



2014 annual report



JOBS WITH JUSTICE



www.jwj.org



Jobs With Justice was never far from the front lines of the biggest issues facing working people in 2014. Whether parents struggling to make ends meet were organizing against low wages or communities were uniting to fight structural inequality and injustice, we were there to support their courage and conviction.

We know that in order to create balance in our rigged economy Americans must reclaim their voice on the job, utilizing the power of collective bargaining to win higher wages, better working conditions and decent living standards. But the world in which we must take on this challenge is not the same as it was in decades past. Record income inequality and massive shifts in working conditions and the types of jobs available to workers require us to chart a new course. And so in 2014 we shaped public discourse, won landmark policy and organizing victories, united leaders across movements, and demonstrated our evolving role as a strategy hub — incubating new approaches to expanding workers' bargaining rights and power.

None of what we accomplished nationally and through our network would have been possible without your continued support. We are truly honored to count you as a partner as we lead a group of thinkers, doers and agitators into the next frontier of creating a world where all working people have the power to build a good life.



Jobs With Justice in 2014: By the Numbers

40,000

retail workers in San Francisco will gain the right to more hours and reliable schedules through the JWW-led Retail Workers Bill of Rights campaign.

FOUR MILLION

immigrants will become eligible for temporary status and improved labor protections through the president's executive order after years of JWW organizing and advocacy.

600,000

Massachusetts workers will take home **\$1.1 billion** more through minimum wage raises and **1 million workers** will have access to paid sick leave, thanks to new state laws advanced by Eastern and Western Massachusetts JWW.



146% INCREASE FROM LAST YEAR

12,000 home-care workers secured a much-needed raise of up to **\$10.15 an hour** because of Missouri JWW's efforts.



70,000 Facebook supporters



16,500 @jwjnational followers on Twitter

141,405 unique website visitors

36 coalitions in **24** states in the Jobs With Justice network



NINETY

Walmart stores were protested on Black Friday by 40 local JWW coalitions and SLAP chapters that mobilized communities to demonstrate against the retailer.

2,022

workers impacted by student debt joined our webinar with the Consumer Financial Protection Bureau to learn about debt forgiveness and repayment plan options.



