





Our Mission

JOB WITH JUSTICE BELIEVES THAT ALL WORKERS SHOULD HAVE COLLECTIVE BARGAINING RIGHTS, EMPLOYMENT SECURITY AND A DECENT STANDARD OF LIVING WITHIN AN ECONOMY THAT WORKS FOR EVERYONE. WE BRING TOGETHER LABOR, COMMUNITY, STUDENT AND FAITH VOICES AT THE NATIONAL AND LOCAL LEVELS TO WIN IMPROVEMENTS IN PEOPLE'S LIVES AND SHAPE THE PUBLIC DISCOURSE ON WORKERS' RIGHTS AND THE ECONOMY.

Representative John Lewis joined fast food workers on the strike line in Atlanta in August 2013.



A Letter From the Executive Director

Dear Friends,

For those of us committed to addressing the problems facing our economy and the extreme imbalance of power between corporations and workers, 2013 was extraordinary. All across the country, record numbers of men and women risked their livelihoods by engaging in actions to demand fair wages and a voice on the job. Working people made it abundantly clear that they are no longer sitting on the sidelines waiting for policymakers and corporations to make the changes they need.

At Jobs With Justice, we heard their call loudly and clearly, inspiring us to lead in developing new policies, experiment with new forms of organizing, and reimagine legal frameworks for the challenges workers face today. We are designing campaigns both nationally and locally that stretch across the economy to articulate our shared vision, develop transformative demands and reach the hearts and minds of millions of Americans.

Throughout the year, we directly supported many of these brave workers organizing for better livelihoods. And we continued to demand solutions to rising student debt, the broken immigration system and insufficient labor laws, as well as seismic shifts in job conditions and standards. Together, we had a real impact.

Through our Caring Across Generations campaign, we secured historic victories for in-home care workers at both the federal and state levels, changing the lives of 2.5 million workers. And despite Congress' stalled immigration reform efforts, together with our allies we made inroads in the ongoing fight to protect immigrant workers.

Our organization's development also hit a major milestone in 2013. Jobs With Justice officially relaunched in the fall, with a new logo and brand that reflects our history and our leadership in the fight for workers' rights and an economy that benefits everyone. We also celebrated our first full year as a new organization committed to winning real change for workers through strategic organizing campaigns, innovative communications, solid research and policy analysis, and grassroots action and mobilization.

As we look ahead, we see enormous opportunities to address income inequality and turn the tide for workers in our country. Together with our network, we are positioned to make concrete improvement in workers' lives thanks to the continued generosity of partners like you. We look forward to another year of advancing the social and economic well-being of all workers.

Thank you!

Sarita Gupta
Executive Director





From left to right: Central Indiana Jobs with Justice and Portland Jobs with Justice members pictured at Black Friday protests in November; Jobs With Justice staff joined Indian garment factory workers to protest the firing of 17 Modelama Workers Union members in February.

Change Walmart, Change the Economy

Because Walmart is the largest U.S. employer, its poor labor practices put pressure on many other businesses to lower wages and benefits in order to compete.

In 2013 our Change Walmart, Change the Economy campaign continued holding the retail giant accountable for its role in lowering job standards across the economy. The campaign supported the organizing efforts of Walmart's retail associates and their demands for full-time hours and living wages while pushing back against the company's aggressive retaliation against employees who speak out for better jobs. We also created new strategic alliances for workers across Walmart's supply chain to put a brighter global spotlight on the company's record of low wages and poor health and safety standards. Walmart's reputation has suffered as a result of this broad, concerted pressure on the company. *Consumer Reports* gave Walmart the lowest score in a survey of 55 supermarkets. Interbrand reported that the company's brand value declined six percent over the year, and *24/7 Wall Street* ranked the retailer among the 10 most hated companies in America. Here are highlights from our campaign this year:

■ **Galvanized** attention around poverty jobs through Black Friday events. Almost every local coalition in our network was involved in an action to support Walmart associates' demands for better jobs on the biggest shopping day of the year. Despite the company's efforts to thwart our protests, we helped lead over 70 actions nationwide and mobilized turnout at many more. We also used these actions to stimulate a broader public debate about low-wage work through extensive media appearances on cable and network television, as well as in print coverage of the OUR Walmart workers' movement.

