

# Interfaith Worker Justice

2007 ANNUAL REPORT

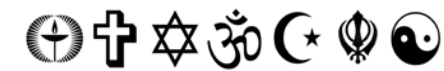


**THE POWER OF INTERFAITH**



**The power of a movement  
can often be evaluated by the  
diversity of its members ...**

**Francis Perkins was the former Department of Labor Secretary under Franklin Roosevelt. As an Episcopalian during the New Deal era, Perkins took the position, in her words, “to support her President, her God, and workers.” Perkins went on to establish the first minimum wage in addition to instituting laws against child labor. Last year, Interfaith Worker Justice (IWJ) took up the torch of Francis Perkins by holding several congressional hearings to encourage the Department of Labor to respond to the exploitation of workers in New Orleans and across the country. It was the beginning of a campaign to reinvent the Department of Labor to be a true advocate for workers. This tradition of letting religious values guide a vision of a nation where all workers share in the prosperity of its society is being rekindled by IWJ as part of a larger movement of people of faith.**



#### **The Interfaith aspect of our work**

has been a key quality that has made this movement powerful and enduring. People of faith from across religious traditions are providing a moral voice in the debate on economic justice, particularly on the issues of workers. For all traditions, being in right relationship with God means being in right relationship with others. In 2007, interfaith communities came together to question the poor treatment of janitors working at a real estate company that proudly touted its compliance with Islamic moral standards.

#### **The dignity of each human being**

is what has promoted religious support for workers at Smithfield Foods. The 5,500 workers at its Tar Heel, North Carolina plant are suffering in an environment of dangerous working conditions, discrimination and intimidation for seeking a voice on the job. IWJ leaders are speaking out for a vision where each human life is valued above profits and corporate greed.

#### **What faith traditions say about hospitality**

to the stranger is why religious leaders and their communities are providing sanctuary for immigrants. Twenty-two congregations in Greater Kansas City joined the New Sanctuary Movement after a long process of education and deliberation in 2007. One hundred and twenty-five people from the movement marched to the site of a new billboard that read “Love the immigrant as yourself.” That love comes from faith, and as Kahlil Gibran so eloquently said, “I love you when you bow in your mosque, kneel in your temple, pray in your church. For you and I are sons of one religion, and it is the spirit.”

In 2007, the religious leaders of Interfaith Worker Justice spoke out to share a vision of fairness and equality for workers. Many religious communities of different beliefs, races, histories and backgrounds are finding common ground in their faith and what their traditions say about justice. Interfaith Worker Justice is proud of its accomplishments in the past year and the work that has been done toward a vision of dignity and equality. The power of this movement will continue to grow through the diversity of its members.



ON SATURDAY, NOVEMBER 17TH, A LARGE CROWD OF SMITHFIELD SUPPORTERS RALLIED OUTSIDE THE CHICAGO THEATER IN DOWNTOWN CHICAGO, ILLINOIS, TO PROTEST A VISIT BY CELEBRITY CHEF PAULA DEEN.

IWJ ORGANIZED A PRAYER VIGIL IN SUPPORT OF LAID-OFF AND FIRED WORKERS.

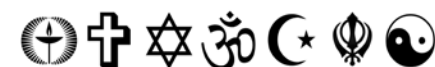


### The dignity of each human being

On August 29<sup>th</sup> over 1,000 faith and community leaders rallied in front of Smithfield's annual stakeholders meeting, where more than 80 shareholders were in attendance. For over a decade, Smithfield has violated internationally recognized human rights standards by using threats and violence against the workers concerned about safety conditions in their meat processing plants. Rev. Nelson Johnson, co-president of Interfaith Worker's board of directors and executive director of the Beloved Community Center in North Carolina and Kim Bobo, the executive director of Interfaith Worker Justice, were part of a delegation that attended the meeting and had the opportunity to address the Smithfield board members. When Rev. Nelson stood to speak, company representatives objected saying, "We won't negotiate with you. You weren't elected by our workers." Rev. Nelson very calmly replied that he was not the representative of the workers, only the representative of God and his faith. He was there simply to urge the company to sit down with the union and work out a fair process. Nelson requested that the workers present at the meeting have an opportunity to relay some of their experiences working for Smithfield. In a rare moment, workers had a voice in their company. The power of their words exemplified why religious leaders are so important to attaining worker justice.

### The Interfaith aspect of our work

Rarely do we see a better example of how religious values can intersect with corporate accountability as IWJ did in 2007. It began when a multi-billion-dollar real-estate company, the Indianapolis-based HDG Mansur, which also has offices in London and Dubai, made international financial headlines by declaring itself Shari'ah-compliant. Shari'ah is the body of religious law in Islam. IWJ, in partnership with the Islamic Society of North America (ISNA), challenged the shabby treatment of the company's janitors who work in Mansur's headquarters in an effort to improve conditions for those workers and to preserve the integrity of Shari'ah compliance. IWJ sponsored a delegation to London to call attention to these ethical issues. They partnered with members of the UK Transport and General Workers' Union (TGWU-Unite) and British trade union and community leaders to raise awareness about Mansur's business practices.