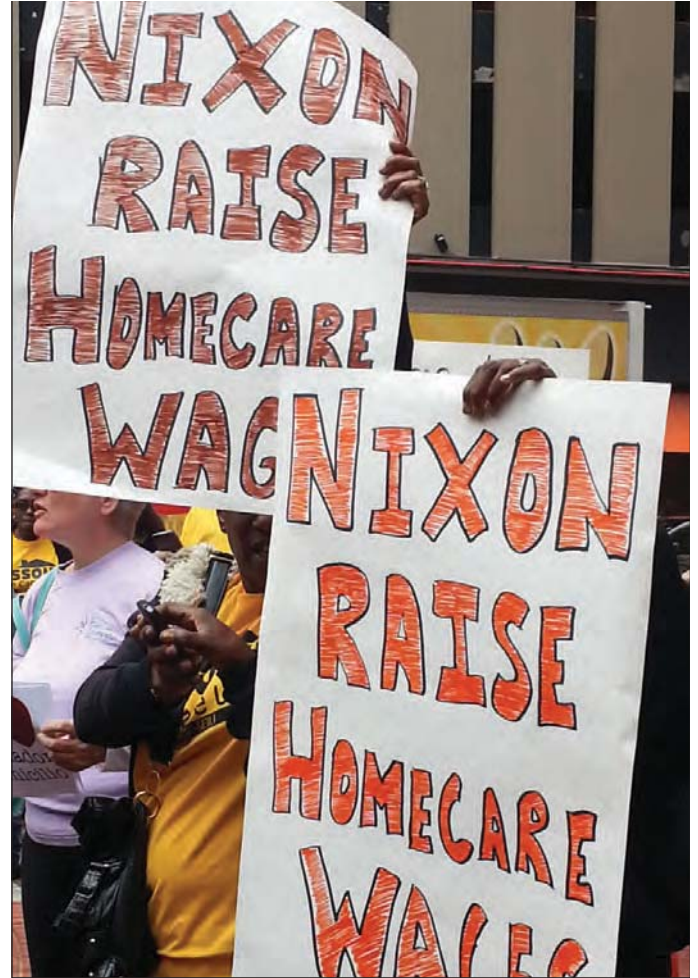
12 original research projects

1,000 Labor Research Action Network (LRAN) scholars



Advancing Care Jobs, a Care Economy and the Care Majority

When the U.S. Department of Labor announced long overdue plans to extend minimum wage and overtime protections to 2.5 million in-home care workers in 2013, we knew our work to secure basic rights and better jobs for caregivers was still far from over. To keep the historic rules on track, we played a key role negotiating with the agency and with care providers, lawmakers and other advocacy organizations, while also drumming up outside pressure and mobilizing thousands of citizens to take action. Our efforts culminated in the agency deciding not to further delay the implementation of the rules, while just postponing enforcement for six months to allow states to better prepare. Despite legal challenges from our opponents, we continued to press states to fairly, quickly and effectively implement these commonsense protections to ensure those who care for our loved ones have the means to



Jobs With Justice joined home-care workers in Missouri who pressed Governor Nixon for a much-needed raise to \$10.15 an hour. The governor agreed to the wage increase for 10,000 workers in April.

care for their own families. Our work through the Caring Across Generations campaign in support of these rules is just one of many ways we are building a movement – a “caring majority” – to advance a holistic, affordable and sustainable long-term care system that provides both good jobs and quality care.



Expanded Funding for In-Home Care in New York City

Our affiliate ALIGN won 1.5 million in funding for a New York City program for low- and moderate-income seniors – including undocumented seniors – who cannot afford to pay for home-care services out of pocket, yet do not qualify for Medicaid. This vital program also requires home-care workers, who are some of the lowest paid workers in the city, to receive a living wage.

Photo courtesy of ALIGN



Landmark Campaign Ushers in More Hours and Predictable Schedules for 40,000 People

Everyone deserve strong wages, stable hours and predictable schedules to build a good life, but increasingly companies like McDonald's and Walmart have rigged the rules with jobs that grant too few hours on too short notice, requiring employees to be at their beck and call. Jobs With Justice, in partnership with JWW San Francisco, embarked on an ambitious effort to address this growing problem. Over the course of 2014, JWW San Francisco led its community-labor coalition to advance the Retail Workers Bill of Rights, a package of bills that will help employees of massively profitable chain stores and restaurants achieve fair and consistent schedules. In December, because of our work, San Francisco passed the first set of meaningful policies in



Photo by Steve Rhodes

the nation to ensure more people have job schedules with enough hours to plan their lives and take care of their loved ones. Once in effect, the landmark law could usher in reliable and sufficient schedules for up to 40,000 people and provide a significant boost to long-term worker organizing and bargaining strategies in the Bay area.

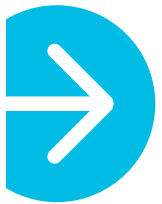


Incubating Solutions to Income Inequality

In refusing to pay a living wage, profitable corporations are increasingly shifting their labor costs and responsibilities onto our community and putting more pressure on critical assistance programs like food stamps and Medicaid. To counter this destructive trend, alongside National Employment Law Project, National People's Action and SEIU, we began incubating a new policy strategy that would levy a fee on large companies that fail to pay family-supporting wages or don't meet the criteria of responsible employers. We are advising a half-dozen local communities on advancing these kinds of measures. The revenue raised from these policies can then be used to supplement wages, provide for child care or provide other key support to working families.



president's historic executive action on immigration. The ability to work with authorized status is the single most important protection for immigrants because it ensures that corrupt employers can't use the threat of immigration enforcement to retaliate against them for organizing or speaking up about unfair job conditions. Our involvement in this fight contributed to the adoption of enhanced U and T visa workers' rights protections, the creation of the Interagency Working Group on Labor, Employment, and Immigration Laws, and the adoption of enforcement reforms, which all have the potential to help the remaining seven million undocumented workers who may not qualify for relief, but remain vulnerable to exploitation and retaliation.



Guaranteeing Job Protections for Millions of Immigrants

Years of organizing, mobilizing and courageous actions finally gave way to relief – including access to work authorization – for approximately four million workers through the



Shedding Light on Guestworker Programs

Big Business has regularly lobbied Congress to expand and deregulate nonimmigrant employment visa programs. Despite being a prominent part of U.S. labor migration policy, elected officials and advocates have had to rely on limited data. To shed new light on how employers use guestworker programs, we launched GuestworkerData.org with the Economic Policy Institute. This project offers the first state-by-state analysis of how employers use H-1B visas for high-skilled workers; H-2B visas for low-skilled workers; and H-2A visas for agriculture workers.