■ **Connected** national and global supply-chain organizing efforts. Recognizing the growing impact of Walmart's questionable business practices around the world, we joined key allies to form the U.S. Walmart Supply Chain Committee to advance the basic rights and safety of retail associates, warehouse employees and the workers who produce and transport the merchandise that fills Walmart shelves. In April, the committee convened a diverse set of supply chain workers in Los Angeles to strategize around and unveil worker-centered solutions for tackling deteriorating conditions along Walmart's supply chain. Survivors of

“ We believe that workers, people who work [at Walmart], should not have to rely on food stamps and other public assistance to survive. ”

Sarita Gupta on MSNBC, May 28, 2013

the tragic Bangladesh garment factory fire joined U.S. Walmart supply chain workers to share moving stories of warehouse abuses and unsafe working conditions.

■ **Issued** a report documenting Walmart's systemic retaliation against workers. In May, we released a study examining the company's meritless litigation and other aggressive efforts to silence associates and community supporters who raise concerns about job conditions and employee rights at Walmart.

The report found over 150 incidences of Walmart trying to deter lawful activities by workers who are organizing in the OUR Walmart employee association. Our findings were ultimately affirmed by the NLRB's general counsel, who in November issued a decision to pursue a nationwide case against Walmart for allegedly firing and retaliating against more than 100 workers exercising their rights to collective action.

“So people are having to make the choice of ‘I want a lifetime education, but that means I’m being sentenced to a lifetime of debt.’ This is changing how people approach their lives.”

Chris Hicks, Debt-Free Future Campaign Organizer,
on *The Melissa Harris-Perry Show*, MSNBC, June 22, 2013



In March, students active in the Debt-Free Future campaign protested at the U.S. Department of Education headquarters to demand more oversight of Sallie Mae.

Debt-Free Future

With more than 40 million student loan borrowers and millions more co-signers struggling to make ends meet, student debt is one of the biggest hurdles working families face today.

Through our Debt-Free Future campaign, Jobs With Justice aims to make college more affordable, reign in private and public loan lenders through stronger regulations and enforcement, increase lender and university accountability, and win principal debt relief for borrowers. In 2013, the national campaign built public awareness and support for real policy changes to address the student debt crisis through the following efforts:

- **Created** a public outcry that forced Sallie Mae to leave ALEC. The American Legislative Exchange Council (ALEC) attracted widespread criticism in 2012 for advancing voter ID, anti-union, and “Stand Your Ground” laws. After increased public shaming, hundreds of corporations cut ties with ALEC, the same year that Sallie Mae had the gall to join the pay-to-play lobbying group. By organizing public protests, leveraging allies to speak out, drawing fresh attention to Sallie Mae’s questionable business practices, and mobilizing 15,000 people to email Sallie Mae executives, we effectively urged the nation’s largest private student loan lender to end its membership in ALEC.

- **Introduced** a shareholder resolution at Sallie Mae’s spring meeting and coordinated a large-scale action outside the company’s headquarters. The resolution – calling for increased transparency of the bank’s lobbying and political donations – earned an unprecedented level of support and resulted in Sallie Mae CEO’s finally agreeing to meet with students. The campaign arranged for several students to sit down with CEO Jack Remondi to discuss how the company could change its business practices to ease the economic impact of skyrocketing student debt.

- **Negotiated** with key regulatory offices that have the authority to address the student debt crisis. By building relationships with the Consumer Financial Protection Bureau and organizing a large action at the U.S. Department of Education, the campaign has successfully pressured these agencies to meet regularly with representatives and students to discuss recommended solutions to the student debt crisis, including: improved and expanded loan repayment options, stronger regulation of private lenders, increased transparency and disclosure of loan default rates, and tougher oversight of federal student loan servicer contracts. The Department of Education even invited the campaign to propose new language for its student loan servicing contracts, a development that was covered extensively in the media.

- **Influenced** policymakers to rethink shortsighted solutions to the debt crisis. The campaign successfully prevented Oregon state legislators from introducing misleading “Pay It Forward” legislation, which would have allowed students to enter college without having to pay tuition upfront in exchange for paying a small, set percentage of their income after college into a public fund used to finance future students’ educations. With post-college employment not a guarantee for many graduates, this measure would have been another form of burdensome debt repayment repackaged to seem like a good deal for students. While the potential introduction of national “Pay It Forward” legislation remains a possibility, the campaign has already collected dozens of organizational sign-ons to a letter urging federal legislators to rethink their approach.