### New Era Cap

- Organized religious support for workers at the New Era Cap Company in Mobile, Alabama. Workers subsequently ratified their first contract after a seven month struggle, with those fired winning the opportunity to be reinstated or receive a settlement from the company.

### Pulte Homes

- Kicked off efforts on a national campaign targeting national home builder Pulte Homes with a delegation of 15 national religious leaders to work sites in Phoenix. The campaign is working in Phoenix, Las Vegas and Detroit for living wages, safe working conditions and the right to organize at a number of Pulte subcontractors.

### Justice @Smithfield

- Engaged the religious community through organizing supermarket delegations, rallies, marches and town hall meetings in seven major cities, resulting in Smithfield products being pulled from supermarket chains.
- Organized key religious and denominational leaders to attend and speak at the annual shareholders meeting of Smithfield Foods in Williamsburg, Virginia.
- Organized protests at the speaking events of Smithfield spokeswoman, Paula Deen, with the participation of religious and political leaders.
- Collected over \$20,000 for the Smithfield Worker Justice Fund.

“We remind ourselves that Islam recognizes the fact that wealth is jointly produced by labor and capital. Islam has taken many measures to protect the rights of labor seeing that they are more vulnerable for exploitation. We recognize that a laborer should be treated as a human being and not as a beast of burden . . . To blindly sign them off (HDG Mansur) as Shari’ah compliant would do disservice to spirit of Islamic Shari’ah, not to mention the disservice to poor helpless janitors and their families.”

[ Sheikh Abdool Kahn, from the Islamic Society of North America, speaking at a conference of investors on Real Estate Finance, about Shari’ah compliance ]

MEMBERS OF THE LONDON DELEGATION SHEIKH ABDOOL KHAAN, AN AFRICAN-AMERICAN JANITOR CURRENTLY ON STRIKE FROM HER JOB CLEANING AT MANSUR’S INDIANAPOLIS HEADQUARTERS AND A STAFF PERSON FROM IWJ.



### The dignity of each human being

In the Francis Perkins era, government was seen as the protector of basic moral standards. In her time, child labor and minimum wage laws were enacted to protect the human dignity of all U.S. workers, including recent immigrants and people of color. Now, the Department of Labor, charged with the maintenance of those standards, is feared and avoided by the workers that need it most.

In 2007, IWJ stepped up its strategy to restore the government to its role as a protector of basic human dignity and work. IWJ held several hearings with congress to talk about the shortcomings of the Department of Labor (DOL) in the aftermath of Hurricane Katrina and more generally for workers in low-wage jobs. During the Interfaith Worker Justice 2007 biennial conference, 400 faith leaders, workers, students and allies held an accountability session with Paul Decamp of the DOL’s Wage and Hour Division. In an IWJ survey in New Orleans workers, not one worker identified the DOL as an agency to which one could file complaints. This session was a step toward opening up the dialogue, as workers testified about their experiences and began to ask their government for help.

INTERFAITH WORKER JUSTICE STAFF TESTIFY ALONGSIDE OTHER ADVOCATES FOR A NEW DEPARTMENT OF LABOR, REINVENTED IN THE SPIRIT OF FRANCIS PERKINS.



### Immigration

- Wrote, designed and published *For You Were Once a Stranger: Immigration in the U.S. Through the Lens of Faith*, a 112-page resource for congregations and people of faith.
- Helped organize a religious leaders’ meeting and hearing in Baltimore on the problems with the new Social Security Administration “No Match” regulations, which would lead to discrimination and possible wholesale firing of immigrant and native-born workers mistakenly identified as unauthorized to work.
- Provided an immigration tool kit, along with other resources, articles and e-alerts, to aid in organizing the religious community around the ultimately failed Senate efforts to pass comprehensive immigration reform.

### Government Accountability

- Researched, wrote and released *Working on Faith: A Faithful Response to Worker Abuse in New Orleans*, which documented the lack of capacity and will of the U.S. Department of Labor to enforce labor and employment laws concerning wages and hours and health and safety.
- Met with congressional staff, which generated two congressional hearings focusing on the DOL and worker abuses in New Orleans. IWJ public policy staff and workers testified at these hearings, which resulted in increased oversight of the DOL and a legislative proposal to extend the time limits for workers filing wage and hour complaints.

### Employee Free Choice Act

- Gathered the majority of signatures of a religious leaders sign-on letter put out by the AFL-CIO in support of the Employee Free Choice Act (EFCA), a bill that would allow workers a free choice of whether or not to organize in the workplace. Solicited and wrote letters to the editor and generated hundreds of calls to senators in support of EFCA

“ We should serve God . . . and do good to . . . orphans, those in need, neighbors who are near, neighbors who are strangers, the companion by your side, the wayfarer that you meet, [and those who have nothing].”