Curbing the Threat of Abusive Employers

After being intimidated and cheated out of overtime pay while working at Tito Contractors in Washington, D.C., a number of immigrant workers became interested in a union. In 2013 they began meeting with IUPAT District Council 51 to help change the culture of exploitation at their company. In response, Tito's management retaliated – firing several employees and threatening to report others to immigration officials. While the story of too many organizing drives stops here, in partnership with IUPAT, Jobs With Justice and our D.C. affiliate stepped-up to initiate a year-long campaign to help the workers move forward. With our coalition of community and labor advocates on their side – employing “ICE neutrality” strategies to protect these men and women from immigration enforcement



wrongly interfering – the Tito workers gained the confidence to organize with less fear of losing their jobs or being deported and torn from their families. Tito employees then filed charges against their employer for wage theft and unionbusting, spoke out to the media, and met with elected officials to put their employer on notice. Subsequently, they successfully voted for a union, won back wages and the fired workers were vindicated and reinstated by the NLRB.

A union supporter from Tito Contractors rallies with JWJ and IUPAT before an NLRB hearing to hold her employer accountable for illegally interfering with its workers' rights.

Making the Case for Fair Elections for Workers

When workers want to vote on whether to form a union, they should have a fair chance to do so. Unfortunately, bad employers figured out how to wear employees down by dragging out their elections for months or years. For four years, we backed the NLRB in making reforms through new research, coalition building, legislative advocacy and public education efforts. In December the NLRB finally announced its adoption of a rule to eliminate unfair delays and conflict for workers in union elections.





Treasury Department Affirms Our Call to Protect Student Debtors

Too many Americans acquire more debt and default on their student loans because of the predatory practices of student loan servicing firms. To counter this destructive trend, we have pressed for meaningful and strict oversight of these profiteering companies, while raising attention to servicers' questionable practices that put lenders in precarious positions. Through a commissioned report released in 2014 and a published op-ed, our Debt-Free Future

campaign called for a government agency to bring the servicing of student loans back into their control and oversight. Our report found that doing so would improve servicing, particularly for distressed borrowers who are in default or delinquency, by making them aware of affordable repayment plans and enrolling them in debt forgiveness programs. Soon after the report was issued, the Department of the Treasury announced the creation of a pilot program where the agency would service and collect on student loans directly, taking existing accounts away from for-profit debt collectors. Treasury representatives have acknowledged they studied our report in preparation for their insourcing pilot program. If the pilot proves successful, an expanded version could help remove the debt-servicing middlemen and bring relief to even more struggling borrowers.

Standing With Fast Food Workers – and Winning Real Change

Thousands of people who work in fast-food restaurants continued to take bold action in 2014 to call for \$15 an hour and a union. Our network backed up workers' protests and community organizing across the country. After years of low wages, wage theft and abuse, 50 employees of a Chicago McDonald's banded together to request a meeting with the owner. And when he responded by threatening to withhold pay for hours already worked, Chicago JWJ mobilized the community to fight back. Along with a powerful local commissioner, the coalition took over the franchise's lobby alongside the workers. Following this powerful show of support, the owner relented – not only withdrawing his demands but also giving workers a raise at all six of his stores.





Protecting the Rights of Working Moms at Walmart

Given that 57 percent of the 1.3 million people who work at the nation's largest private employer are women, there is great opportunity to better women's lives by pressing Walmart to improve its labor practices. After two Walmart moms submitted a shareholders' resolution on the company's insufficient policies for pregnant associates in 2014, coupled with advocacy from Jobs With Justice, Walmart revised its policy by allowing reasonable work accommodations for any temporary disabilities caused by pregnancy. In coordination with Walmart moms, we supported know-your-rights public education efforts about this important first step. We also urged Walmart to not require pregnant associates to prove they are disabled in order to be eligible for reasonable accommodations by mobilizing a dozen allies to sign a letter and thousands of our supporters to sign a petition.



Raising Standards Across Borders

We continue our global efforts to raise standards across Walmart's Asian supply chain, advancing worker organizing to counter retaliation, wage theft and unsafe jobs. After the Rana Plaza garment factory in Bangladesh collapsed, killing at least 1,138 people, Jobs With Justice and labor activists successfully pressed for the creation of a legally binding safety accord to stop these preventable tragedies. In 2014, we continued to pressure Walmart to sign onto the accord and pushed for better compensation for injured workers and families of the deceased. In the lead up to the one-year anniversary of the Rana Plaza tragedy, we organized actions at dozens of Walmart stores, hosted an international webcast, and spoke out in the media. Along with the work of partners, our collective efforts led to an increase in the victim compensation fund from \$1 million to \$16 million.



