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RELEASED MARCH 2026

JUSTICE AT
WORK

Annual Report

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Dear Friend,

The crisis we shared with you last year has not eased—it has escalated. Across our communities, workers are facing a surge in threats. Employers, emboldened by the federal government, are increasingly using ICE as a weapon to silence workers who speak up. Today, we're struck by how the same communities remain steadfast in their preparation for and response to ICE. Workers are refusing to be silenced. They are coming forward. They are organizing. They are demanding justice—despite the risks.

In just the first months of 2026, 142 workers have attended our legal clinics, thanks to your support. They are learning their rights, taking action to improve their jobs, and receiving critical immigration consultations that may open pathways to permanent status based on the exploitation they've endured.

But the need is growing fast. This past year, we welcomed new attorneys Keally Cieslik and Claudia Torres, and saw Pablo Carrasco step into board leadership, while Lidia Ferreira finished her contract with us and started a permanent role at the Brazilian Worker Center. We also grew our family as Executive Director Tom Smith welcomed his first child in October. As we enter our 15th year, this is a defining moment. With your continued support, we can expand our clinics, protect more workers, and ensure that fear does not win. May we all remain as steadfast as the workers we support—join us in standing with them as they demand dignity, safety, and justice.

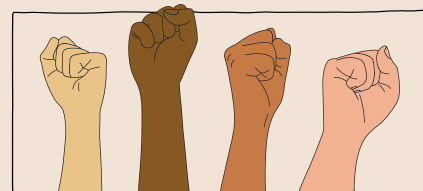
*In solidarity,
The Justice at Work Team*

P.S. Our 15th annual celebration is on Thursday, June 4th. Join us!



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.





18 Worker
Organizations Supported



41 trainings held



1189 workers served
through legal support



599 workers,
organizational staff,
and legal allies trained



helped obtain over \$1.8 mil on
behalf of workers in cases
open during 2025

Key Moments of 2025

- 8th Annual Summer Institute for Organizers, *Dignity in the Face of Trump 2.0 Strategies for Immigrant Worker Organizing*, with ten worker organizations participating.
- 2nd Law for Worker Centers (LFWC) convening bringing together attorneys, organizers, and worker leaders to connect, learn from each other, and develop strategies amidst a shifting landscape of workers' rights.
- 3rd Annual Building Justice Worker Forum where 300+ workers, organizers, and state and local government agencies discussed worker advocacy during the new Administration.



8th Annual Summer Insititute



2nd Law For Worker Centers

3rd Annual Building Justice Worker Forum



Not alone: Adriana leads collective worker victories

Adriana never thought of herself as a leader—but this past year changed that. She works in New Bedford’s seafood processing industry, sorting scallops and cleaning crabs. Within her very first week on the job, her boss demanded she pay him \$100 per week or he’d fire her. Even as rent and food became harder to afford, Adriana felt she had no choice. She recalls how the boss would yell at and humiliate the workers— “we were all scared to even look him in the eye.”

Adriana’s supervisor said he couldn’t do anything about the extortion. Adriana joined a meeting of the Pescando Justicia (PJ) Committee at the Centro Comunitario de Trabajadores (CCT). She and her coworkers began sharing their experiences at work. She was scared to speak up, but she did it. Alongside her co-workers, PJ organizers, and with Justice at Work’s counsel, she realized something powerful: she was not alone. Together, they took action and delivered a letter to the company owner. The corrupt boss was fired.

Then she and four coworkers took an even bigger step—putting their names on a class action lawsuit to recover all the workers’ stolen wages. As is often the case, the retaliation came fast. Days after the lawsuit was filed, Adriana was fired. But she didn’t back down. She joined her coworkers and allies outside the company in protest—she spoke out publicly, sharing her story with the crowd. The fight is far from over. Workers at the plant are still organizing. This campaign is just beginning. By taking action, Adriana not only discovered her own power, she also enabled others to come forward and exercise their strength through collective action.

Other Victories by Workers in 2025



40 legal allies recruited and trained to host a U visa certification clinic



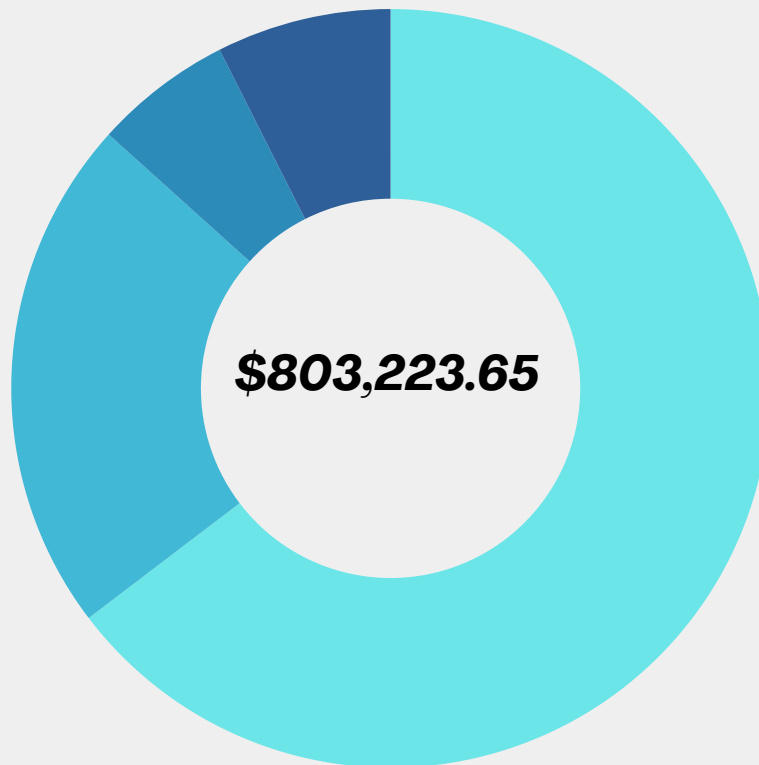
workers defend their right to organize, winning \$42,000 in damages for illegal firing



tire recycling workers win payment of \$250,000 in damages due to racist boss

Financials - Revenue (Fiscal Year 2025)

