



Missouri Jobs with Justice

JUNE 2008 ISSUE

YOU DID IT!

Missouri Jobs with Justice Leaders Save Affirmative Action!

Coalition turns away Ward Connerly and his paid political operatives



do to Missouri. **Volunteers logged well over a thousand hours educating voters, and JwJ leaders spent hundreds more designing the campaign to protect our constitution and affirmative action policies.** Often, petitioners gave up signature gathering on a site when they encountered our volunteers. When they learned the real intention behind the petition, **Missouri voters throughout the state declined to sign, saying no to these paid political operatives** and their designs on Missouri's constitution.

Missouri Jobs with Justice, working as part of the broader WE CAN coalition, won a tremendous victory when the deceptively named Missouri "Civil Rights" Initiative failed to turn in signatures which would have placed a constitutional ban on affirmative action on the November ballot.

Jobs with Justice worked in coalition with Missouri ACORN whose voter educators also worked throughout the state to complement the volunteer crews. WE CAN Chairperson and SEIU Political Director Brandon Davis and other WE CAN Coalition partners helped in the streets and spearheaded community education efforts such as public forums, a speakers bureau and press conferences throughout the campaign.

Missouri Jobs with Justice coordinated a three-month volunteer crew of voter educators including Cathy Goldstein and Palmer Alexander pictured here. Hundreds of voter educators combed the streets of their communities, day in and day out, to find petitioners. Once they found petitioners, educators stood alongside them and made sure voters knew exactly what the deceptively-named "Missouri Civil Rights Initiative" would

Page 3 for more on Think Before You Ink...

Pictures: (Left) Members of United Food and Commercial Workers Local 655 and American Postal Workers Union Gateway DAL covered Think Before You Ink efforts at Cardinal games in downtown St Louis. (Middle) Palmer Alexander and Cathy Goldstein were part of the "Think Before You Ink" volunteer teams JwJ mobilized throughout the spring. See Page 3 for a tremendous list of Think Before You Ink volunteer leaders.

The support of JwJ's Sustaining Individual Members made possible our Rapid Response to the threat posed by Ward Connerly's anti-civil rights initiative. Become a Sustaining Member today using the enclosed envelope!

Leaders form Kansas City Jobs with Justice and Missouri Jobs with Justice to build power for future victories

After months of meetings and statewide discussions among community, faith, labor and student leaders, a Kansas City Jobs with Justice was formed in January 2008. Further, leaders from the local coalitions in Kansas City and St Louis joined representatives from other communities in the state to form a Missouri Jobs with Justice steering committee, ensuring that the vibrant local coalition work throughout the state would add up to power in Jefferson City on behalf of economic justice and workers' rights.

The St Louis Leadership Team and Organizing committee deliberated very seriously pros and cons before voting to help form and join a statewide Jobs with Justice coalition.

"We had the option of just sticking with the strength and organization we've built with our 9 years of organizational history and many victories in St Louis," said **Joan Suarez**, St Louis JwJ Workers' Rights Board Co-Chair, chair of Missouri Immigrant and Refugee Advocates and veteran UNITE HERE leader. "But if there's one thing we've learned in those 9 years it's that St Louis can't win for working people in Jefferson City on our own."

It was the need to win on state-level issues like health care, minimum wage, and public employee collective bargaining that spurred many of the Missouri Jobs with Justice leaders to come together.

Mark Baker has his hands full as president of the Cape Girardeau Central Trades and Labor Council and a representative for IBEW Local 702, but he makes the time to provide important leadership to the Missouri JwJ Steering Committee.

"In Jobs with Justice, we are about winning. This isn't about hanging out, throwing up a picket now and then and feeling good about ourselves," said Baker recently in remarks to

the annual meeting of the St Louis Workers' Rights Board. "We're down for the serious business of figuring out how to win and build a better state together."

Some Kansas City leaders began discussing their interest in a Kansas City Jobs with Justice chapter after the victorious campaign to raise the minimum wage in 2006.

"In that campaign I saw the powerhouse we can be in Kansas City when labor, community and faith groups work together with strong organization," said **Bridgette Williams**, president of the Greater Kansas City AFL-CIO and a founder of the Kansas City Jobs with Justice Start-Up Committee.