Government Charges Walmart With Sweeping Labor Violations

On the heels of our report documenting the severe retaliation experienced by Walmart employees for protesting for better jobs, federal officials filed an unprecedented formal complaint charging that Walmart illegally fired, disciplined or threatened more than 60 employees for participating in legally protected strikes and job actions. "We've never seen a complaint against Walmart of this size or scope, and we're glad the NLRB is taking action," commented our executive director Sarita Gupta in the Associated Press.



Jobs With Justice Donors

FOUNDATIONS

The Berger-Marks Foundation
Discount Foundation
Ford Foundation
General Service Foundation
Marguerite Casey Foundation
The Nathan Cummings Foundation
Public Welfare Foundation
Solidago Foundation
Surdna Foundation
Unitarian Universalist Veatch
Program at Shelter Rock

UNION PARTNERS

Amalgamated Transit Union
American Federation of
Government Employees
American Federation of Labor -
Congress of Industrial Organizations*
American Federation of State,
County & Municipal Employees*
American Federation of Teachers
American Postal Workers Union
Brotherhood of Railroad Signalman
California School Employees Association
Communications Workers of America*
CWA, District 9
CWA, Local 9423
Department for Professional
Employees, AFL-CIO
Directors Guild of America
Glass, Molders, Pottery, Plastics
& Allied Workers
ILWU Local 40, Supercargoes
& Clerks Union
International Alliance of Theatrical
Stage Employees
International Association of Iron Workers*
International Association of
Machinists & Aerospace Workers
International Association of Sheet Metal,
Air, Rail & Transportation Workers
International Brotherhood of Boilermakers
International Brotherhood
of Electrical Workers
International Brotherhood of Teamsters*
International Longshoremen's Association
International Organization
of Masters, Mates, & Pilots
International Union of Bricklayers
& Allied Craftworkers
International Union of Painters
& Allied Trades
Laborers' International Union
of North America
LIUNA, Mid-Atlantic Region
Major League Baseball Players Association
National Air Traffic Controllers Association
National Association of Letter Carriers
National Education Association
National Football League Players Association
National Nurses United
National Postal Mail Handlers Union
Office & Professional Employees
International Union
Seafarers International Union
of North America
Service Employees International Union*
Transportation Trades Department, AFL-CIO
United Auto Workers*
United Brotherhood of Carpenters
& Joiners of America
United Electrical, Radio &
Machine Workers of America
United Food & Commercial
Workers International Union*

United Mine Workers of America
UNITE HERE
Washington-Baltimore Newspaper Guild
Writers Guild of America, East

INSTITUTIONS

AFL-CIO Housing Investment Trust
AFL-CIO Investment Trust Corporation
AFL-CIO Lawyers Coordinating Committee
Amalgamated Bank
American Association of
University Professors
American Constitution Society
for Law & Policy
American Income Life Insurance Company*
Analytic Investors
Ariel Investments
ASB Capital Management
Bank of Labor
BlackRock
BCBSA National Labor Office
Bredhoff & Kaiser, PLLC
Calibre CPA Group, PLLC
CareFirst BlueCross BlueShield
Center for Community Change
Center for Economic & Policy Research
Center for Effective Government
Chris Sanders Law PLLC*
Common Cause
Community Foundation Santa Cruz County
Cresa Partners
Downey McGrath Group, Inc.
Economic Policy Institute
EnTrust Capital
Fidelity Charitable Gift Fund
Freddie Mac Employee Funds
GCM Grosvenor
Good Jobs First
Great Lakes Advisors
Growth Squared Consulting LLC
Highlander Research & Education Center
Horizon Actuarial Services, LLC
Human & Civil Rights Organization
of America
Institute for Policy Studies
Institutional Capital LLC
James & Hoffman
Janus Capital Institutional
JustGive
The Karmel Law Firm
kaze design
Lake Research Partners
Landmark Partners
Lazard Asset Management, LLC
Lichten & Liss-Riordan, P.C.
Manning & Napier
The Marco Consulting Group*
Markowitz & Richman
Marquette Associates
Mesirow Financial
Miller Cohen PLC
Multi-Employer Property Trust
Murphy Anderson PLLC
National Domestic Workers Alliance*
National Immigration Law Center*
National Women's Law Center
NewTower Trust Company
Nuveen Investments
Pennsylvania State Education Association
People For the American Way
RMF Foundation
Robbins Geller Rudman & Dowd LLP
Schwab Charitable Fund
The Segal Company
Seix Investment Advisors LLC
Sherman, Dunn, Cohen, Leifer & Yellig, PC