[ (Quar’an 4:36). ]

### What faith traditions say about hospitality

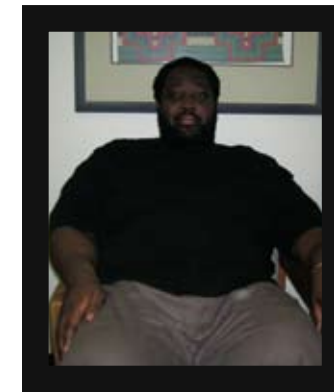
When the Department of Homeland security proposed that employers would be legally required to resolve any mismatched Social Security Administration numbers, it sounded an alarm throughout the faith community. It represented yet another attempt to profile and discriminate against workers; another tool that unscrupulous workers could use as a pretense to fire and threaten workers who were involved in organizing campaigns or were otherwise unwanted. IWJ brought members of the religious community together for a Baltimore meeting and hearing around the issue. Susan Leslie, Director of Congregational Advocacy and Witness for the Unitarian Universalist Association (and an IWJ board member), denounced the ways in which the proposed changes threaten the inherent worth and dignity of every person and the possibility of a community of peace where all people experience justice.

MEMBERS OF NO-MATCH DELEGATION, IN FRONT OF THE SOCIAL SECURITY ADMINISTRATION IN BALTIMORE .



IWJ SUMMER INTERNS PICKET A MEETING OF CHICAGO-AREA CATHOLIC LEADERS IN EFFORTS TO PUT PRESSURE ON THE CATHOLIC OWNED RESURRECTION HEALTH CARE SYSTEM.

### The interfaith aspect of our work



Keron Blair, a student at the Divinity School at Howard University in Washington D.C., participated in IWJ’s 2007 Seminary Summer internship program. His faith and his sense of responsibility brought him to the work at his placement site, the Interfaith Worker Justice of New Orleans in the aftermath of Hurricane Katrina. With a background in the nondenominational black church, it was his faith again that would help him to see the importance of the religious community in advocating for equity and dignity for all.

In many ways, his placement was not typical. Many summer interns in the program are charged with the task of building relationships with local congregation and clergy to aid the cause of workers. Keron was tasked with simply finding the clergy. As Keron said, “If you want to build a house, somebody has to break some ground.” When he did track them down, their concerns were focused on the crisis in their own congregations. Keron worked to create an inventory of congregations in the area. He began bringing clergy together to talk about their issues and to share resources. Breakfasts and conferences were held and as attendees began to talk, they began to see the mutual benefit of advocating for social justice and change. Keron’s work and the faith which compelled him to act, ultimately helped lead to the formation of the Clergy for Restorative Justice group along with the New Orleans Area Congregational Inventory, both important tools in the fight to rebuild New Orleans in a just and equitable way.

“Due to this internship and the experiences and opportunities that accompanied it, I live a life where I breathe my beliefs. I have finally given hands and feet to my faith, something that until now, I thought I had already done.”

[ Sarah Schwarz, Texas Christian University, Interfaith Worker Justice Summer ]

### Summer internship programs

- Recruited, trained and placed 36 summer interns in 2007 with local unions and IWJ affiliates.
- Organized the IWJ New Orleans Worker Justice Internship, with six religious interns and a supervisor to carry out preliminary work to build a workers’ center in New Orleans.

### Seminarians for Worker Justice groups

- Provided training and support opportunities for students advocating for worker justice on their campuses.
- Built new SWJ groups in Boston and Columbus, Ohio, and held worker justice forums in the Bay Area, Chicago and Los Angeles.
- Held the first four-day organizing training exclusively for students, drawing 25 student leaders from across the country.

### Work with faculty to increase awareness of worker justice issues

- Engaged more than 300 students and 135 faculty members via faculty convenings, teach-ins, actions, workshops, worker justice chapel services and courses with significant worker justice components.
- Posted extensive educational resources on worker justice, for faculty and student use, at [www.iwj.org](http://www.iwj.org).





A REVEREND FROM A ARKANSAS AREA CONGREGATION GREETES WORKERS WHO HAD VISITED HIS CONGREGATION TO SPEAK ABOUT THE ISSUES OF LOW-WAGE WORK.



## The dignity of each human being

Day laborers are a modern day underclass, frequently working outside the protections of labor law and basic human rights. They are often denied overtime compensation or employers neglect to pay them all together, safety standards are ignored, and basic things like bathroom and water breaks are denied. So when the Houston Interfaith Worker Justice Center decided to reach out to day laborers through the 'Water is Sacred' program, they were a bit surprised and uncertain. The 'water is sacred' program brought high school and college youth groups out onto street corners on summer weekends to distribute bottled water and a worker rights booklet to workers.

Ten middle school students from St. Martin's Lutheran Church in Sugarland, Texas, (a suburb of Houston) volunteered to help. In their training session, IWJ-Houston staff taught each student how to say 'Are you thirsty?' in Spanish. The group headed to the parking lot of Home Depot to hand out water and flyers. The groups' youth minister Stephanie Stark said that the group was most impacted "when they saw someone drive up and ask (the laborers) to work. At that moment they realized that they would never have to do that." They gained an appreciation for what they had and how they could use their resources to help others. As a result of the program, hundreds of workers called the center to find out more about what they could do to improve their situation.