Building organization through effective campaigns has been the hallmark of building JwJ throughout the country and Kansas City is no exception. So this year's recently victorious campaign to save affirmative action has brought the pieces of a solid steering committee together in Kansas City.

Page 5 for more on new JwJ chapters...



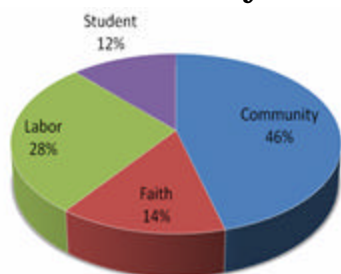
February 2008—Kansas City Jobs with Justice leaders at a recent three-day JwJ leadership training. From left, Bridgette Williams, KC AFL-CIO; Dan Westervelt, CWA 6360; Megan Hope, KC Worker Justice Center; Lara Granich, JwJ Staff; Bev Alery, UNITE HERE; and Garry Kemp, KC Building and Construction Trades Council.

Think Before You Ink

(Continued from Page 1)

JwJ would like to offer special thanks to WE CAN allies that were especially active organizing public hearings in Kansas City and St Louis: ACLU, AFL-CIO, Diversity Awareness Partnership, FOCUS St Louis, Metropolitan Congregations United, MORE2, Missouri Association for Social Welfare, NAACP, NCCJ-St Louis, UMKC Diversity Advocates, YWCA, Episcopal Diocese of Missouri and too many others to list here. For a full list of WE CAN Coalition partners visit www.wecanmo.org.

Facing millions of dollars in outside money and hundreds of paid political operatives, **Jobs with Justice leaders took action, made a significant time commitment and preserved our constitution and our democracy. Congratulations on this incredible victory!**



The "Think Before You Ink" campaign is a perfect example of the power we can assemble when we mobilize the broad base of Jobs with Justice. This chart shows the kinds of organizations the voter educators came from, representing an almost perfect cross-section of the base of Jobs with Justice.



Thanks to the leadership of Senator Rita Heard Days, Jobs with Justice was educated and ready to organize early to win this fight. Here she is briefing the membership of the St Louis Workers Rights Board in October 2007 on the threat posed by Ward Connerly and the so-called Missouri Civil Rights Initiative.

Think Before You Ink Volunteers

David Abdullah, Mark Albrecht, Palmer Alexander, Judy Ancel, Kathryn Anstaett, Diana Arends, Mary Barber, Mike Bates, John Bell, Anthony Benson, Merri Berry, Cynthia Blackmon, Kim Braxton, Roosevelt Broadnax, Amy Broadway, Marcy Brodsky, Grady Brown, Meghan Brown, Toni Bullay, Glen Burleigh, Aaron Burnett, Jeff Busbec, Lawson Calhoun, Vanessa Carroll, Eddie Caumiant, Randy Charboneau, Kimberly Clark-Weaver, Byron Clemens, Terri Coburn, Jocelyn Cochran-Biggs, Anthony Cohen, Shirley Coleman, Jerry Collins, Mo Costello, Deb Cottin, Eva Creydt Schulte, Nancy Cross, Brandon Davis, Eric Davis, Keichanda Dees-Burnett, Jim Dougherty, Virginia Druhe, Shannon Duffy, Levi Eddins, Ruth Ehresman, Richard Ellis, Angie Evans, Clara Faatz, Katrina Fairbanks, Arelis Flores, Bolivar Fraga, Ovie Gillespie, Stephanie Goodwin, Sayra Gordillo, Shannell Graham, Lara Granich, Reena Hajat, Eileen Hall, Jim Hamilton, Marcus Hammond, Davitta Hanson, Bradley Harmon, Tony Harris, Tony Hill, Bob Hollander, Steven Hollis, The Humfeld, Kim Jackson, Katie Jansen, Steve Kage, Andrea Kaiser, Ronald King, Ron King, Rev. W. Audrey Hollis, Redditt Hudson, Jeff Johnson, Jackie Jones, Denise Kaestren, Glenn Janet Kirk, Rea Kleeman, Nikhil Kothegal, Carolyn Lacy, Ed LaPorte, Jimmy Lappe, Kijafa Lener, Roland Lewis, Bob Lindsley, Kathleen Loepker, Kathleen Loepker, Prof. Mike Mancini, Aaron Margolis, Katie Maus, Kennard McDonald, Felix McDonald, Tasha McGabe, Kevin McNatt, Laurie Meier, James Miller, Dana Milligan, The Reverend Teresa Mithen, Katrina Molnar, Debbie Monfort, Tim Monson, Donnie Morehouse, Heather Morelan, Sergio Moreno, Michael Murphy, Michael Nau, Nick Obermark, Jake Olson, Jeff Ordower, Sr. Carol Orf, Nancy Parker, Henrietta Parram, Tony Pecinovsky, Lisa Pestronka, Joe Pollack, Clint Potts, Anil Poudel, Jennifer Rafanan, The Rev. Dr. Martin Rafanan, Andres Ramirez, Prof. Gerda Ray, Cordie Reese, Kathleen Reid, Nicole Rich, Antonio Rodriguez, Jamala Rogers, Patrice Rosner, Richard Rubin, Sharon Ryan, Vince Sabella, Pablo Sanders, Ginny Schrappen, The Rev. Ted Schroeder, Barb Sellini, Cathy Sherwin, Catie Shinn, Adam Shriver, Stacey Sickler, Allen Simmons, Amanda Simon, Stephen Skrainka, Bishop Wayne Smith, Molly Smith, Amy Smoucha, Bob Spence, Troy Spencer, Gretchen Spiess, Joan Suarez, Julie Terbrock, Kenyatta Thacker, Joe Thomas, Derecka Travis, Nick Trupiano, Kelly Tuttle, Jackie Tyler, Arzice Umali, Richard Von Glahn, Jesse Walls, The Rev. Emery Washington, LaTrisha Washington, Nikki Weinstein, Rita Weinstock, Caron Wells, James Wilkerson, Shawn Williams, Teresa Willis, Mary Anne Winkoop, Dan Winter, Fred Wolfmeyer, Effie Wolfsberger, Christine Woody, Bryan Wynn, Rachel Zaron



