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 JWJ-led Retail Workers Bill of Rights campaign.

**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 JWJ.

**70,000** Facebook supporters

**16,500** @jwjnational followers on Twitter

**141,405** unique website visitors

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

**FOUR MILLION** immigrants will become eligible for temporary status and improved labor protections through the president’s executive order after years of JWJ organizing and advocacy.

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

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

**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 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 affiliateALIGN 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 JWJ San Francisco, embarked on an ambitious effort to address this growing problem. Over the course of 2014, JWJ 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 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.
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 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.

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.
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.

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.
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.
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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