IWJ's Workers' Center Network was established in 2004 to cross-educate workers' centers around the U.S. to pool resources and build power for workers by collaborating on national organizing and educational campaigns. Although workers' issues vary from place to place, centers in the IWJ network educate workers about their basic rights in the workplace, such as the right to minimum wage and safe working conditions. The centers then mobilized workers to stand up for their rights and challenge illegal and unjust activity in the workplace.

"Listen! Crying aloud are the wages withheld from the farmers who harvested your land. Their cries reach the ears of the Lord of hosts."

[ James 5:4 ]

- Reached out to tens of thousands of workers through know-your-rights workshops and trainings.
- Recovered over \$1.25 million collectively for workers around the country through direct action, lawsuits and formal complaints.
- Hired 12 new staff in four existing centers and started the process toward two new centers in Phoenix and Kansas City while welcoming two existing workers' center into the network in California and New York.
- Helped organize marches in the spring that brought out millions of people in favor of comprehensive immigration reform. The marches were instrumental in stopping the Department of Homeland Security from using the Social Security Administration's No-Match letters to fire millions of workers.

## 2007 Local Accomplishments

Last updated March 19, 2008

The core of Interfaith Worker Justice is its network of local affiliates, workers' centers, and student groups capable of mobilizing the religious community around workers issues and campaigns. IWJ strengthens local affiliates by providing technical assistance and training, while building new organizations in strategic areas where workers need support.

### ARIZONA

#### Interfaith Worker Justice of Arizona

- Led the organization of the New Sanctuary Movement in Arizona, positioning IWJAZ as a prophetic voice of the working immigrant community.
- Worked with 130 congregations to lead delegations, hold prayer vigils, conduct citizenship and nonviolence trainings, and encourage support for local worker campaigns.
- Successfully coordinated a Labor/Religion Breakfast featuring nationally known religious leaders in conjunction with the AFL-CIO state convention "Saints and Prophet Dinner," commemorating the Morenci Miners Strike, which highlighted the link between civil rights and the labor movement.

### ARKANSAS

#### Arkansas Interfaith Committee for Worker Justice

- Supported striking sanitation workers campaign by demonstrating at the Little Rock City Hall, speaking in front of the City Council, in addition to successfully raising over \$1,200 in food donations for the striking workers and their families.
- Organized events promoting the Employee Free Choice Act and supporting locked out UAW members at Kohler in Cearcy, Arkansas.

### COLORADO

#### Interfaith Committee for Worker Justice of Colorado

- Participated in two delegations to help workers in a Denver hotel win their first union contract with UNITE/HERE. (This is the same hotel that will host the 2008 Democratic National Convention.)
- Engaged clergy in supporting low-wage janitors in Colorado by leading three separate delegations to put moral pressure on General Growth Properties Malls to cease their anti-union activity.

### CONNECTICUT

#### Connecticut Center for a New Economy

- Collaborated with more than 30 religious leaders to form the Interfaith Fellowship for Universal Healthcare, a group working to enact universal healthcare in Connecticut.
- Worked with over 500 Connecticut clergy to compose a joint statement delivered to Connecticut Governor Jodi Rell in April that declared access to healthcare a fundamental human right and a moral imperative.
- Organized hundreds of people to attend a massive rally for universal healthcare at the state capitol.

### DISTRICT OF COLUMBIA

#### Jobs with Justice - Interfaith Worker Justice of Greater Washington

- Supported day laborers by organizing a community forum on a proposed worker center, collected letters of support for a worker center, and turned out faith leaders to an action at a day labor site countering anti-immigrant activity.
- Supported a first contract for security officers by co-sponsoring a breakfast briefing for the community, collecting signatures on a Community Statement of Support, leading a delegation to a key property manager, and bringing officers to speak in local congregations.
- In partnership with Jews United for Justice, organized Labor in the Pulpits and Labor on the Bimah programs in 54 congregations in D.C. and suburban Maryland and Virginia.

### FLORIDA

#### Interfaith Action of Southwest Florida

- Organized labor, faith and community allies for national action in support of Immokalee workers at McDonald's headquarters in Oakbrook, Illinois.
- Leveraged political and faith leaders from across the country to support the "Penny-a-Pound" campaign targeting McDonald's.
- Negotiated ground breaking agreement with McDonald's, resulting in \$250,000 in additional farm worker wages.

#### South Florida Interfaith Worker Justice

- Coordinated a multi-faith forum on immigration in Miami along with the archdiocese of Miami, the American Jewish committee and Temple Israel.
- Assisted the Coalition of Immokalee workers with their major action against Burger King which was held in Miami.
- Awarded the first South Florida seal of approval to an employer, awarded to St. Thomas University, for voluntarily raising the wages of their service workers to match or exceed the Miami Dade Living Wage of \$10.69 an hour.

### ILLINOIS

#### Chicago Interfaith Committee on Worker Issues

- Awarded a \$500,000 grant from the State of Illinois to assist women and minorities in getting into the Building Trades' apprenticeship programs.
- Recovered \$250,000 in unpaid wages, workers' compensation, and discrimination claims.
- Established a membership structure for the Workers' Center, welcoming 100 new members to the Center.

