

ORGANIZING FOR ACCESS TO LIVING WAGE JOBS

Metro IAF leaders know that the root cause of community violence, mass incarceration, and neighborhood blight is the lack of living wage jobs and the training required to access those jobs for thousands of unemployed and underemployed residents in the communities where we organize. Metro IAF has a long tradition of organizing to address this issue: winning the First Living Wage Laws in Baltimore and New York City, sparking a national and international movement; creating Hiring and Training Requirements for DC residents on publicly financed economic development projects, including the Nationals' baseball stadium; and pushing Duke University to be a Living Wage Employer. Now, Metro IAF is focused on scaling and replicating its work on implementing local hiring mandates, creating jobs pipelines and developing anchor institution job strategies across the network.

2018 HIGHLIGHTS

Metro IAF Wins \$15 Billion for Public Transit in Metro DC/VA/MD

Metro IAF won \$500 million in new money annually to fund public transit infrastructure upgrades for the Washington Metro Area Transit Authority (WMATA), which serves over 350 million transit riders a year, through a two-year campaign led by Metro IAF's 5 affiliates in the DC, VA, & MD region and working closely with Amalgamated Transit Union/ATU Local 689. This victory will yield \$15 billion upgrades for transit infrastructure for the region and protect 13,000 living wage jobs for African American workers. In addition, Metro IAF fought privatization and the race to the bottom effects of privatization in Metro DC transit system working with Amalgamated Transit Union/ATU Local 689 winning: 1) a regional \$500 million annual dedicated funding deal that did not include privatization mandates; 2) stopped a control board take over of the transit system advocated by corporate and elected leaders, which had a privatization reorganization plan; 3) organized with bus drivers and streetcar operators, winning parity wages at DC Downtown Bus Circulator and DC Streetcar; 4) supported ATU organizing that raised wages/benefits at several private contractors including at Metro Access (paratransit), Fairfax Connector, Dillons, etc.



BUILD Wins Commitment to Make Local Hiring Mandate a Flagship Policy in Baltimore

Over 1,100 BUILD leaders successfully reset the organization's public relationship with Baltimore Mayor Pugh. Pugh committed to making the 30% local hiring and 20% affordable housing mandate that BUILD won on Under Armour's \$5 billion Port Convington project in a 2016 flagship policy of the city so that all developers receiving local subsidy in Baltimore are required to meet these minimum standards.

Greater Cleveland Congregations Secures Jobs Pipeline for Public School Parents

Greater Cleveland Congregations held an action with Cleveland Public Schools CEO Eric Gordon, where he committed to establish a jobs pipeline to connect unemployed Cleveland public school parents to entry-level jobs within the school system.

Common Ground Takes on Temp Agencies Who Mistreat Workers and Focuses on Job Training

Common Ground launched a new campaign taking on temp agencies that mistreat their workers, and will partner with local businesses and job training programs to expand access to living wage work in Milwaukee, especially for formerly incarcerated and chronically unemployed people. Milwaukee Mayor Tom Barrett and District Attorney John Chisholm recognized Common Ground's tenacity and positive contributions to Milwaukee and pledged their support for the CG jobs fight.



Orange County Justice United Wins Commitments on Rural Jobs Access in NC

Justice United Leaders met with candidates of the Orange County Board of Education, the largest employer serving rural Orange County. Candidates committed to hire over 140 African American and Latino teachers within the next four years to resolve racial hiring disparities in the teaching staff, increasing access to jobs for people of color, as well as the hiring of bilingual front office staff for every school.



WORKING WITH ANCHOR INSTITUTIONS TO CREATE JOBS FOR RETURNING CITIZENS AND LOW-INCOME PEOPLE

Durham CAN Organizes to Expand Job Access for the Under/Unemployed and Formerly Incarcerated Citizens

The North Carolina affiliate officially launched a new grassroots jobs campaign after conducting listening sessions with more than 1,000 ex-offenders, unemployed, underemployed persons and youth, and building relationships with living wage employers like Duke University, GoTriangle and the Durham Housing Authority. Learning from the BUILD/Turnaround Tuesday movement in Baltimore, Durham CAN clergy have now approached top leaders from Duke University to discuss its collective agenda on jobs, living wages and local hiring. Durham CAN secured a commitment from Duke top officials to visit Turnaround Tuesday and Johns Hopkins University to learn about their public partnership around the hiring of ex-offenders. Duke University recently announced it would change its hiring policy, now permitting the hiring of those with criminal records. Negotiations are ongoing and Durham CAN leaders will meet with the President of Duke University, Vincent Price, to continue the conversation in early 2019.

BUILD Creates the Turnaround Tuesday Jobs Model, a Second Chance Initiative; Ron Daniels, Johns Hopkins University President Key Partner

Turnaround Tuesday (TAT) is a BUILD jobs movement in Baltimore organizing a community to get ex-offenders ready to work and changing the hiring culture to employ returning citizens. It was born from a post Freddie Gray murder BUILD campaign of listening on the streets to ex-offenders who said having secure jobs would prevent them from returning to a life of crime. To date, TAT has secured jobs for 574 unemployed, underemployed and returning citizens with an 82% retention rate, working closely with local employers like Johns Hopkins to create jobs that provide a living wage for community residents.

As a result of building critical relationships with Baltimore area hospitals and taking action to pressure the MD Health Services Cost Review Commission to increase hospital reimbursement rates to fund community health positions, Turnaround Tuesday has placed 79 individuals in three new positions: Community Health Workers, Peer Recovery Specialists, and Certified Nurse Assistants/General Nursing Assistants. None of the Turnaround Tuesday-trained individuals have lost their jobs and all positions pay between \$15-\$17/per hour with full benefits. As of February 2018, 129 positions are still open to be filled by residents in need of good work.