#debtfreefuture





From left to right: A press conference with Rep. Jan Schakowsky (D-ILL.) in May; a New York City Caring Across advocate; a meeting with Vermont Sen. Bernie Sanders and the Vermont Workers Center.



#caringacross

Caring Across Generations

Caring Across Generations, co-anchored by Jobs With Justice and the National Domestic Workers Alliance, is a widely recognized, innovative national campaign working to transform the long-term care system in America. In partnership with nearly 200 organizations and supporters, the campaign is bringing together seniors, people with disabilities, working families, and direct-care workers to build a caring majority and reshape the caregiving industry.

In 2013, Jobs With Justice advocated for more care jobs to address the care gap in this country, for better working conditions for care providers, and for more accessible and affordable care for everyone in our country. Here are some highlights:

- **Secured** federal minimum wage and overtime protections for home-care workers when the U.S. Department of Labor finally extended basic workplace rights to two million care workers, ending 75 years of unfair exclusion from existing Fair Labor Standards Act regulations. To make the case for stabilizing one of America's fastest-growing workforces, we educated policymakers, the media and the public about the need for these regulations, submitted formal comments to the Department of Labor in support of the ruling, helped collect hundreds of supportive comments from other allies, met with the agency to share input and

feedback on implementation plans, and brought workers and consumer allies to Capitol Hill to share stories with decision makers on why these rules were so critical for so many workers.

- **Influenced** the public discourse about care issues. Along with our anchor coalitions including ALIGN, Food AND Medicine, Vermont Workers Center and Missouri, San Francisco, Chicago and Colorado Jobs With Justice, we generated increased media visibility and discussion around care issues. Through op-eds, television appearances, tweet chats and field mobilizations capitalizing on "care holidays" such as Mother's Day and Grandparents Day, we amplified the campaign's vision for quality care jobs as a solution to the long-term care needs of our society.

- **Achieved** strong gains for home-care worker organizing at the state level. In partnership with AFSCME Vermont Homecare United Local 4802, the Vermont Workers Center played a critical role in securing collective bargaining rights for 7,500 home-care workers by organizing educational forums, setting up and joining meetings for workers with state legislators, and lifting up workers' stories.

- **Deepened** and expanded federal legislative support for care issues by organizing local and federal lobby days as well as Congressional briefings around the

“By creating a strong and stable workforce to support seniors and people with disabilities, so they can have the freedom to live at home, we can create high-quality jobs and high-quality services for millions of Americans. It's time for us to get started on solving this problem for the long haul, and I look forward to working with Caring Across Generations, advocates and my colleagues in the House and Senate to do that.”

Representative Jan Schakowsky (D-ILL.)

issues facing seniors, people with disabilities and the care workforce. As a result of our coalitions' efforts, Senators Gillibrand, Warren, Durbin, Blumenthal and Baldwin agreed to co-sponsor Senate Resolution 128, which expresses support for expanded home health-care services.

- **Made** an informed case for raising standards in the care industry. Together with its New York Care Council partners, ALIGN released a groundbreaking report surveying 1,200 New York City care recipients and care workers to gather extensive data on current and anticipated home-care needs. One of the report's central findings illustrated the need to raise home-care workers' wages to ensure consumers receive quality care.

Immigration Reform and the POWER Campaign

For far too long, bad employers have taken advantage of our broken immigration and labor laws to exploit vulnerable workers.

In its current state, our nation's immigration system creates an incentive for employers to relegate undocumented workers to the shadows of the economy and deny them access to basic rights and protections on the job, which in turn depresses wages and conditions for all workers.

In 2013, we made notable gains in our effort to improve labor policies and protections for immigrant workers through policy advocacy, grassroots organizing and our leadership in the POWER Campaign.

■ **Piloted** strategies to secure protections for immigrants who blow the whistle on employer abuse. We continued our work on the Protecting Our Workers from Exploitation and Retaliation (POWER) Campaign by testing new strategies to advance immigrant organizing as well as defend and expand basic civil and labor protections for immigrant workers. With our strategic assistance, for the first time ever, the NLRB certified U visa applications for workers who were fired and retaliated against for trying to form unions to improve their jobs. Ensuring victims of labor law violations have access to U visas is an important step in curbing the exploitation of immigrant workers and protecting standards for all workers.

