

20
22

Annual Report



JUSTICE AT
WORK

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Dear Friend,

Justice at Work's twelfth year brought more of the usual for us: workers in low-paying jobs courageously demanding justice and relying on us to get the legal support they needed to successfully improve their livelihood. Our team had the privilege of supporting worker centers focused on improving workplace conditions in a variety of industries, including seafood processing, recycling, construction, and domestic work, providing a mixture of training, strategic counsel and direct legal services.

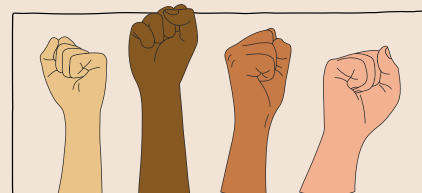
We are excited to build off of this work in 2023, and to advance further with the priorities our board and staff defined in our five-year strategic plan in 2021. These include deepening our support of organizing by workers who identify as Black and/or Indigenous, and being flexible in our collaboration with worker centers in order to create campaigns and committees with deeper impact. Thanks for being with us.

*In solidarity,
The Justice at Work Team*



Justice at Work Partnership Model

Our mission is to support workers in low-wage jobs in exercising collective power. We aim to strengthen organizing by providing labor and employment legal services, training, and strategic guidance to workers' organizations.





15 Worker
Organizations Supported



39 trainings held



328 workers served
through legal support



243 workers,
organizational staff,
and legal allies trained



helped obtain > \$1.4 mil
on behalf of workers
in cases open during 2022

Key Moments of 2022

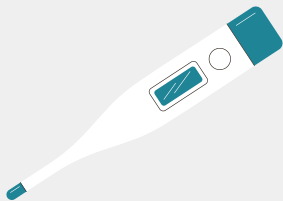
- The launching of Pescando Justicia's Code of Conduct for the seafood processing industry.
- Hosting our 5th Annual Summer Institute for Organizers: Worker Rights in the New Normal.
- Seventeen staff of eleven worker organizations, including from Springfield, MA, and Bridgeport, CT, attended.
- Convening a first-ever "Law for Worker Centers" convening for lawyers who represent organizations of workers in low-wage jobs and/or those organizations' members.
- Facilitating "Practice Your Power" at the Centro Comunitario de Trabajadores in New Bedford—a course for seafood processing workers to learn their rights, practice telling their stories and role-play conversations with co-workers, employers and other key stakeholders.
- Organizing a first-ever "Soccer and Solidarity: Tournament and Family Day" with the Brazilian Worker Center's Building Justice Committee, followed months later by a first-ever worker forum for construction and cleaning workers.

Worker Action Opens Doors to Immigration Relief

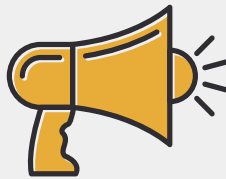
After years of verbal and physical harassment at a tire recycling plant, Juan and his co-workers decided that enough was enough. Over twenty of them confronted their boss, demanding that he put an end to the abuses. Instead of dealing with their grievances, the boss fired Juan and the others on the spot and called the police to get them to leave.

Thanks to the community support of the Centro Comunitario de Trabajadores, and the legal support of Justice at Work, Juan and his co-workers filed complaints with state and federal agencies. Justice at Work ensured that the workers understood their legal options and each agency's process, and ensured that the authorities were able to understand the full story of the racial and country of origin discrimination and illegal retaliation rampant at Juan's workplace. We asked the federal agency involved to write a letter to immigration authorities stating that Juan and his coworkers are key witnesses in the case and therefore deserve work authorization to ensure their participation. Our request was granted, and we are now assisting Juan and his co-workers to access this important new benefit.

