

## 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, **MD** and New York City, **NY** 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 DC Water's \$3 billion capital program; 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, developing anchor institution job strategies across the network, and organizing frontline workers that denied the right to organize and join a union.

## CONTINUING THE FIGHT



### WIN's National Pilot for Green Infrastructure Job Training Helping Remove Barriers To Finding Work

When DC Water increased rates to pay for a massive infrastructure project, **WIN** organized to move money for green infrastructure training and local job hiring, especially from high unemployment neighborhoods East of the River. As a result of **WIN**'s organizing, DC Water created the WaterWorks! program, which set a 51% local hiring goal and committed at least \$1.25 million towards green infrastructure and construction job training. In each year since the program began in 2016, the program has met its local hiring goal, and in FY2018, DC Water reported that 67% of DC Water's

99 new hires were DC residents and 92.9% were from the user jurisdiction. 51 of those DC residents came through the DC WaterWorks training program which **WIN** helped establish as a pilot. Green Infrastructure job training has provided DC residents with the skills needed for employment and DC Water's collaboration with contractors has helped them find talent and remove barriers that normally prevent employment.

## 2019 HIGHLIGHTS

### Turnaround Tuesday Expands Jobs Movement

**Turnaround Tuesday (TaT)**, a jobs movement in Baltimore, MD, added 214 job placements in 2019 for a total of over 757 since its inception along with organizing nearly \$3 million to develop quality jobs through 2024.

**Turnaround Tuesday**, a jobs movement developed by **Baltimoreans United in Leadership Development (BUILD)**, provides job readiness training for unemployed and returning citizens preparing them to reenter the workforce and to lead in creating job opportunities in Baltimore. Every Tuesday, **TaT** trains its participants to act on issues as leaders in their communities and in their workplaces. Through strategic partnerships with employers throughout the Baltimore region, Turnaround Tuesday has put Baltimore citizens to work in living wage jobs.



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24 Organizations in: CT, DC, IL, MA, MD, NC, NJ, OH, NY, VA, WI  
Affiliated with the Industrial Areas Foundation

## 2019 HIGHLIGHTS (continued)



**BUILD** and its jobs movement, **Turnaround Tuesday**, celebrated another groundbreaking ceremony for the official start of construction of Under Armour's Port Covington project, a 235-acre, \$5.5 billion redevelopment project in South Baltimore. As part of the City of Baltimore's approval of the development in 2016, **BUILD** organized and won a \$135 million community benefits agreement featuring a 30% local hiring mandate and a 20% affordable housing mandate which will create thousands of affordable apartments and homes, as well as millions of dollars towards education, workforce development, youth jobs and empowerment, and environmental restoration.

### **Durham CAN Wins Commitment to Create Living Wage City, addressing Persistent Unemployment & Underemployment in Local Communities of Color**

Over 600 **Durham CAN** leaders packed the sanctuary at Monument of Faith Church to declare Durham, NC a living wage city. **Durham CAN** leaders demanded and won impressive commitments on living wages, ban-the-box, local hiring, and job training, including:

- The Durham Housing Authority Chair committed to ensure all jobs required to renovate its properties, a \$566 million project, will go up from \$12.69 to \$15/hour within the next two years. All contractors will also be required to pay at least \$15 per hour. The priority will be to hire its own residents.
- Durham Mayor Steve Schewel promised that all jobs generated by the proposed \$95 million bond referendum, and the \$17.5 million construction of the Durham Belt Line Project will pay wages of \$15 per hour. Furthermore, the Mayor promised to collaborate with Durham Technical Community College to identify, recruit and hire local returning citizens for those jobs. The Mayor and his entire Council also committed to double the size of the summer youth employment program.
- Duke University Executives announced that they will pay a living wage of \$15 per hour. In addition to that, Duke has stopped asking job applicants to disclose their past criminal convictions and will make local workforce development a priority. The executives will travel to Baltimore to learn from **BUILD's Turn Around Tuesday** workforce development program and their public collaboration with Johns Hopkins University in hiring residents from distressed zip codes.



## WHO WE ARE

**Metro Industrial Areas Foundation** (Metro IAF) is affiliated with the Industrial Areas Foundation (IAF), the first and largest network of multi-faith, broad-based citizen organizations, which has eight decades of experience winning tough battles on housing, health care, education, living wages, immigration rights, and other issues in the US and abroad. Metro IAF's 24 affiliates are in the East, Midwest, and Southeast United States (CT, DC, IL, MA, MD, NC, NJ, NY, OH, VA, WI).