■ **Executed** robust advocacy for workers in the fight for comprehensive immigration reform. In 2013, we seized the opportunity to ensure our workers' rights agenda was integrated into the debates and policy proposals around comprehensive immigration reform and advocated for the labor protections that were secured in the final bipartisan Senate bill. These include key components drawn from the POWER Act to protect immigrants who blow the whistle on labor abuse; a provision to ensure all workers, regardless of immigration status, have full access to labor law remedies when their rights have been violated; stronger oversight of foreign labor recruitment; and the exclusion of an employment history requirement for accessing the proposed road map to citizenship. We maintained a steady presence with key congressional targets, organizing five briefings for staff, 53 in-district meetings, delegation visits with congressional offices, and more than a dozen meetings with staffers on Capitol Hill.

■ **Educated** communities about how immigration reform could raise standards for all workers. Our network of coalitions helped organize over 70 public events on immigration reform and mobilized nearly 10,000 people to rallies, marches and other immigrant rights gatherings in target regions.



Jobs With Justice supporters participate in the Citizenship for 11 Million Rally in Washington, D.C., in April.

“ When immigrant workers have rights and everyone competes on a level playing field, workers across the board do better. ”

Sarita Gupta, *The Hill*, October 11, 2013

■ **Promoted** a pro-worker message in the media by securing more than 75 earned media press hits, including coverage of rallies, forums and actions in target states as well as placement of high-visibility op-eds and an appearance on MSNBC's *All In with Chris Hayes*.

■ **Elevated** workers' voices in the immigration debate by recruiting and training 100-plus immigrant workers to share their stories with policymakers, media and influential community members at key moments in the debate, including the first Senate hearing on immigration and in response to the president's State of the Union address.

■ **Engaged** in major civil disobedience actions where organization and network leaders were arrested as part of three massive protests to pressure the House of Representatives to move immigration reform forward.



The Jobs With Justice Network

In 2013, our national network of coalitions invested in hundreds of state and local campaigns across the country, impacting hundreds of thousands of workers. Here's a look at some highlights demonstrating their efficacy and leadership in raising standards and fighting back against attacks in their communities.

Environmental Justice

After a fire uncovered Republic Services' 40-year history of illegally dumping radioactive nuclear waste at its Westlake Landfill in Bridgeton, **Missouri Jobs with Justice** responded by launching a campaign to ensure the company's remediation of the crisis would not cause ensuing damage to the environment and would protect the health and safety of workers and the community. By building a partnership with environmental groups and local labor allies, the campaign succeeded in keeping over 300,000 area residents safe while also simultaneously stopping employee benefits cuts. Their efforts also led Missouri's attorney general to file a lawsuit against Republic Services and the Environmental Protection Agency to take long-awaited steps to address the cleanup.

Expanding Public Services & Good Jobs

In 2012, **Long Island Jobs with Justice** launched the Long Island Bus Riders' Union to bring together bus operators, transit advocates and riders around a common agenda to block transit budget cuts. And just one year later, the group won a huge victory when the Suffolk County legislature unanimously voted to create year-round Sunday bus service as a result of the organization's service expansion campaign.

For more than three years, **San Francisco Jobs with Justice** led a diverse community-labor coalition to ensure that a development agreement negotiated between the city and the area's second largest

employer, California Pacific Medical Center (CPMC), included the demands of both the workers and their local community. After an intense struggle, the coalition's efforts paid off in July 2013 when the San Francisco Board of Supervisors approved a sustainable development plan and community benefits agreement that expanded services for underserved residents and secured workforce development training, affordable housing, and local hiring agreements. The coalition's efforts also led CPMC to finally negotiate fair labor contracts with its employees' unions.

Boosting Wages & Standards For Workers

In December, city lawmakers in Washington, DC, approved historic measures to increase the city's minimum wage to \$11.50 per hour by 2016 and to extend earned sick leave to as many as 20,000 tipped restaurant workers. The victory came after years of coalition-led efforts by **DC Jobs with Justice** and other allies working to raise the floor for residents in low-wage jobs. Most recently, they helped propose a bill that would have guaranteed a \$12.50 hourly wage to employees of the city's largest profitable retailers. While this Large Retailer Accountability Act was eventually vetoed by the mayor, the effort was credited for shoring up lawmakers to eventually adopt the improved minimum wage and sick day policies.