Other Victories by Workers in 2022



*Earned sick time
now provided.*

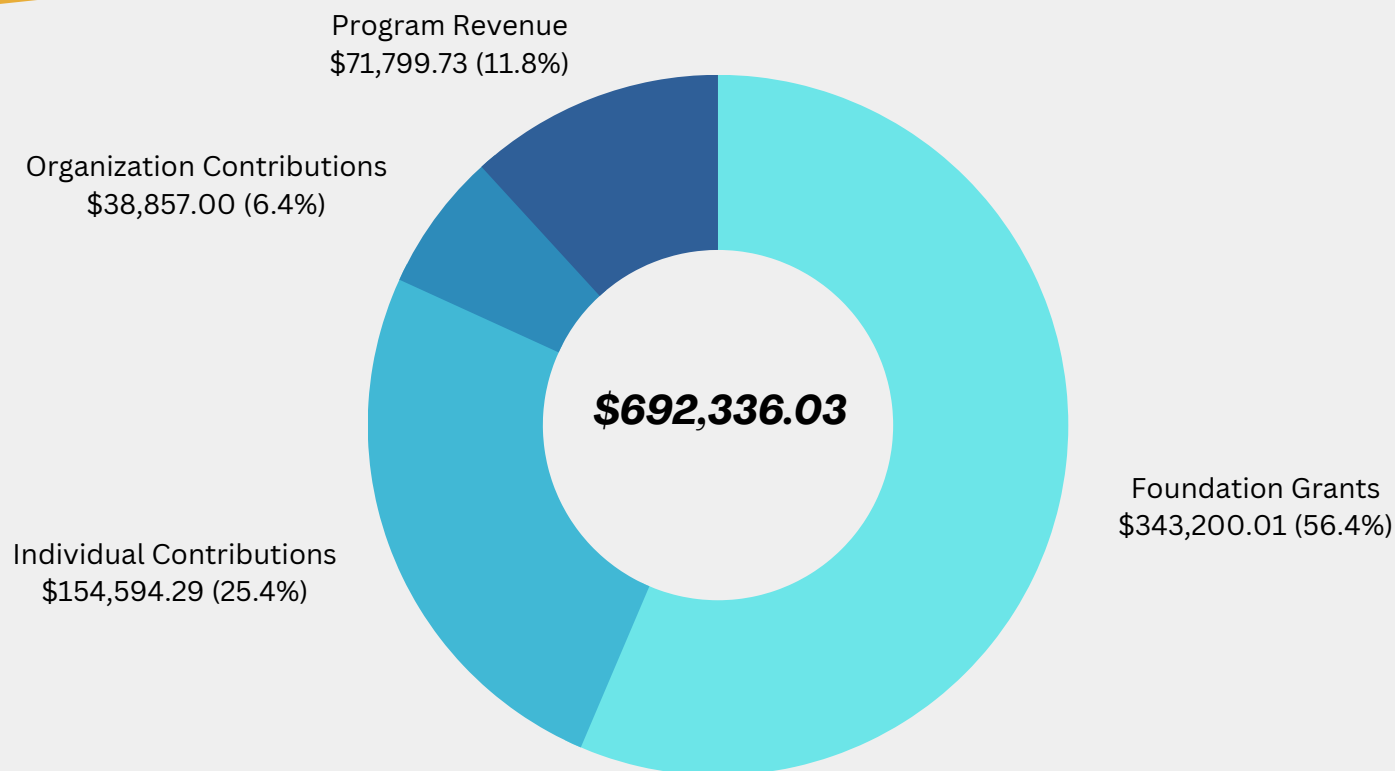


*Bosses no longer
yelling at workers.*



*No more work
"off the clock."*

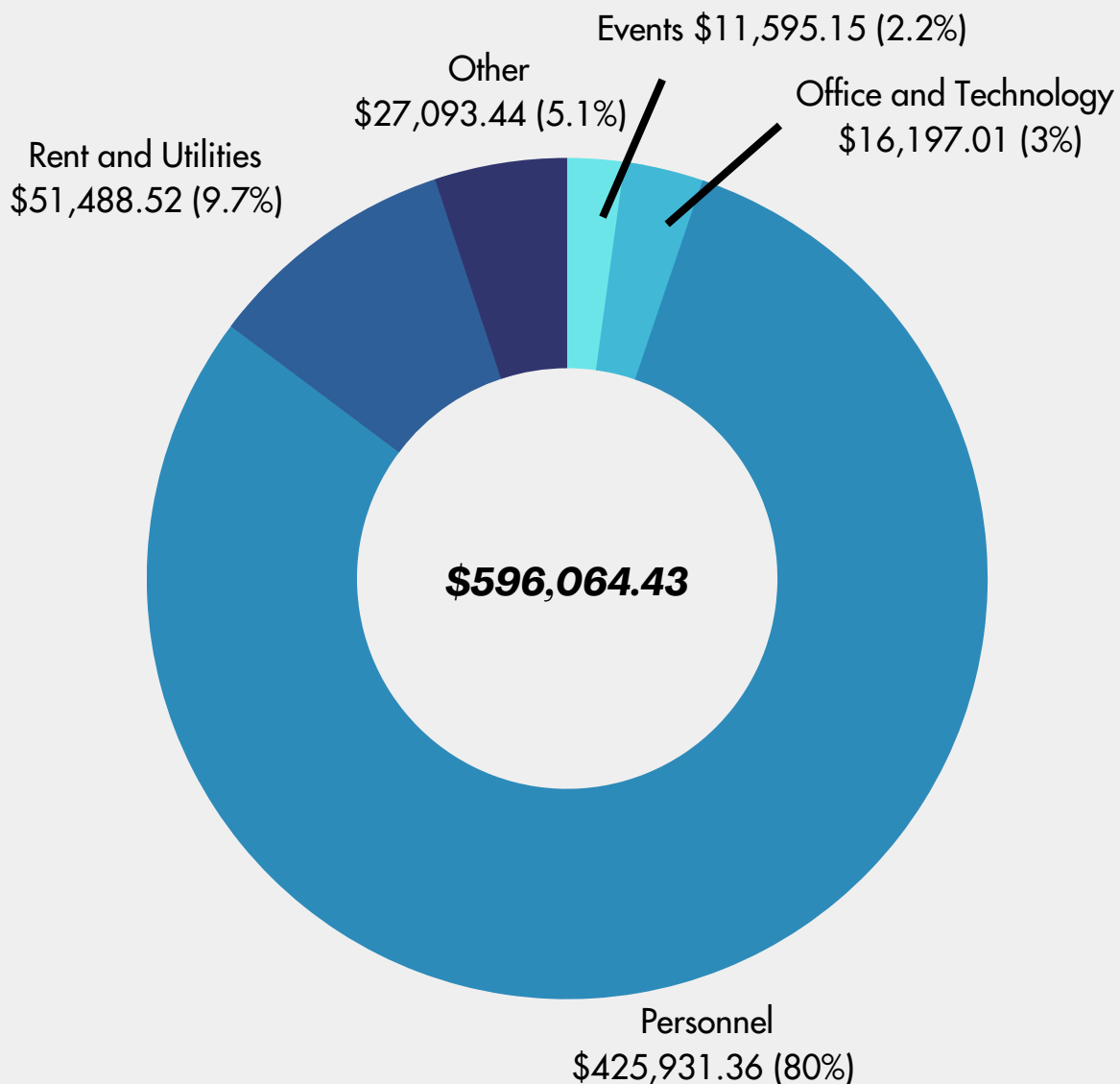
Financials - Revenue (Fiscal Year 2022)



We strive to build a resilient, diverse funding model guided by the following principles:

*Fundraising is organizing
Everyone deserves the opportunity to give
Resources are abundant
Solidarity not charity
It takes everyone*

Financials - Expenses (Fiscal Year 2022)



While we await our final financials from fiscal year 2022, we can report that in fiscal year 2021 we spent 70.7% on programmatic work, 19.6% on fundraising, and 9.7% on administration.

Partner Worker Organizations



Key Funders

Foundations

Barr Foundation
The Boston Foundation
Clowes Fund
Cummings Foundation
Forest Foundation
Hyams Foundation
MA Bar Foundation
MA Immigration Legal Assistance Fund (MLAC)
Miller Foundation
Peggy Browning Fund
Sailors Snug Harbor of Boston

Annual Sponsors

MetroBTC; Keches Law Group; Lichten & Liss-Riordan, P.C.; Kantrovitz & Kantrovitz; Fair Work, P.C.; Pontikes Law, LLC; The Law Office of Jennifer Velarde; Segal Roitman, LLP; De Miranda Law Offices; Massa Viana Immigration and Nationality Law;
Kramer Law; IUPAT D.C. #35

Who We Are

STAFF

Pablo Carrasco, Senior Staff Attorney
José Palma, Community & Legal Partnerships
Connie Rab, Development & Communications
Thomas Smith, Executive Director

SUPPORT

Lourdes Alvarez, Human Resources + Finance
Mike Felsen, Senior Advisor
Freddy Matute, Bookkeeper

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