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RELEASED MARCH 2025

JUSTICE AT  
WORK

# Annual Report

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Dear Friend,

Last month, we answered a call from an anxious organizer who reported that La Migra (ICE) was raiding a store next door to the worker center. He had rushed to the store and demanded the officers show an arrest warrant. Though they had no warrant, and despite his protest, a community member was found to be unauthorized and was handcuffed, shackled and taken to detention. The storekeeper, who was one of the over 700 workers we helped get deferred action during the Biden Administration, showed proof of her status and was left unharmed. Your support made that possible.

In our last annual report, we reflected on “the difference a presidential election can make.” Unfortunately, workers and their families who felt supported by and learned to trust the previous administration now understandably fear for their future. But the worker centers we support have – with your help – been preparing for this moment, and continue to inform and organize their communities.

The organizer said it felt like La Migra raided the store partly to scare people from coming to meetings. In the same breath, he described how dozens of community members would be coming to their center that evening to meet with the city’s Chief of Police. And then we talked about a clinic Justice at Work hosted this two weeks ago, where we offered forty workers a letter addressed to authorities asserting that the workers’ assistance in enforcing labor rights should trump any ICE action, role-played interactions with La Migra, and consulted on options for long-term immigration relief.

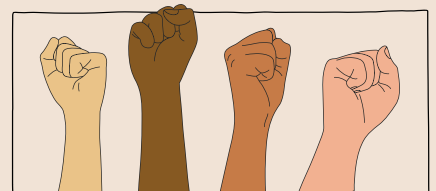
The work continues. The challenges are apparent. We need you with us more than ever.

*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.*







19 Worker  
Organizations Supported



29 trainings held



1227 workers served  
through legal support



260 workers,  
organizational staff,  
and legal allies trained



helped obtain nearly \$1.3 mil on  
behalf of workers in cases  
open during 2024

## Key Moments of 2024

- 7th Annual Summer Institute for Organizers, *Immigration Relief to Promote Workplace Dignity*, with eight worker organizations participating.
- Third annual *Soccer and Solidarity: Tournament and Family Day* with the Brazilian Worker Center's Building Justice Committee.
- Monthly deferred action clinics with private, legal aid, and student attorneys at the Centro Comunitario de Trabajadores.
- First-ever Haitian Creole Practice Your Power course at the Brockton Workers' Alliance

# Leveraging Biden policy to embolden organizing

When Sergio Mejia noticed that his co-workers at a large crab processing facility were confronting wage theft, unsafe conditions, and retaliation, he was uncertain about speaking up. Sergio had worked hard to gain his employer's confidence, benefiting from long hours to support his family. Ultimately, doing right by his fellow co-workers won out, and Sergio joined with the Centro Comunitario de Trabajadores in delivering a demand letter to the employer. Sergio also assisted government investigations into health and safety, child labor and wage theft. Shortly thereafter, his hours were cut, until he had no work at all.

Thanks to you, Sergio accessed the legal support of Justice at Work to file a retaliation complaint. Additionally, to ensure witnesses and other impacted workers felt confident coming forward, we requested the government offer temporary immigration relief to Sergio and his co-workers, and we hosted monthly legal clinics at CCT to help them fill out applications. To date, over 700 CCT members have applied for deferred action, emboldening them to speak up about workplace violations. In the fall, Sergio and three other CCT members visited Washington, DC, to connect with workers from around the country who are blowing the whistle on bad employers. He was a panelist to a Congressional audience, sharing his story and the importance of workers like him remaining protected. And now, Sergio is a full-time staff member of CCT, accompanying his peers, and emphasizing the imminent threats posed by the new administration as a tool to sharpen their organizing.

