

Fall 2017

TOWARDS JUSTICE

DEFENDING THE DIGNITY OF WORK

Litigation Updates

Sleep Time

Caring for disabled adults in a group home, Towards Justice Client Flavie Bagoue stayed overnight to ensure that she was always available if her charges needed her. And they often did. They woke Flavie frequently, for help with the bathroom or other nighttime needs. But Flavie did not receive a penny for her trouble. With Towards Justice as Counsel, Flavie convinced the court that she ought to be able to proceed with her claim for compensation during those nighttime hours if she can show that she was unable to get at least 5 hours of uninterrupted sleep more than half the time. This important victory clarifies employee rights when employers seek exemptions from minimum wage and overtime laws by designating some of the time employees spend at work as "sleep time." [Read the order here.](#)

Temporary Workers

On September 5, 2017, Towards Justice's clients received a favorable ruling in *Valverde v. Xclusive Staffing*, which allows the vast majority of plaintiffs' claims for illegal pay practices to proceed against a staffing company with thousands of employees spanning across the central and southern United States. Towards Justice also recently filed a related case against the same staffing company, *Trejo v. Xclusive Staffing*. Towards Justice and their clients will now work toward certification of classes which could include over 30,000 workers. [Read the order here.](#)



Fast Food Industry

Representing two Carl's Junior workers Towards Justice drew national attention to anti-competitive practices in the fast food industry that undermine wages and working conditions. The New York Times also described the practice in [this thoughtful article](#):

Access to Justice Updates

Access to Justice Awards Ceremony

Every year Towards Justice honors a community member who has gone above and beyond to support vulnerable workers. This year we honored Viridiana Valdez, a senior at University of Colorado - Boulder who has dedicated countless hours to speaking with workers, conducting legal intakes, translating documents and supporting the Access to Justice program. Our Access to Justice program is always looking for committed volunteers - if you're interested in joining our volunteer team, please email info@towardsjustice.org



Train the Trainer

Three amazing community advocates shared a Saturday with Towards Justice to become trained on how to present our 'Know Your Workers' Rights' presentation. Our trainers are committed to hosting the presentation three times within their communities this Fall. Our fantastic trainers come to us from the [Colorado Immigrant Rights Coalition](#), [Asian Pacific Development Center](#) and Academia. If you're interested in hosting a presentation in your community, please email Lindsay@towardsjustice.org

Just Wages Navigators

In partnership with Professor Jim Walsh at the University of Colorado - Denver, 18 new Navigators have been trained to support workers in submitting wage and hour complaints with the Colorado Department of Labor. The bilingual cohort of students are already assisting six workers and will continue to accept referrals through the end of the semester.

Spotlight

Access to Justice Intern, Sarah Rowse

Sarah is originally from Massachusetts and is currently in her senior year at the University of Denver. Sarah is majoring in International Studies and Geography, with a minor in Spanish. Sarah studied abroad in Mendoza, Argentina for 5 months last fall, speaking Spanish and attending a local university while living with a host family. Her favorite parts of the experience was learning the local dialect, enjoying the empanadas, and backpacking in Patagonia. Sarah is a volunteer at the Littleton Immigrant Resource Center (IRC) where she mentors and tutors a student studying for the citizenship exam. On campus, Sarah also created a partnership with DU Service & Change club and Littleton IRC to encourage additional students to volunteer. Sarah also completed a internship at Laboratory to Combat Human Trafficking where she contributed to the research projects of the organization and expanded her learning and understanding of labor trafficking.



Upcoming Events

Just Wages! Annual Celebration and Fundraiser on October 26.

Join Towards Justice for our annual event! We'll be honoring our [2017 Wage Justice Champions, Attorney Kelli Riley and Boulder County District Attorney Stan Garnett](#). Come mingle with the Towards Justice community and celebrate all the hard work taking place to protect and support vulnerable workers. **Tickets are available [HERE](#)**. Doors open at 5:30, program begins at 6:30pm.



Colorado Agriculture and Farmworker Summit on October 11. Join community organizations from across the state to discuss barriers for farm workers. Come listen to Towards Justice Attorney David Seligman on how Towards Justice defends the rights of shepherd! More information on the Summit can be found [HERE](#).

A Day's Work Documentary Showing on November 2

Towards Justice along with CO Jobs with Justice, Denver Newspaper Guild, and the Colorado Labor Education Collaborative are welcoming Producer David DeSario to Denver to host a free showing of his award winning documentary, A Day's Work. A Day's Work looks into what happened to Day Davis. 90 minutes before he was killed on his first day of work as a temporary employee, Day texted a picture of himself to his girlfriend, excited for their future. Day's sister searches for answers as an investigation reveals a hidden epidemic of injury and death on the job threatening millions of American workers. **The event is free but space is limited.** For more information and to save your seat [CLICK HERE](#).



Towards Justice
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