The Solidarity Center
The T. Rowe Program for Charitable Giving
Ullico Inc.*
Union Communication Services, Inc.
The United Methodist Church
United States Maritime Alliance
United States Student Association*
United Way of the National Capital Area
Women Donors Network
Woodley & McGillivray LLP
Zwerdling, Paul, Kahn & Wolly

INDIVIDUALS

Sene Afsc
Rachel Aleks
Samuel C. Alessi
Judith Ancel
Paul Ayers
Morton Bahr
Robert Baillie
Ruth Barrett*
Billy Bates*
Susan Baxter-Fleming*
Allison Bayer
Judith Beck*
Allison Beck-Bangert
Marvin L. Bellin
Toby Berk
Astrid Berkson
Jules Bernstein & Linda Lipsett
Nancy Biagini-Serrano*
Carrie Biggs-Adams*
Patricia Bitondo
James Blau
Sharon Block
Laura Bogle
David & Judy Bonior*
Erin Bowie*
Denise Bowyer*
Lorrie Bradley
Todd Breitbart
Flora Brewer*
Nancy Jo Brigham & Stephen Babson
Tracy & Kimberly Freeman Brown
Margaret Butler & Richard Peppers*
Carol R. Campbell
Carol Cantwell*
William Carey
William & Margaret Carey
Bruce Carroll*
Linda Carter*
John H. Cavanagh
Gerald J. Cavanaugh*
Jessica Champagne*
Debra Chaplan
David Chavis
Bonnie Chernikoff
Noam & Valeria Chomsky
Judith Coady
George & Phyllis Cohen
Larry Cohen*
Elizabeth Coker
Dave Collins
Ron Collins*
Sarah J. Conway
Paula Cooley & Philip Nichols
James Cosgrove*
Tony Daley*
Alicia Daly
Treston Davis-Faulkner
Guy De Primo
Carl & Constance Dellmuth
Bill Dempsey
Elissa Dennis
Christina Dickson

Due to space restrictions, we have only listed high-level contributors. If we have inadvertently left your name off this list, please accept our sincerest apology.

◆ 2014 Board of Directors
⊗ Contributions made as part of the CWA Workplace Giving Program

✦ Contributions made as part of our monthly giving Sustainer Program

Larry Dickter
Eric Dirnbach
John Doran°
Kathleen Downey
Ernie DuBester
Kreszentia Duer & Brian Batger
John Dugan°
Cameron & Susan Duncan
David B. Dunning
Maud & David Easter
Barbara Easterling
Reita Ennis
Catherine Farrell
Frederick Feinstein
Susan Fish
Bill Fletcher
Catherine Forman
Calvin C. Foster
Sarah Fox
Laura & Steven Gang
Harold Garrett-Goodyear*
William Gefell
Enrique P. Gentsch
Kathleen Gille
Sherna B. Gluck
Frederick Golan & Anne Kenney
Debbie Goldman°
Bruce N. Goldstein
Paul Gorman
Michael & Roberta Gottesman
Yuri Gottesman & Olivia Debree
Daniel Goulding
Jeff Grabelsky
Lara Granich*
Judy Graves°
Mary Ann Gregory
Gregory Griffin*
Jean Grossholtz
Sarita Gupta & Eddie Acosta*
Laura Hanks
Carole Harper
William & Barbara Harris
Silvia & Martin Hart-Landsberg
Darwin Hatheway & Beverly Bustin-Hatheway*
Theresa Helinger
Roxie Herbekian
Yvette Herrera°
Mariel Hess
Steven Hiatt*
Annie Hill°
Steven C. Hill & Jonathan Herz
Edward Hiltz
Linda Hinton°
Kent Hirozawa
Elizabeth Hodges°
Ann F. Hoffman*
Monica K. Hogan°
Michael Horvath°
Sandra A. Hottin*
William Hunt*
Cathy L. Hurwit
Tom Hynes
Daniel Jackson°
Anna Jancewicz
Alain Jehlen
Dave Jette & Cecile Disenhouse
Michael Joseph
Henry Kahn, M.D.,
& Mary Gillmor Kahn, M.D.
Rachel Kahn-Hut
Norty Kalishman
Deborah Kaplan*
Pico Kassell & Andrew Strom
James Katz
Carol & Roger Keeran