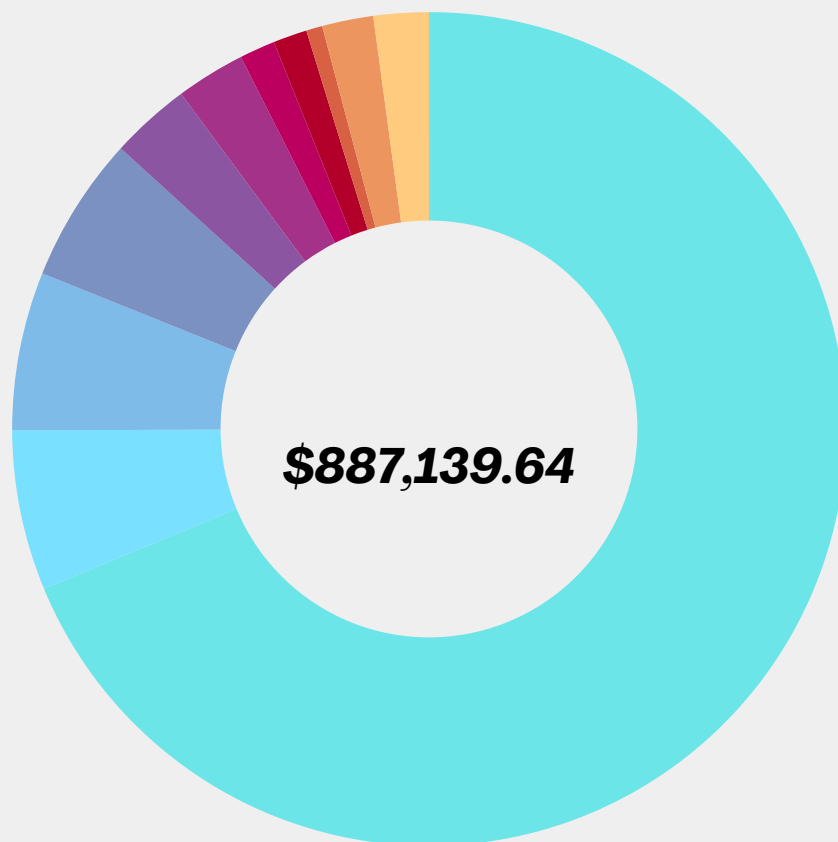
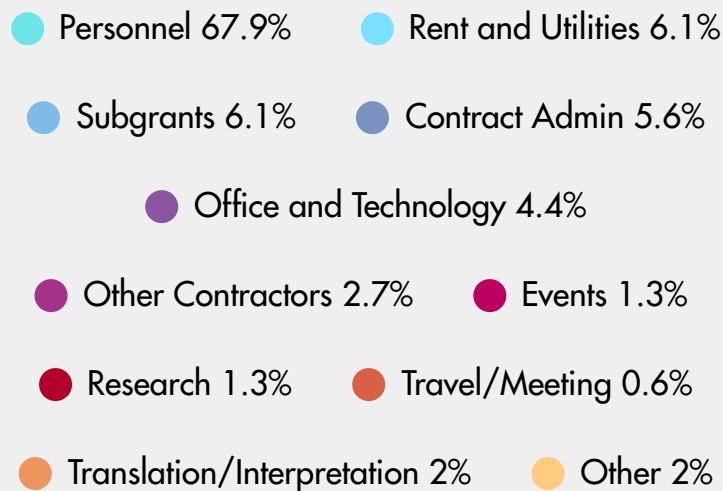
- Foundation/Government Grants 64.6%
- Individual Contributions 22.1%
- Program Revenue 5.9%
- Organization Contributions 7.4%



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

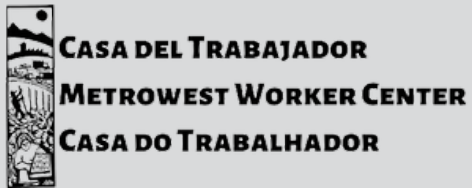
*Fundraising is organizing
Everyone deserves the opportunity to give
Resources are abundant
Solidarity not charity
It takes everyone*

Financials - Expenses (Fiscal Year 2025)



Our planned deficit reflects prior reserves and our onboarding of two new attorneys. We plan to increase our fundraising activities and grant portfolio by FY27. Additionally, we expect programmatic revenue to start to come in as current cases settle in late FY26 and FY27.

Worker Organizations Supported in 2025



La Colaborativa



MassCOSH



2025 Key Funders

Foundations

Abundant Futures Fund
Clowes Fund
Cummings Foundation
Forest Foundation
Hyams Foundation

MA Bar Foundation
MA Immigration Legal
Assistance Fund (via 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**



ORTIZ & MOESLINGER, P.C.
ATTORNEYS AT LAW

**BEAGAN
BEAGAN**

LAWSON & WEITZEN

Coral Law, PC; Segal Roitman, LLP;
Celedon Law; Rodman Law; Pontikes Law



Who We Are

STAFF

Maudeline Auguste, Community & Legal Partnerships
Keally Cieslik, Senior Attorney
Alex Galimberti, Director of Strategic Partnerships
Connie Rab, Development & Communications
Thomas Smith, Executive Director
Claudia Torres, Staff Attorney

SUPPORT

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

BOARD

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