Volunteers received badges (above) for their help in stopping the anti-affirmative action petition.

Other Victories:

• New Era Cap Workers

There are times when Jobs with Justice calls with a request as simple as “please, come to this store and hand out a flyer for an hour.” Sometimes you might wonder how something that simple could really be making a difference.

One cold morning last December dozens of JwJ members answered that call from the **Teamsters National Black Caucus** to hand out flyers at local Foot Locker stores in support of 45 New Era Cap workers organizing with Teamsters Local 991 in Mobile, Alabama. They faced an uphill fight against low benefits, poor wages and rude and discriminatory treatment. Despite firings of 24 activists and supporters, this workforce of mostly African-American women stuck together and voted the union in, only to find that the company was committed to a process of surface bargaining and firing of union supporters.

The workers knew their only power would be to organize the other 800 New Era factory workers in two other plants in Alabama, and to focus public attention on New Era’s behavior. Through help from the national NAACP, United Students Against Sweatshops and numerous Jobs with Justice Chapters, the Mobile New Era Teamsters were able to persuade New Era to negotiate significant improvements which also included provisions for union access to workers, speedy elections and employer neutrality in New Era’s non-union plants.

Both plants are now organized under the neutrality agreement – one represented by the Teamsters and the by CWA, which worked with the Teamsters during final negotiations and which represents the remaining New Era plant located near Buffalo, New York.

This campaign for justice at New Era Cap demonstrates how a courageous fight for a first contract for 100 workers eventually became a successful effort to organize the entire 900-person non-union workforce of a company.



• Minimum Wage for Tipped Workers



Even when we win, we cannot rest – as evidenced by the unceasing efforts to undermine wages for servers in Missouri. Jobs with Justice continues to fight to enforce the minimum wage at restaurants, including a three-month legal wrangle with **Fleming’s Steak House** this year to ensure they lived up to their obligation to pay back-pay to their servers. Our 2006 minimum wage victory also saw a **legislative attack led by Senator John Loudon (R-St Louis County)** which sought to repeal the minimum wage increase for servers. Since the passage of Proposition B Missouri law states servers earn a minimum of half the minimum wage as a “base wage” regardless of tips. That wage is \$3.32 currently. Loudon’s bill would have rolled servers back to \$2.13 per hour, the same wage they earned in 1996.