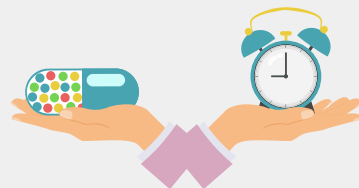
## Other Victories by Workers in 2024



*Removal of alleged sexual harasser at large grocery store chain*



*Application of child labor laws in seafood processing*

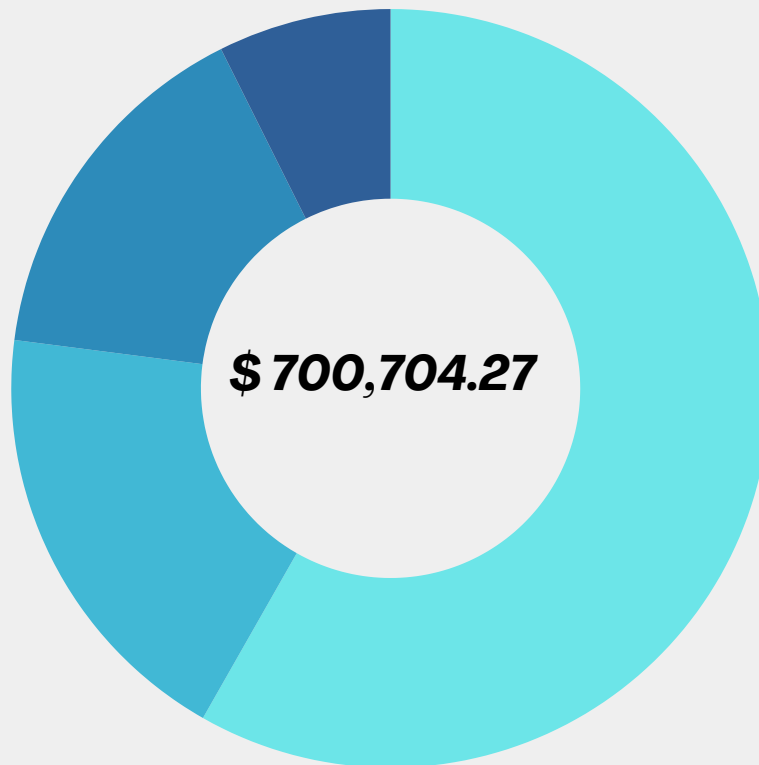


*Payment of earned sick time by large temp agency*

# Financials - Revenue (Fiscal Year 2024)

[Revenue and Expenses reflect our Quickbooks as we await the auditor's final Review]

