A model for the nation Five years ago, NYC Council made history by passing the nation's first Worker Cooperative development initiative. Since then more than 20 cities across the nation are looking closely, replicating, and catching up with NYC. Some cities that have already passed similar legislation include: Madison, Philadelphia, Oakland, Boston, Santa Clara, etc. While many others are considering legislation.

With city support, NYC has passed San Francisco as the leader in building equitable economies through profit sharing.

Officials from Atlanta, Durham, Philadelphia, and Miami traveled to NYC in 2019 to learn about NYC's cooperative ecosystem and bring back lessons to their own communities. Additionally, staff from Deputy Mayor Thompson's office were hosted by San Francisco in December to share knowledge about the local ecosystem.

Proven Track Record *Over the past five years of the city council funded initiative has created **132 new cooperatives**, reached over nearly **8,000 current or prospective entrepreneurs**, and created more than **631 new high paying jobs**. There's over **2,000 worker-owners in NYC**.*

Impact on local communities Historically underserved communities are leading the charge in worker cooperative development in NYC. **76% of NYC worker owners are women of color.** The initiative has prioritized empowering folks generally locked out of the formal economy and independent and gig workers. **More impact metrics: Average Hourly Wage, Workplace Control, etc.**

Innovation Beside consistently meeting and exceeding our deliverables, our partners are taking huge strides in innovating new models of worker cooperative development that will create scale and wider access to this business model.

- Brightly Franchise
- Up & Go
- Anchor Institution Procurement
- Conversions
- Accelerator

FY21 ASK

Total number: 5,049,922

Argumentos de Promoción

Descripción general de la cooperativa de trabajo general

Las cooperativas de trabajadores son una solución cada vez más popular para fortalecer a las empresas, recompensar a los trabajadores y prevenir la pérdida de empleos. Este modelo de negocio en crecimiento permite a los empresarios beneficiarse directamente del valor que crean, al tiempo que fomenta una cultura de transparencia, compromiso y confianza de la empresa.

Si bien la cantidad de cooperativas de trabajadores se ha duplicado en los últimos 5 años, el modelo está listo para convertirse en una solución convencional tanto para las empresas nuevas como para el 85% de las pequeñas empresas que enfrentan el cierre debido a la falta de planificación de la sucesión.

- **Las cooperativas de trabajadores benefician a muchos, no a unos pocos.**

Se necesitan urgentemente soluciones en respuesta a la desigualdad de ingresos y la pérdida de empleos por el cierre de empresas que han anclado a las comunidades durante años; Las cooperativas de trabajadores representan una respuesta poderosa a estos problemas, poniendo el control en manos de los trabajadores y dándoles una voz en su lugar de negocios. Como empresas impulsadas por los valores, ponen al trabajador y al beneficio de la comunidad en el centro de sus propósitos, dando a los miembros la oportunidad de participar en las ganancias, la supervisión y la administración de la empresa.

Las cooperativas de trabajadores son una herramienta comprobada y efectiva para crear y mantener empleos sostenibles y dignos, generar riqueza y mejorar la calidad de vida de los trabajadores:

- **Las cooperativas de trabajadores les permiten beneficiarse del valor que crean.** Su relación salarial típica de 2 a 1 del trabajador con el salario más bajo al más alto está en marcado contraste con el promedio de 303 a 1 CEO con la relación de pago del trabajador con el salario más bajo de la gran corporación estadounidense promedio. Mediante combinaciones de salarios, beneficios y patrocinio centradas en los trabajadores, la propiedad de amplia base distribuye la riqueza entre sus miembros y cultiva condiciones de trabajo sostenibles.
- **Las cooperativas de trabajadores superan la falta de acceso al trabajo y crean opciones de trabajo estables.** Al permitir a los emprendedores dirigir sus negocios, el modelo ha creado riqueza en comunidades pobres y comunidades de color, y crea oportunidades para las personas excluidas del mercado laboral, proporcionando un poderoso vehículo para abordar la desigualdad económica. En los últimos 5 años, el

número de cooperativas de trabajadores se ha más que duplicado a medida que las personas se vuelcan hacia la propiedad de los trabajadores y la propiedad democrática.