Jobs with Justice Builds Power in Kansas City

(Continued from Page 3)

One new and very important Kansas City partner from the affirmative action campaign was the Urban League. “The Urban League of Greater Kansas City is joining JwJ because coordinated, collaborative advocacy and focused activism are effective strategies for advancing social and economic justice,” said **Gwen Grant**, President and CEO of the Urban League of Greater Kansas City. “JwJ is an excellent vehicle through which diverse organizations can work together to achieve common goals.”

This hunger for increasingly powerful collaboration is shared by other KC JwJ founders: “Kansas City begs for a social justice movement that employs shared values, effective planning and accountable action,” said **Garry Kemp**, leader of the Kansas City Building and Construction

Trades Council.

Be part of the movement! Support the growing Missouri Jobs with Justice by becoming a sustaining member on page 10. Build the base of Jobs with Justice activists in

“We’re down for the serious business of figuring out how to win and build a better state together.”

-Mark Baker

your area by signing folks onto the Jobs with Justice pledge to “Be There” five times a year for someone else’s fight as well as your own, because when enough of us are there you’ll all start winning. (request pledge cards

from the Missouri Jobs with Justice office at 314.644.0466 or use the website, www.stl-jwj.org/involved/)

“JwJ, because of its strong vision, clear principles, and the great leadership, helps people who have known each other for years as well as total newcomers work together in refreshingly new ways,” said **Judy Ancel** from the Institute for Labor Studies at University of Missouri Kansas City.



February 2008—SEIU Local 1 Kansas City Director Sherwin Carroll and Garry Kemp of the Greater Kansas City Building and Construction Trades Council at Kansas City's Public Hearing to Save Affirmative Action co-organized by Kansas City Jobs with Justice.

May 2008—Missouri JwJ Leaders Julie Terbrock (Missouri ACORN and St Louis JwJ Mobilization Co-Chair) and Mark Baker (Cape Girardeau Central Trades and Labor Council, IBEW and Missouri JwJ Interim Steering Committee) visit at the Annual Meeting of the St Louis Workers' Rights Board. Baker spoke at the meeting about the importance of building JwJ throughout Missouri.



Donate Now to Ensure Missouri Jobs with Justice will “BE THERE” for Future Fights:

Donate and Help Jobs with Justice continue to fight for the rights of all workers. Most importantly, you can become a sustaining member by giving a monthly donation and ensuring Jobs with Justice will always be there to respond quickly and stand up for workers’ and civil rights. Join these recent Missouri Jobs with Justice donors. Sustaining Missouri Jobs with Justice Members are in bold.

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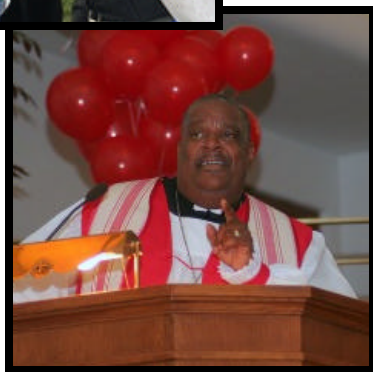
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For the past two years, the St. Louis Area Jobs with Justice Faith Committee has coordinated the nationally run Interfaith Worker Justice program, Labor in the Pulpits, for the St. Louis metro area, and various other parts of the state. In the past two years, the Faith Committee has engaged **over 42 congregations** in this work.



JwJ Faith Committee Gears Up for 2008 Labor in the Pulpits Program

By: Katrina Molnar



weekend, in cities across the country, thousands of congregations participate in Labor in the Pulpits/ on the Bimah/ on the

Minbar. The goals of the program are to educate congregations about the connections between faith and work, present congregations with opportunities for action on the social teachings of their faith, and to give union members a deeper experience of their faith in action.

Each year, the faith committee of Jobs with Justice prepares materials focused around a current workers' rights theme effecting the local community. In past years, the program has concentrated on both raising the minimum wage (2006) and the plight of immigrant workers (2007).

This year, **with nearly 800,000 Missourians living without health insurance**, the theme will concentrate

on how the realities of the health care system are impacting the thousands of working families in Missouri. To garner this focus, the faith committee has partnered with the **Missouri Health Care For ALL** coalition, a growing movement of faith and community leaders fighting for quality, affordable, accessible healthcare in the state of Missouri.