### INDIANA

#### Community, Faith and Labor Coalition

- Organized the faith community to support an increase in the state minimum wage to \$7.25 over a two-year period, thus raising wages for workers exempt from the federal minimum wage to the same minimum wage level as other Indiana workers.

#### Indianapolis Clergy Committee

- Successfully advocated for 4,000 janitors across the country to freely choose a union with Indianapolis-based Simon Malls.
- Delegated with several decision-makers, marched, prayed, rallied and risked arrest, resulting in 1,400 Indianapolis-based janitors achieving unionization.
- Garnered 128 signatures on a Statement of Principles advocating for fair treatment of workers.

#### The Calumet Project

- Organized "Bucket Brigades" to monitor environmental impact of the combined disposal facility.
- Released study documenting environmental impact of combined disposal facility, resulting in front page-story of local paper.
- Held two successful fundraisers with labor and community partners.

### MASSACHUSETTS

#### Interfaith Committee for Worker Justice

- Assembled interfaith delegations to supermarkets in support of workers organizing at Smithfield Foods' processing plant in Tar Heel, N.C. Efforts led to the removal of Smithfield's Tar Heel products from dozens of Foodmaster, Market Basket, Shaw's and Stop & Shop supermarkets.
- Provided prophetic and pastoral support to nearly 12,000 janitors with SEIU Local 615 in Greater Boston. This support led to the New England janitor's victory of increased hourly wages and greater access to full-time work hours and full employer-paid family health insurance.

### MICHIGAN

#### Detroit Metropolitan Interfaith Committee on Worker Issues

- Supported more than 2,000 nurses attempting to organize a union at the Detroit Medical Center through a number of actions including a meeting with CEO Mike Duggin.
- Protested annual shareholders meeting of Pulte Homes, a Detroit-based home construction company that is mistreating thousands of workers in the Phoenix and Las Vegas areas.

**MINNESOTA****Workers Interfaith Network**

- Partnered with more than 40 clergy and people of faith in support of the Justice for Janitors campaign that resulted in significantly more affordable health care, better wages, and more full time work for over 4,200 janitors.
- Collaborated with 30 clergy and people of faith in the campaign to successfully move management at Walker Methodist Nursing Home to begin bargaining with workers, who voted four years earlier to join AFSCME.

**MISSOURI****Interfaith Worker Justice - Greater Kansas City**

- Supported 1,200 janitors working with SEIU to negotiate a contract. The janitors won a 23 percent wage increase over the course of a three-year contract.
- Supported a successful campaign of 328 nurses to organize and negotiate a contract.
- Engaged in New Sanctuary Movement actions that mobilized hundreds of people to participate in public actions resulting in major press coverage on undocumented workers' rights.

**NEW YORK****Capital District Labor - Religion Coalition**

- Engaged over 250 congregations on workers' rights issues, which led to one of the organization's most successful "Labor in the Pulpits" program to date.
- Partnered with the Albany Community Oversight Committee on the enforcement of the City of Albany's Living Wage Law. After having secured the City of Albany's sweat-free purchasing policy in 2006, the organization is now celebrating a sweat-free purchasing resolution passed by the Albany County Legislature.
- Generated support, especially within faith communities, on local campaigns including: Atria Senior Living "Silencing Our Voices" with SEIU; the stop mandatory overtime rally at the Capitol with the New York State Nurses Association / PEF/ SEIU members; organized ARC with CSEA and SEIU.

**New York City - Greater New York Labor-Religion Coalition**

- Supported a campaign by 50,000 security officers to organize with SEIU and win living wages and decent benefits. Religious leaders engaged in prayer vigils, clergy delegations to building management companies and rallies with workers.
- Worked as a partner in the New York Sanctuary Coalition. The Greater New York Labor-Religion Coalition recruited congregations, engaged in public education, organized religious leaders to participate in rallies and participated in a vigil with 100 people in front of a Manhattan detention center.

**OHIO****Cincinnati Interfaith Committee on Worker Justice**

- Supported 10,000 UFCW members at Kroger supermarkets in successfully negotiating a contract that maintained living wages and decent benefits. Cincinnati Interfaith Committee members wrote letters, spoke at rallies and marched to Kroger headquarters to prevent significant cuts to health care and other benefits.
  - Organized clergy to participate in delegations, rallies, and a prayer vigil in support of hundreds of low-wage janitors who successfully organized with SEIU and won a first contract that raised wages more than 40 percent over the course of the contract.
- Toledo Area Jobs with Justice**
- Co-founded Ohio Consumers for Health Coverage, a statewide group that advocates for just health care policies.
  - Held congressional-style hearings on health care policy with representatives of federal and state elected officials.
  - Participated in the "Erase the Hate Campaign," a movement to build relationships between different ethnic and faith groups.

**OKLAHOMA****Central Oklahoma Community Forum**

- Organized three town hall meetings with 100 people each in support of public school support personnel who have been trying to win a living wage.