Both **Eastern and Western Massachusetts Jobs with Justice** coalitions demonstrated their reach and muscle to improve job standards across the state in 2013. They mobilized a huge volunteer army to collect more than 13,000 signatures in support of proposals to increase the state's minimum wage to \$10.50 an hour and guarantee five paid sick days for all workers. This Raise Up MA campaign was able to secure enough voter support to place both of these initiatives on the ballot in 2014.

In 2013, we saw one of the biggest efforts to boost wages and standards for workers – the nationwide fast food walk-outs. Throughout the year, workers walked off the job at thousands of fast-food restaurants to speak out against unsustainable wages that don't allow the men and women who work for our nation's most profitable food chains to raise families or even make ends meet. And across the country, Jobs With Justice coalitions were actively engaged in backing fast-food employees' demands for a \$15 living wage and a union. Our network mobilized thousands and organized deep within communities in Missouri, Atlanta, Colorado and Massachusetts. Prominent community members recruited by our coalitions escorted nearly 400 fast-food workers back to work after the protests, employing a "walk-back" strategy designed by **Missouri Jobs with Justice** to prevent workers from being retaliated against for exercising their right to collective action. Coalitions also stood up for workers who lost hours or their jobs as a result of striking, like Deanna, a Subway employee. **Atlanta Jobs with Justice** organized actions in front of Deanna's store to pressure the franchisee to rehire her. Deanna's employer is now ready to settle a wrongful termination lawsuit.

Workforce Development

Rhode Island Jobs with Justice co-led and ultimately won a campaign for the passage of legislation to "Ban the Box." This new rule will prevent employers from requiring job applicants to share criminal record history on job applications, giving formerly incarcerated individuals a fairer chance in seeking employment. Rhode Island Jobs with Justice designed public education activities and mobilized labor and faith allies leading to the legislature's enactment of this policy solution.

“It’s a big victory for folks to get the benefits they deserve. Through no fault of their own, they were denied unemployment benefits by Georgia’s own labor commissioner.”

Roger Sikes, Atlanta Jobs with Justice, *Atlanta Journal-Constitution*, April 4, 2013

Countering Anti-Worker Attacks

In 2013, Georgia legislators introduced a bill to permanently enshrine into law a recent move by the state’s labor commissioner to arbitrarily cut unemployment benefits for bus drivers, cafeteria workers, private school teachers and other seasonal school-contracted employees who are laid off during school breaks. Deploying organizing and coordinated phone and email advocacy efforts, **Atlanta Jobs with Justice** led a statewide campaign to preserve these key benefits working families rely on. As a result, the bill was defeated, and the U.S. Department of Labor ordered the state to cease the cuts and restore \$8 million in previously denied unemployment benefits to school workers.

Missouri Jobs with Justice launched a statewide campaign against a “paycheck deception” bill. The measure, designed to hamstring and underfund public employee unions and their workers, passed in the legislature but was ultimately vetoed. The coalition’s successful rapid response initiatives to beat back this anti-worker bill included organizing actions in seven targeted districts, coordinating 78 handwritten letters and hundreds of emails to legislators, recording 20 video testimonials by community and faith leaders, and placing 21 letters-to-the-editor from community leaders.

From the upper left, clockwise: A July public rally for the Raise Up Massachusetts campaign; Elce Redmond, Chicago Jobs with Justice Co-Chair and Jobs with Justice National Board member, risking arrest in support of the Chicago teachers strike in March; a May Atlanta Jobs with Justice event celebrating the coalition restoring unemployment benefits for school workers; a Cleveland Jobs with Justice rally protesting cuts to social programs in January.





\$904,542

Walmart

That's how much it costs taxpayers to support the workers of just ONE Walmart store because of the company's low wages.

I didn't agree to subsidize Walmart!