- **Las cooperativas de trabajadores crean y habilidades.** Como instituciones que participan en la gestión participativa de manera regular, modelan el empoderamiento, la transparencia financiera, la capacitación en el trabajo y la participación cívica, con el 70% de los trabajadores propietarios que informan que votan y un 37-50% de trabajadores participando en capacitación comercial general.

Crisis de jubilación

Además, las cooperativas de trabajadores brindan una oportunidad única para abordar la creciente pérdida de activos económicos y culturales a medida que los baby boomers envejecen hasta la jubilación. Los baby boomers que están en edad de jubilación o cerca de ella son dueños de casi la mitad de las empresas privadas del país.

Eso es más de 2.3 millones de compañías, que emplean a uno de cada seis trabajadores en todo el país o cerca de 25 millones de personas en todo el país, y ----- empresas y ----- empleos solo en la ciudad de Nueva York.

Si bien más de la mitad de los propietarios de pequeñas empresas esperan jubilarse en los próximos 10 años, menos del 15 por ciento tienen un plan formal de salida. A medida que estos propietarios de negocios se retiren, Estados Unidos enfrentará un cambio masivo en nuestras economías locales que podría desencadenar el cierre de pequeñas empresas en todo el país y una pérdida significativa de empleos e inversiones en nuestras comunidades. Esta crisis inminente se puede convertir en una oportunidad única para fortalecer a las pequeñas empresas, recompensar a los trabajadores e invertir en negocios de piedra angular del vecindario.

Puntos de conversación WCBDI

La Iniciativa de Desarrollo Empresarial Cooperativo de Trabajadores (WCBDI) se dedica a la creación y crecimiento de cooperativas de trabajadores, lo que resulta en empleos dignos con salarios dignos y contribuye a una economía más equitativa. Nuestra iniciativa busca aumentar los fondos del presupuesto discrecional de toda la ciudad para ampliar los servicios necesarios para que las cooperativas de trabajadores prosperen, incluido el apoyo educativo y técnico. Estamos ansiosos por compartir el trabajo hasta la fecha, y nuestra capacidad específica para aumentar el número de propietarios de negocios, particularmente de inmigrantes y comunidades minoritarias.

Un modelo para la nación Hace cinco años, el Consejo de Nueva York hizo historia al aprobar la primera iniciativa de desarrollo de la Cooperativa de Trabajadores de la nación. Desde entonces, más de 20 ciudades en todo el país están mirando de cerca y se están replicando y poniéndose al

día con Nueva York. Algunas ciudades que ya han aprobado leyes similares incluyen: Madison, Filadelfia, Oakland, Boston, Santa Clara, etc. Mientras que muchas otras están considerando legislación.

Historial comprobado En los últimos cinco años de la iniciativa financiada por el ayuntamiento ha creado 132 nuevas cooperativas, llegaron a más de 8, 000 empresarios actuales o futuros, y crearon más de 631 nuevos empleos bien remunerados. Hay más de 2,000 propietarios de trabajadores en Nueva York.

Impacto en las comunidades locales Las comunidades históricamente desatendidas lideran el desarrollo cooperativo de trabajadores en Nueva York. El 76% de los trabajadores propietarios de Nueva York son mujeres de color. La iniciativa ha priorizado el empoderamiento de las personas generalmente excluidas de la economía formal y de los trabajadores independientes e independientes. Más métricas de impacto: salario promedio por hora, control del lugar de trabajo, etc.

Innovación Además de cumplir y superar constantemente nuestros resultados, nuestros socios están dando grandes pasos en la innovación de nuevos modelos de desarrollo cooperativo de trabajadores que crearán un acceso a escala y más amplio a este modelo de negocio.

- Franquicia Brightly
- Up & Go
- Anclaje de adquisiciones de instituciones
- Conversiones

Pedido presupuestario FY21

\$ 5,049,922

My name is Shinear Lowe and I used to work at McDonald's

First, I'd like to thank the New York City Council for your leadership in expanding fair scheduling and paid sick leave rights to low-income workers such as those in the fast food industry, many of whom never enjoyed these benefits before.