**OREGON****Springfield Solidarity Network/ Jobs with Justice**

- Religious leaders participated in a variety of actions in support of a contract campaign by UFCW members at three grocery store chains, a strike by Teamsters at a beverage distribution facility and a statewide effort to promote comprehensive immigration reform.

**TENNESSEE****Interfaith Worker Justice of East Tennessee**

- Organized and conducted a Workers Memorial Service for the Knoxville Oak Ridge Central Labor Council 12 local pastors, CWA, UNITE- HERE, UFCW, SEIU and the Building Trades Council.
- Organized a new Religious Outreach Team in response to ICE raids of undocumented workers conducted at employment sites.
- Participated with Jobs with Justice of East Tennessee in research and planning for an East Tennessee workers' center.

**Mid-South Interfaith Network for Economic Justice**

- Helped win a living-wage ordinance covering Shelby County employees and Shelby County service contractors (wage of \$10 per hour with insurance, or \$12 without).
- Launched the Memphis Workers' Center and hired a full time organizer to staff the center.
- Supported SEIU members who were locked out from the Medegen manufacturing plant in Fayette County, Tennessee, in getting their jobs back and winning a contract that did not include concessions in benefits that the company had previously demanded.

**The Interfaith Committee of Middle Tennessee Jobs with Justice**

- Organized faith, labor and community leaders to help raise the entry wage at Vanderbilt University (Nashville's largest employer) to \$10 by 2009. The campaign for a full living wage continues with strong religious leadership.
- Organized and participated in grocery store actions against Smithfield Food Processing, which is exploiting their workers in low-wage jobs while denying their right to organize a union.
- Campaigned for a citywide living wage and worker's center by 2010. Out of this work, the "Nashville Movement for Economic and Racial Justice" was established and received its first foundation funding.

**TEXAS****Religion and Labor Network of Austin**

- Campaigned for a "sweat-free" Austin ordinance, which requires that contractors who do business with the city and produce garments and textiles are not engaged in sweatshop practices.
- Held several candlelight vigils to organize religious support for workers who were victims of wage theft.
- Coordinated our fourth annual Labor in the Pulpits/on the Bimah/in the Minbar, with 12 congregations participating.

**WISCONSIN****Faith Community for Worker Justice**

- Organized Labor in the Pulpits/on the Bimah/in the Minbar program that lifted up labor concerns at Labor Day Weekend services in 94 congregations.
  - Organized religious and community support for 325 low-wage workers organizing a union at pharmaceutical recycling company Capital Returns.
- Interfaith Coalition for Worker Justice of South Central Wisconsin**
- Organized the "Immigrant Worker in the Pulpit" program at 15 sites over Labor Day Weekend.
  - Organized clergy throughout the region to support more than 100 Superior laundry workers in their struggle to achieve a fair process for organizing and achieve better working conditions.
  - Worked with Madison Urban Ministry on a campaign to help assure that people with arrest and conviction records are given a fair chance to work.



## Workers' Centers

### Restaurant Opportunities Center of New York

- Recovered over \$280,000 in back wages and other monies directly for workers.
- Launched a workforce development (job training) program for 500 workers per year in COLORS, our cooperatively worker-owned restaurant.
- Won wage increases for restaurant runners and bussers, paid sick days, paid vacations and management training. EEOC also monitored promotion policies, job security, grievance procedures and more at The Daniel and Group of Manhattan Delis.

### Northwest Arkansas Workers' Justice Center

- Organized over 40 workers' rights workshops and other activities in Northwest Arkansas.
- Recovered over \$150,000 in back wages and other monies directly for workers.
- Reached over 2,000 workers through direct action, education activities and other events.

### Chicago Interfaith Worker Rights Center

- Advocated successfully for workers against illegal misuse of Social Security "no match" letters and workplace raids.
- Prevented the weakening of the Illinois Day and Temporary Labor Services Act.
- Recovered over \$250,000 in back wages for workers.

### Interfaith Worker Justice Center of New Orleans

- Actively engaged 95 workers in wage-claim cases with over \$200,000 in pending claims.
- Established the Workers Rights Consortium in partnership with the Hispanic Apostolate, Loyola Workplace Justice Project and the Pro Bono project to provide legal assistance on wage-theft cases
- Hosted six "Know Your Rights" workshops to educate workers and community partners on workplace rights.
- Organized a network of lawyers, social service agencies and others to support worker campaigns.

### Washtenaw County Workers' Center

- Conducted workers' rights trainings, intensive leadership development courses and held community forums for over 200 workers.
- Spurred the formation of a law-student organization designed to support immigrant workers' rights: Michigan Immigrant Labor Law Association (MILLA). They are doing trainings in local churches on immigrant rights and workers' rights.

- Conducted over 200 surveys of low-wage workers, with an emphasis on restaurant workers.
- Recovered over \$1,600 in back wages and other monies directly for workers.

### Twin Cities Interfaith Center for Worker Justice

- Recovered over \$30,000 in back wages and other monies directly for workers.
- Successfully organized a campaign at a local landscaping company that has never paid overtime wages (though workers systematically worked 60-80 hours per week), resulting in workers winning their first general raise from the company in over three years.

