

JUSTICE AT  
WORK

20  
23

# Annual Report

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Dear Friend,

Reflecting back on our 13th year, we are reminded of the difference a presidential election can make. Earlier this month, we trained a committee of workers on how immigration law impacts workplace rights. The last time we trained the committee on the same topic, in 2019, we were cautious about interacting with federal labor agencies and focused on how to respond during a workplace ICE raid. The Trump Administration had orchestrated the largest raid in U.S. history—arresting almost 700 workers at food processing plants. This year, we invited government attorneys to accompany our training, and we focused on a new policy that allows workers whose rights have been violated to obtain protection that allows them to confidently testify in investigations and qualify for work authorization.

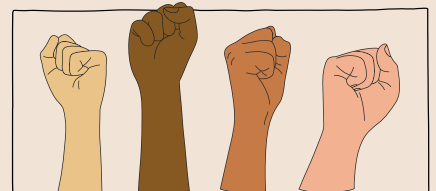
This new policy deeply affected our work over the last 12 months. In addition to providing our usual programming, we obtained fifteen statements of support from government agencies and helped over 300 workers apply for legal immigration status. One group of workers we represented whose rights were violated for organizing as temp workers at a factory have now obtained work authorization and are direct employees of that same factory. The coming year promises to see more workers speaking out for their workplace rights, obtaining immigration protections, and winning more dignified jobs and lives. Exactly what that will look like in 2025 may be decided this November. Regardless, workers will continue to demand dignity and we'll have their back. 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.*





14 Worker  
Organizations Supported



39 trainings held



654 workers served  
through legal support



432 workers,  
organizational staff,  
and legal allies trained



helped obtain > \$1.3 mil on  
behalf of workers in cases  
that were open during 2023

## Key Moments of 2023

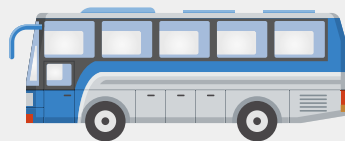
- Hosting our 6th Annual Summer Institute for Organizers *Making the Most of Conflict: Dispute Resolution for Workplace Justice*, with nine worker organizations participating.
- Facilitating our third *Practice Your Power* course for seafood processing workers to learn their rights, tell their stories and role-play conversations with co-workers, employers and other stakeholders.
- Second annual *Soccer and Solidarity: Tournament and Family Day* with the Brazilian Worker Center's Building Justice Committee.
- Organizing deferred action clinics with private, legal aid, and student attorneys.

# Maria's Courage Benefits Hundreds of Temp Workers

For years, Maria, placed by a temp agency, traveled from Rhode Island to Massachusetts to work in a factory. She describes how the agency violated various laws, failing to pay earned sick time and charging transportation fees. Temp workers were forced to go to and from work in the temp agency's vans, paying a fee that brought their wages below the legal minimum. Some workers who missed work, and didn't take the van, were still charged, and others who worked a double shift were charged as if they'd taken the van to and from work twice. These kinds of violations are widespread within the growing temp industry, both nationally and in our region. In a 2022 survey, almost 25% of temp workers reported that their employers had stolen wages from them and 71% said they experienced retaliation for raising workplace issues with management.

Thanks to support from the Centro Comunitario de Trabajadores, however, Maria decided to speak out, and we represented her as the named plaintiff in state court. For the first time in our history, we played the role of lead counsel in a class action, and we achieved a settlement that benefitted Maria and hundreds of her co-workers. The case marks our second successful class action to obtain compensation for workers based on temp agencies' illegal transportation charges, and stands as a stern reminder to the industry that workers have the power to demand their rights.