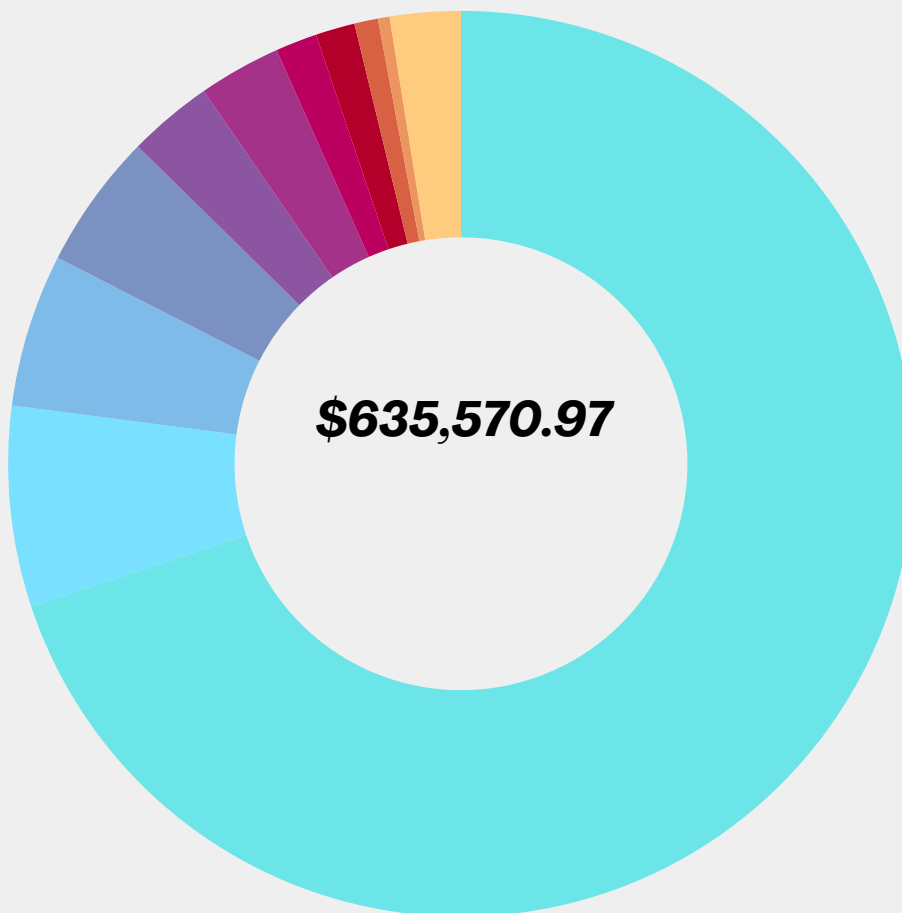
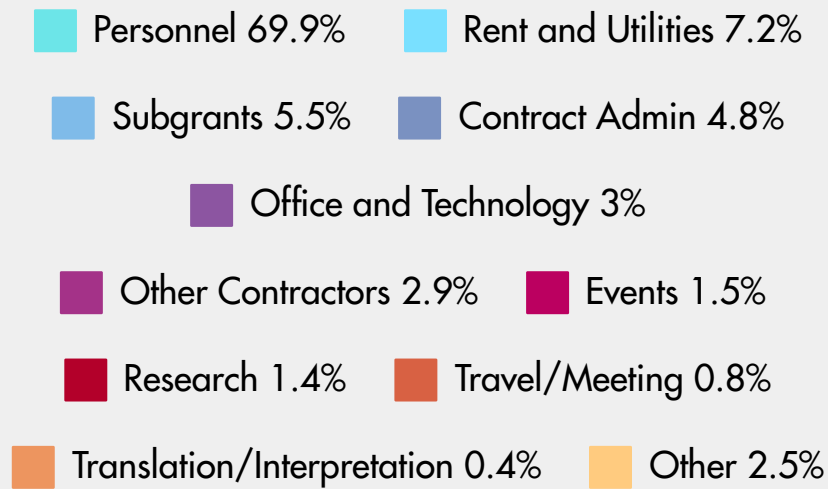
- Foundation/Government Grants 58.2%
- Individual Contributions 18.8%
- Program Revenue 15.6%
- Organization Contributions 7.4%



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

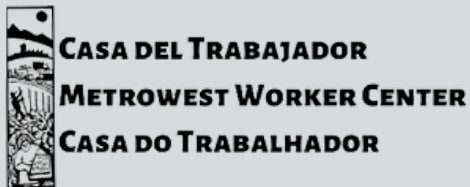
*Fundraising is organizing  
Everyone deserves the opportunity to give  
Resources are abundant  
Solidarity not charity  
It takes everyone*

# Financials - Expenses (Fiscal Year 2024)



In fiscal year 2024 we spent 73.7% on programmatic work, 17.3% on fundraising, and 9% on administration.

# Worker Organizations Supported in 2024



**FUERZA LABORAL  
POWER OF WORKERS**



Mass**COSH**





# Key Funders

## Foundations

Abundant Futures Fund  
Clowes Fund  
Cummings Foundation  
Hyams Foundation  
MA Bar Foundation

MA Immigration Legal  
Assistance Fund (MLAC)  
Miller Foundation  
Peggy Browning Fund

## Annual Sponsors

**MetroBTC**  
Building and Construction Trades Council of the Metropolitan District

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

**FAIRWORK** PC

**The Law Office  
of Jennifer  
Velarde**



Aaron Halegua; Coral Law; Kramer Law; Rodman  
Employment Law; Williamson & Melendez; Latti &  
Anderson; Pontikes Law; Segal Roitman





## Who We Are

### STAFF

Maudeline Auguste, Community & Legal Partnerships  
Lidia Ferreira, Labor Based Immigration Relief,  
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, Leo Gertner, Jessie Hahn, Carol Mallory,  
José Palma, Julio Ramirez, Belem Sanchez,  
Monica Teixeira de Sousa