### Memphis Workers' Center

- Opened their doors on October 1st 2007.
- Advocated on behalf of workers, providing both direct support, such as translation and interpretation services, and guidance for workers to navigate the workers' compensation system.
- Developed new relationships with immigrant congregations and social service agencies.

### MPOWER

- Engaged in the national SSA No-Match Campaign. Saved 137 workers from being fired by Peco Foods because of SSA No Match.
- Hired a new organizational development director.
- Supported a variety of workers in filing and managing workers' compensation cases and recovering a total of \$132,000 for workers.

### New Labor

- Organized a state-wide campaign that resulted in the signing of four new bills to improve the safety and security of van services.
- Held over two dozen public events in 2007 which mobilized thousands of low-wage & immigrant workers. Among these events was the fourth conference on health and safety and what it takes to build a center in Orange.
- Improved wage compliance at 12 companies.

### Capital District Workers' Center

- Transformed the worker center into a fully functioning Workforce Development Center.
- Developed a close affiliation with the Area Labor Federation. Through this affiliation we are currently working with the Teamsters to organize Parking Lot Valets for a local hospital that are not being paid minimum wage.
- Worked closely with the local sanctuary movement to support families and others in need.

### Central Carolina Workers' Center

- Organized to change the policy from a local temp agency related to work allocation for low-wage workers.
- Actively engaged in campaign supporting an increase of the city minimum wage.
- Increased outreach to a diverse group of workers throughout the Greensboro metro area.

### Western North Carolina Workers' Center

- Recovered over \$20,000 in back wages and other monies directly for workers.
- Organized historic immigrant rights events in Hickory and Asheville in spring 2006, and vigils in spring 2007 that turned out thousands of people around the issue of immigration.
- Assisted over 400 workers with discrimination, back pay and workers compensation issues while supporting organizing efforts in several industries.

### Cincinnati Workers' Center

- Organized a local Blue-Green Alliance to improve wages for the temporary workers at the recycling plant that is compliant with the living wage ordinance and will improve the overall effectiveness of the region's recycling program.
- Recovered over \$195,000 in back wages and other monies directly for workers.
- Organized a local letter-signing campaign and delivered letters to local Social Security Administration demanding an end to no-match letters.

### Workers Defense Project/ Proyecto Defensa Laboral

- Defeated anti-day labor proposals at the local (Austin) and state level. PDL's public pressure campaign against the ordinance was so successful that the city instead passed a resolution to increase services to day laborers including increasing funding for promoting day labor centers.
- Organized two immigrant rights marches in Austin which mobilized thousands of people.
- Recovered over \$43,000 in back wages and other monies directly for workers.

### Houston Interfaith Worker Justice Center

- Successfully organized the "Work is Sacred, Water is Sacred" program with church youth groups to distribute water to workers toiling outside.
- Created and printed extensive workers rights manual.
- Organized a workers assembly in December that will guide the work of the center in the future.

### Madison Workers' Rights Center

- Recovered over \$63,000 in back wages and other monies directly for workers.
- Recruited and trained 12 workers to speak at 15 local congregations about their experiences as workers and immigrants, making connections between globalization and bad immigration policies in the U.S. for Labor in the Pulpits.
- Created the Madison Interpreters' Collective which provides a much needed income stream for the organization while assisting workers with a variety of legal documents.

### Voces da la Frontera Workers' Center

- Mobilized over 125,000 people in three mass mobilizations in 2006 around the issue of immigration, and fought to reinstate dozens of workers who lost their jobs as a result of participating in the first mass civil rights march.
- Won written policies from police departments in two cities—Milwaukee and Whitewater—that stated local police will not play the role of Immigration and Customs Enforcement. These precedents lead to better community-police relations, making citizens safer from violent crime and prevent racial profiling and harassment of people who are or may look like immigrants.

### Young Workers United

- Passed and implemented first paid sick-days ordinance of any city in the United States.
- Won \$100,000 in city funds to run a multi-lingual ad campaign to educate people on paid sick days.
- Recovered over \$75,000 in back wages and other monies directly for workers.
- Led coalition that won San Francisco ID's for immigrant workers campaign.

## Student and Faculty Groups

### Chicago Area - Seminarians for Worker Justice

- Hosted a forum on immigration at McCormick Theological Seminary featuring a presentation on the New Sanctuary Movement. Over 50 seminarians and interested persons attended.
- Joined workers, church leaders and union activists at Resurrection Hospital to demonstrate support for workers organizing campaign.
- Co-organized a "Seminary Action Day" at Chicago Theological Seminary that brought together activists seminarians from across the city.