Members of the Jobs with Justice Faith Committee include: **The Rev. Teresa Mithen** and **The Rev. Tommie Pierson** (co-chairs), **Jerry Hochsztein**, **Rhona Lyons**, **The Rev. Audrey Hollis**, **The Rev. Beverly Stith**, **The Rev. James T. Morris**, **The Rev. Walter Maddox**, **Bishop Anthony Taylor**, and **Katrina Molnar**.

For more information on hosting a Labor in the Pulpits event at your place of worship, please contact Katrina Molnar at Jobs with Justice, (314) 644-0466 x 13 or at katrina@stl-jwj.org. *Labor in the Pulpits* is coordinated locally by the Faith Committee of Jobs with Justice and nationally by Interfaith Worker Justice.



Missouri Jobs with Justice, an organization of LEADERS

Missouri Interim Steering Committee

Mark Baker, President, Cape Girardeau Labor Council
Clark Brown, SEIU Local 1, Springfield, MO
Nancy Cross, SEIU Local 1, V-P for Missouri Division and President, Change to Win-MO
Garry Kemp, President of the Building and Construction Trades Council of Greater Kansas City
Doug Williams, IUOE 148, United Working People of Mid-Missouri
Jeff Ordower, Director, Missouri ACORN
The Rev. Tommie Pierson, President, General Baptist Convention of Missouri
Bob Quinn, Executive Director, Missouri Association for Social Welfare
Joan Suarez, Chair, Missouri Immigrant and Refugee Advocates

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SEIU 1

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Julie Terbrock
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The Rev. Tommie Pierson, Greater St. Mark Family Church

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Bishop Anthony Taylor, New Hope Worship Center
The Rev. Beverly Stith, Parks Chapel
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Congratulations to the staff of Jobs with Justice for organizing with CWA/TNG Local 36047, the St Louis Newspaper Guild. Missouri Jobs with Justice Staff, Management and Leaders will be bargaining their first contract this summer!

St Louis Workers Rights Board

Co-Chair: The Rev. Dr. Martín Rafanan, NCCJSTL

Co-Chair: Joan Suarez, UNITE HERE

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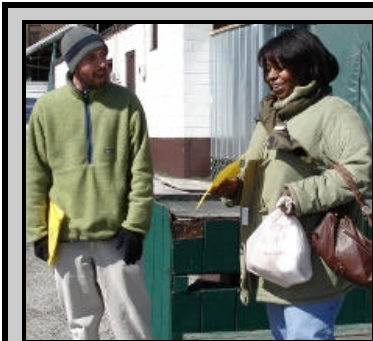
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The Rev. Ben Martin, Presbytery of Giddings-Lovejoy
Larry Mass, Attorney

Javier Mendoza, Musician
The Rev Teresa Mithen, St. John's Episcopal Church
The Rev James Morris, Lane Tabernacle CME
Rep. Jeanette Mott Oxford, MO House of Representatives
Friar Ed Mundwiller, St. Anthony of Padua
Virginia Nesmith, National Farm Worker Ministry
Angie O'Gorman, Interfaith Legal Services for Immigrants
The Rev. Nelson Pierce, Unity Fellowship Church
The Rev. Tommie Pierson, Greater St. Mark Family Church
Joe Pollack, St Louis Newspaper Guild
William Quick, Attorney
Prof. Gerda Ray, UMSL, History Dept
Robert Reinhold, Attorney
The Rev. B.T. Rice, New Horizon 7th Day Christian Church
The Rev. Larry Rice, New Life Evangelistic Center
Prof John Robertson, Washington University
Jamala Rogers, Organization for Black Struggle
Professor Rebecca Rogers, UMSL
Prof. Art Sandler, Webster University, Philosophy
Fr. Jack Schuler, Our Lady of Guadalupe
Dr. John Slosar, Saint Louis University
Abbe Sudvarg, MD
Rabbi Susan Talve, Central Reform Congregation
Roz Sherman Voellinger, Workers Inst. For Safety & Health
The Rev. Michael Vosler, United Church of Christ
Khatib Waheed, Center for the Study of Social Policy
The Rev. Emery Washington, Episcopal Church
The Rev. Anthony Witherspoon, Washington Metropolitan, AME

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AFL-CIO National Director of Organizing spoke to the Annual Meeting of the St Louis Workers' Rights Board in May about hope for breakthrough labor law reforms in the Employee Free Choice Act. Above, speaking with WRB Member Senator Joan Bray.



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