## Other Victories by Workers in 2023



*Transportation fees  
no longer charged*



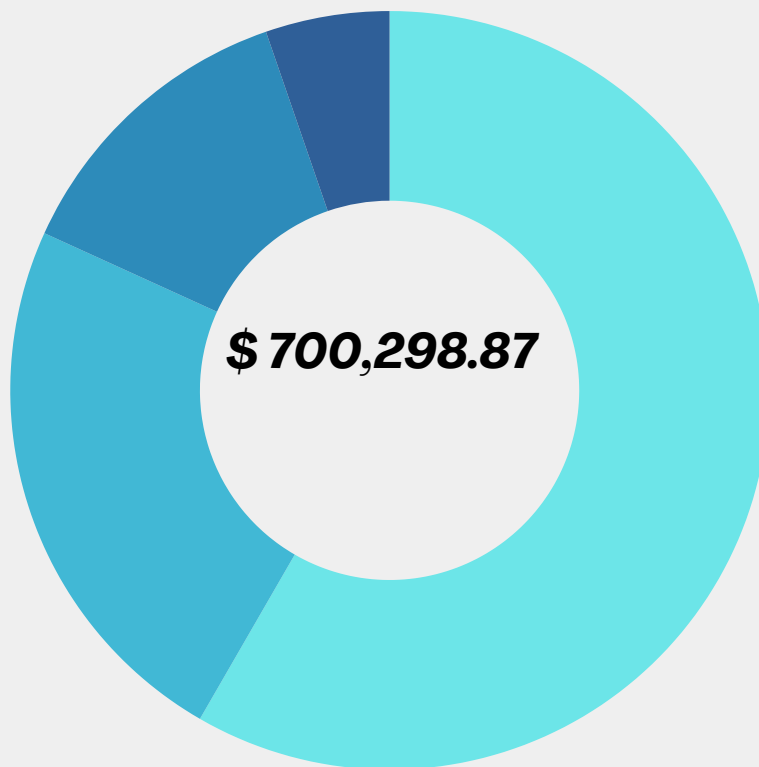
*Paid vacation  
now provided*



*Sufficient protective  
gloves available*

# Financials - Revenue (Fiscal Year 2023)

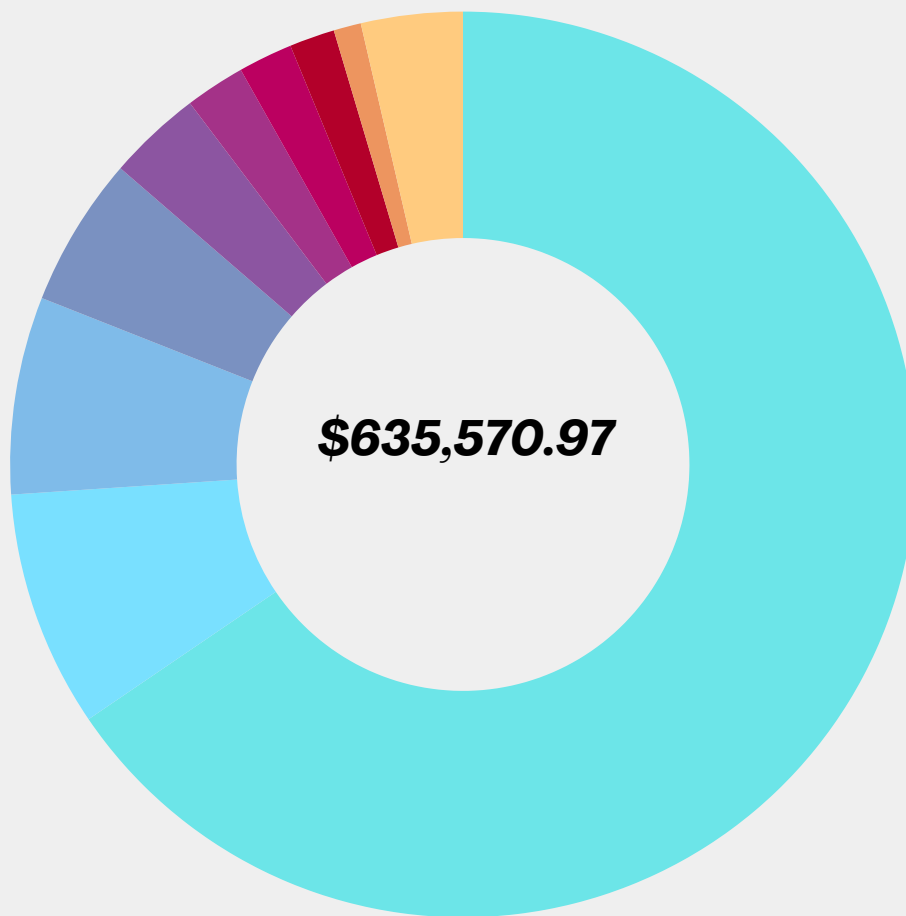
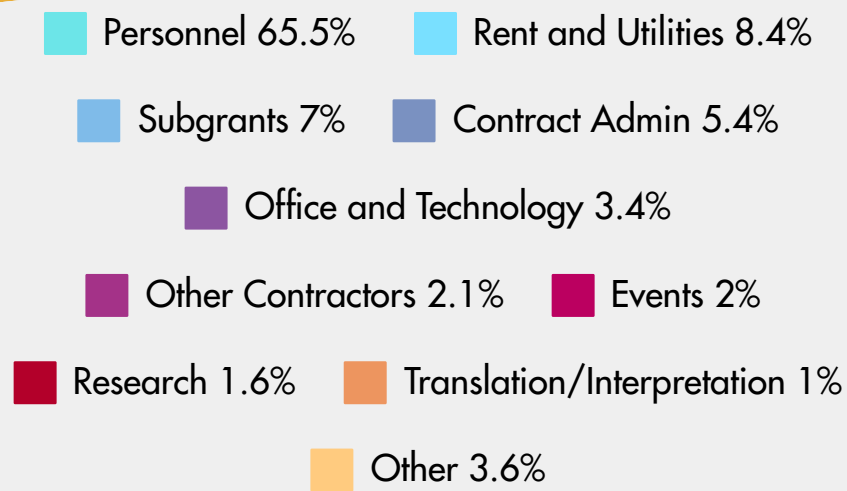
- Foundation Grants 58.3%
- Individual Contributions 23.5%
- Program Revenue 12.9%
- Organization Contributions 5.3%



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 2023)



While we await our final financials from fiscal year 2023, we can report that in fiscal year 2022 we spent 71.8% on programmatic work, 18.9% on fundraising, and 9.3% on administration.

# Worker Organizations Supported in 2023



# Key Funders

## Foundations

Abundant Futures Fund  
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**  
Building and Construction Trades Council of the Metropolitan District



**FAIRWORK** PC



**L&L R**  
LICHTEN & LISS-RIORDAN, P.C.

Aaron Halegua, PLLC; Fair Work; IUPAT D.C. #35; Kantrovitz & Kantrovitz; Keches Law; Kramer Law; Latti & Anderson; Lawson & Weitzen; Lichten & Liss-Riordan; Local 609 LiUNA; Massa Viana Law; MetroBTC; Pontikes Law; Rodman Law; Segal Roitman; The Law Office of Jennifer Velarde; United Food & Commercial Workers Union Local 1445





## Who We Are

### STAFF

Maudeline Auguste, Community & Legal Partnerships  
Alex Galimberti, Director of Strategic Partnerships  
Pablo Carrasco, Senior Staff Attorney  
Connie Rab, Development & Communications  
Thomas Smith, Executive Director

### SUPPORT

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

### BOARD

Lew Finfer, Bryan Gangemi, Leo Gertner, Jessie Hahn,  
Carol Mallory, Julio Ramirez, Philip Reason, Monica  
Teixeira de Sousa