John Kelly
Shannon Kirkland°
George F. Klipfel II, CLS
Danny & Seena Kohl
George Kohl°
Chaim & Dorothy Koppelman*
Frank Kroger
Bonnie Lacause°
Jeff Lacher°
Louise Lamphere
Lauren Langman & Judith Richman
Mary M. Lassen
Eileen & Paul LeFort
David Legrande°
Donald Leiss
Margaret Levi
Andrew Levy
Sian Lewis
Robyn Lingo
Arthur Liou
Leslie Lomas
Esther Lopez*
Maxwell Love*
James B. Lucot
Bernard Lunzer°
George & Beatrice Ann Luthringer
Myrna & Michael A. Malec
Marie Malliett°
Peter & Frances Marcuse
Kenneth Margolies
Ruth Marriott°
Julie Martínez Ortega*
Gail Mason-Massey°
Robert Master°
Elissa McBride & Damon Silvers
Mark McDermott
Tom & Cathy McGarity
James Merwald
Peter Meyer*
Ruth Milkman*
Joseph Miller
Elizabeth Milliken*
Bamshad Mobasher
Monique Morrissey & Mike Duffy
Larry Morse
Robyn Muncy
Janine Munson°
Andrea Nash
Susan Nash
Robert Nelson
Victoria Neumeier
Doug Niehouse
Michael Nimkoff & Robin Nimkoff
William K. Nisbet
Donna Nix
Barry Nobel
Louise Novotny°
John C. O'Brien
Don Oman
Fr. Sinclair Oubre
Chris Owens
Katherine Ozer*
Robert Patrician°
Ben Peck
Louis Perwien
Mark Peters
John Philbrook
Wilbert & Mabel Pool
Rebecca Poretsky
Homer E. Price
Nancy K. Quinn
Judith Rapue°
Brad Rayson
Karen Rebb

Rachel Resnikoff
Laura Reynolds°
Rosemarie & Joerg Rieger
Elizabeth Roberson°
Janet Robbins & Gary Woodward
David Rohr
Carl F. Rosen
Carol Rosenblatt
Mark Rubin
Sandy Rusher°
Ed Sabol & Heddy Levine-Sabol
Stephanie Safran
George A. Sage
Chris Sanders**
Lawrence Sandoval°
James Sauber
Anne L. Sayre°
Gordon Schiff & Mardge H. Cohen
Nancy Schiffer
Harriette Scofield°
David M. Shackleton
Brenda Shuelt*
Annette Shulman
Jerry Silbert
Cindy Skrukud & Tom von Geldern
Kenneth L. Small
Edward Smith*
Jessica Smith
Amy Smoucha & Leslie Holt*
David Sonneborn
Emily Spieler
Brent & Alison Spodek
Cheri Stephenson
Howard L. Stewart*
Bryon & Lee Stookey
Chuck Stout & Deborah Williams*
Karen Strickland
Brooks Sunkett°
Gerald Swanke*
Sandra Sweetnam*
Patricia Telesco°
Elex Tenney*
Lane Tracy
Dennis Trainor°
John Trimbur & Lundy Braun
Michael Trister
Christine Trzcinski
Merry Tucker
Kathryn Turnipseed & Tamara Saimons
Alex Tye*
Laura Unger°
Katrina vanden Heuvel
Patric Verrone
Todd Viars°
Suzanne Wall*
Elaine Waller°
David J. Walsh
Dorian Warren
Rebecca J. Wasserman & Carlos Jimenez*
Liz Watson
Mark & Pam Weinberg
Christine Weir & Sally Arnold
Lisa Werchow
Ellen West°
Howard Wial
Peter Wickersty°
Betty Willhoite
Gerald J. Williams
Thomas E. Williams
Michael Wilson*
Timothy A. Wise
Rebecca Woodward
Leonard & Ellen Zablou*



Reverend Martin Rafanan, an Evangelical Lutheran minister in St. Louis, Missouri, and co-chair of the St. Louis Jobs With Justice Workers' Rights Board. Rafanan was interviewed in *Forbes* to share why a broad, diverse community cares about raising wages of fast-food workers.

“ We see their organizing and efforts to have a voice in the workplace as critical to making our community a better place.”

-Martin Rafanan, St. Louis Jobs With Justice, in *Forbes*



1616 P Street NW, Suite 150 | Washington, DC 20036
tel: 202.393.1044 | fax: 202.822.2168 | www.jwj.org

Top front cover photo courtesy of Joseph Smooke, [people. power. media]