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Daniel Romero

Charles Romstad  
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Emily Rosenberg  
Lya and Louis Rosenblum  
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Cindi Saguibo \*  
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Saint John's Abbey  
Beverly Salituro  
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San Jose Obrero Mission  
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SEIU Local 880  
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Francele Sherburne  
Paul Sherry  
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Evely Laser Shlensky

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Jane Siegal  
Adele Simmons  
Rudy Simons  
Dick Simpson  
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Sisters of Mercy, Regional Community  
of Omaha  
Sisters of Providence of St. Mary-Of-  
The-Woods  
Sisters of Saint Dominic -  
Congregation of the Most Holy  
Name  
Sisters of Saint Dominic-Racine  
Dominicans  
Sisters of St. Francis - Marian College  
(West)  
Sisters of St. Francis of the Holy Cross  
Sisters of the Divine Savior  
Sisters of the Holy Names of Jesus  
and Mary  
Sisters of the Living Word  
Sisters of the Most Precious Blood  
Sisters of the Sorrowful Mother  
(Third Order of St. Francis)  
Sisters, Servants of the Immaculate  
Heart of Mary  
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Richard Smith  
David Smith  
Allison Smith  
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Smucker  
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St. Paul's Episcopal Church  
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Nancy Sullivan  
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The Twenty-First Century Foundation  
UFCW Local 1116  
UFCW Local 1473  
UFCW Local 400  
UFCW Minority Coalition  
Stephen Umhoefer  
Unitarian Church of Evanston  
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Marjorie Vangsness  
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World Mission Ministries, Archdiocese  
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John Zuraw

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\*\* 2007 Conference Sponsor

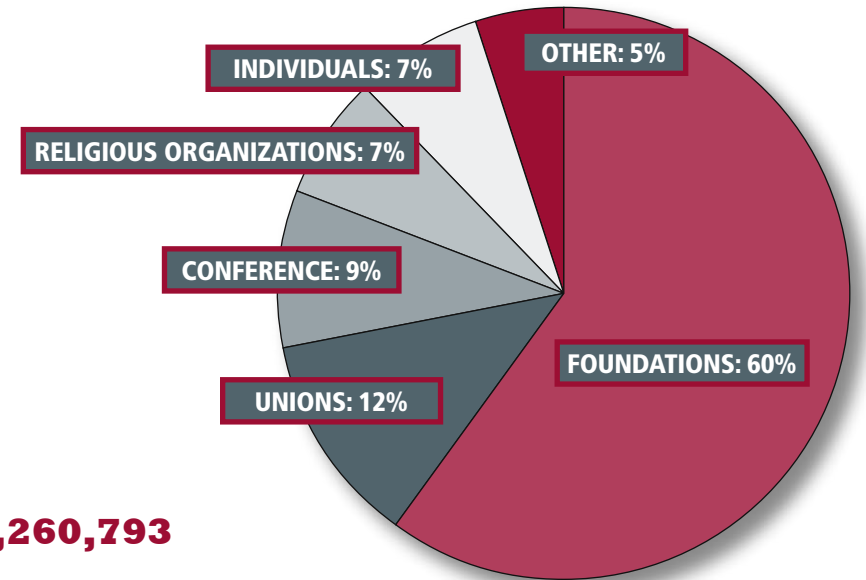
*IWJ regrets any errors or omissions  
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changes.*

In a marketplace where too often the quarterly bottom line takes precedence over the rights of workers, we believe that the economy must serve people, not the other way around. Work is more than a way to make a living; it is a form of continuing participation in God's creation. If the dignity of work is to be protected, then the basic rights of workers must be respected—the right to productive work, to decent and fair wages, to organize and join unions, to private property, and to economic initiative.

[ U.S. Conference of Catholic Bishops ]

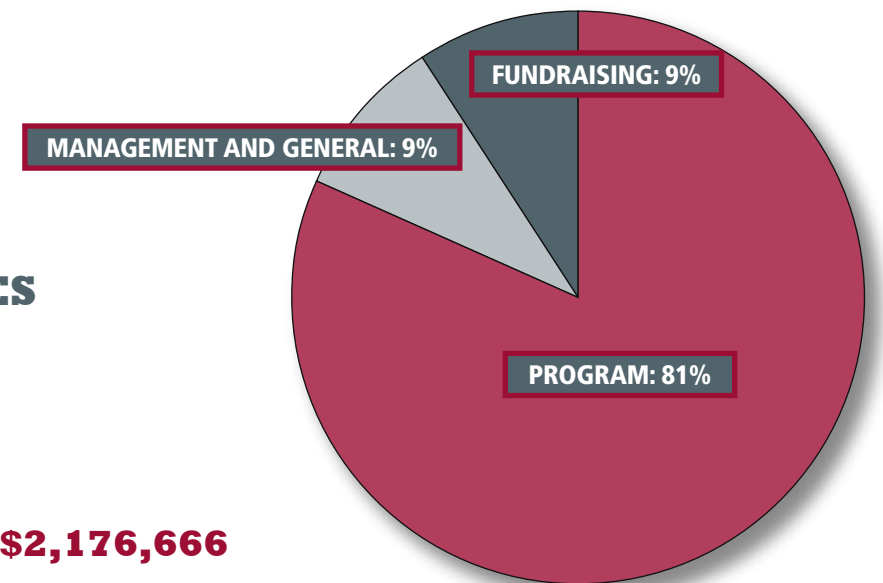
**2007 INCOME**

**Total Income: \$2,260,793**



**2007 EXPENSES**

**Total Expenses: \$2,176,666**





**Interfaith Worker Justice**