Left: Janice Fine, associate professor of Labor Studies & Employment Relations, Rutgers University, was a plenary speaker at the annual national LRRAN conference in Washington, D.C. Middle and Right: These two images created by Jobs With Justice were shared extensively on Facebook in 2013. The first was shared nearly 3,000 times and highlights how taxpayers subsidize Walmart through government programs for its workers; the second underscored Walmart's regressive position on same-sex marriage during the U.S. Supreme Court's marriage equality arguments and reached over 640,000 people.

Influencing the Public Discourse and Policymakers

In 2013, we spearheaded a number of initiatives to advance concrete policy solutions as well as inform and shape the public discourse.

We put credible research in the hands of policymakers; convened and cultivated leading academics to speak out on issues of the day; expanded our reach in the media landscape; positioned more of our spokespeople as trustworthy opinion-leaders through the press and high-profile events; and framed influential conversations on social media. Here are some highlights:

Through a joint project with the Economic Policy Institute, we released **new analysis on the impact of the high-skilled guestworker program on**

workers, college graduates and the labor market.

The government data we acquired using Freedom of Information Act requests reveals for the first time the extent to which employers hire H-1B guestworkers in each state and the impact of doing so. As part of advocacy efforts to encourage improvements to the H-1B program ahead of any expansions, we shared initial research with policymakers in a Congressional staff briefing, explaining how reforms would better protect native-born and guestworkers alike.

We continue to connect and convene a number of influential academics and scholars participating in the now 740-member strong **Labor Research Action Network (LRAN)**. The 2013 national LRRAN

conference featured more than 200 scholars and activists discussing topics like innovative organizing models, private equity, labor law reform and more. And for the first time, LRRAN members in Chicago and Boston organized their own regional gatherings as well.

Additionally, LRRAN partnered with In the Public Interest (ITPI) to surface ongoing research and spokesperson development needs related to **government outsourcing and responsible contracting**. This led to a joint research, technical assistance and message training and forum for faculty, union and nonprofit staff, and we are now managing three research projects stemming from this initiative to defend public sector jobs.

“The strength of our democracy is tied to our nation’s ability to uphold and uplift workers’ rights. America’s workers deserve much more than the status quo to fully protect their rights on the job. Yet they do not deserve to have their basic workplace rights invalidated due to Congressional inaction.”

From a letter to the Senate urging confirmation of members to the NLRB that was signed by writers Dave Zirin and Barbara Ehrenreich and 125 national leaders



#unionmember

On Labor Day, we once again teamed up with high-profile sports and entertainment unions to organize our **#unionmember Tweet-a-Thon**. More than 14,000 tweets were sent by influential celebrities and their supporters including actors **Mark Ruffalo** and **Kerry Washington**, Washington outfielder and All-Star **Bryce Harper**, Washington Redskins wide receiver **Pierre Garçon**, Philadelphia Flyer **Scott Hartnell**, and Grammy-winners **Steep Canyon Rangers**, **Rosanne Cash** and **Chris Shiflett** of the Foo Fighters. The Tweet-a-Thon created 56.6 million impressions on millions of Twitter users. By the end of the holiday, 18.6 million people saw tweets about the advantages of being a #unionmember.

When Senate obstructionists allowed four out of the five National Labor Relations Board (NLRB) seats to become vacant in early 2013, the body was forced to a standstill, leaving most of America's workers without any effective labor law protections. To sound the alarm and push the Senate to confirm NLRB appointees, we

produced a fact sheet on the perils of a workplace without labor law enforcement; organized and released sign-on letters from 400 notable professors and 125 national leaders including authors Barbara Ehrenreich and Dave Zirin; mobilized calls to the Senate; and coordinated our network's advocacy efforts, which included rallies and delegation visits. Our grassroots and grasstops push for a functioning NLRB contributed to the eventual Senate agreement to clear a path for the confirmation of a full slate of nominees.



Marlo Thomas, Sarita Gupta and Gloria Steinem pictured after an appearance together on MSNBC in February 2013.

“A year after a merger of social ventures, which united American Rights at Work under the Jobs With Justice banner, the expanded organization is taking a more aggressive stance in organizing in a climate of concern over the growing wealth gap in the country. The organization brings together labor, community, student, and faith voices at the national and local levels ‘to create innovative solutions to the problems workers face.’”

From *Forbes.com*, “Jobs With Justice: New Campaigns Take Aim At Low Wages, Working Poor, Falling Middle Class,” December 23, 2013



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