The Fair Work Week and Paid Sick and Safe Leave laws have already made a difference in my life and the lives of many of my coworkers. For example, many fast food workers now receive premium payments for last minutes changes to their work schedules.

Unfortunately, years after both of these laws have come into effect, many employers are still not in compliance. Over 2019, workers at 33 additional Chipotle restaurants filed complaints with the DCWP documenting ongoing violations of the Fair Work Week law at their stores. And now workers at 11 Chipotle restaurants have filed complaints claiming Chipotle violated the Paid Sick and Safe Leave law by forcing them to work sick and firing them for taking sick leave, among other violations. These are troubling accusations, especially at a time when the City is grappling with public concerns over the spread of Coronavirus.

The Department of Consumer and Worker Protection has delivered incredible results for the working people of this City in the cases it has been able to pursue so far. But in order to truly effect change across the entire fast food industry, they need the appropriate level of funding.

My coworkers and I in the fast food worker movement fully endorse the Department's request for increased funding so that, together, we can finish what we started and truly transform fast food jobs into family and community sustaining ones. Thank you.

My name is Gavin Florence and, until recently, I worked for Chipotle Mexican Grill.

Over the last several years, fast food workers across the industry have collaborated closely with the Department of Consumer and Worker Protection to enforce the Fair Work Week and Paid Sick and Safe Leave laws.

Together, we've already accomplished some amazing things. Just within the last few months, DCWP announced that, after a year-long investigation into violations of the fair work week law at five Brooklyn restaurants, it is pursuing a \$1 million settlement from Chipotle. And last week, DCWP escorted Luisa Mendes back to work after Chipotle had wrongfully fired her for taking sick days to care for her family.

But there's so much work left to do. Despite the Department's best efforts, they don't have the capacity right now to cover our entire industry. There are more than seventy thousand fast food workers in New York City.

Changing an industry is hard work and it doesn't happen overnight. The City made a promise to the working People of New York when it passed the Fair Work Week and Paid Sick and Safe Leave laws. Providing this additional funding to the DCWP is a necessary investment for the City to make good on this promise. Thank you.

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. _____ Res. No. _____

☐ in favor ☐ in opposition

Date: 3/6/2020

(PLEASE PRINT)

Name: Commissioner Lorelei Sals

Address: NYC DCA

I represent: _____

Address: _____

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. _____ Res. No. _____

☐ in favor ☐ in opposition

Date: 3/6/2020

(PLEASE PRINT)

Name: Kenny Minays

Address: Chief of Staff

I represent: NYC DCA

Address: _____

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. _____ Res. No. _____

☐ in favor ☐ in opposition

Date: 3/6/2020

(PLEASE PRINT)

Name: NICK ROZZA

Address: Executive Director for Finance

I represent: NYC DCA

Address: _____

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. _____ Res. No. _____

☐ in favor ☐ in opposition

Date: 3/6/20

(PLEASE PRINT)

Name: Shinear Lowe

Address: 25 West 18th Street

I represent: 32 BJ SEIU

Address: 25 West 18th Street

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THE CITY OF NEW YORK**

Appearance Card

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☐ in favor ☐ in opposition

Date: 3/6/20

(PLEASE PRINT)

Name: Andrea Bower

Address: 1417 S 2nd St Apt 1D 11217

I represent: Bower Public Affairs Consulting and

Address: NYC Network of Worker
Cooperatives

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**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

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☐ in favor ☐ in opposition

Date: 03/06/2020

(PLEASE PRINT)

Name: Hope Guro

Address: 25 W 18th St, New York NY 10011

I represent: 32 BT SEIU

Address: 25 W 18th St, New York NY 10011

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THE CITY OF NEW YORK**

Appearance Card

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☐ in favor ☐ in opposition

Date: 3/6/20

(PLEASE PRINT)

Name: Autumn Weintraub

Address: 25 West 18th Street

I represent: 32 BT SEIU

Address: Sam

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