



EBASE
EAST BAY
ALLIANCE
 — FOR A —
SUSTAINABLE
ECONOMY



ORGANIZE

Celebrating **TEN YEARS**
OF MAKING THE ECONOMY
WORK FOR WORKING PEOPLE

MAKING THE ECONOMY **WORK** FOR WORKING PEOPLE

EBASE advances economic and social justice by building power and raising standards for working families. In our vision, all workers earn enough to live in dignity. Economic opportunity is broadly shared, and all communities have a say in decisions that affect their lives. *Sustainability* also means protecting our shared environment and creating healthy communities.

To make this vision a reality, we build grassroots power by forging diverse *coalitions*, develop the *leadership* of workers and community members, conduct strategic, hard-hitting *research*, and win policies that put our transformative *solutions* into action.

The challenge: The East Bay is one of the state's most diverse and vibrant regions. Yet even before the current crisis shook our economy, structural barriers to prosperity had many families mired in a "perpetual recession," struggling to meet the basic necessities of life. EBASE's research has shown that communities of color are disproportionately excluded from prosperity. Environmental injustice compounds the problem; for example, premature deaths and other health costs from port truck pollution sap \$153 million from our economy each year. And a broken immigration system keeps thousands of low-wage immigrant workers in the shadows, vulnerable to exploitation. But EBASE has a **powerful recipe for change.**

10 years of progress: A roadmap to recovery and shared prosperity. The victories we have won in our first decade offer a hopeful roadmap to a more democratic and sustainable economy. ☀️



10 YEARS OF PROGRESS: A ROAD MAP TO RECOVERY

Carmelita's Story: Wages Double! "Day or night, rain or shine, we organize"

Back in 2000, Carmelita and other housekeepers at the Berkeley Radisson (now the Doubletree) were earning poverty wages: just \$6.15 per hour. With EBASE's work to build community and interfaith solidarity to pass the **Berkeley living wage ordinance**, and then to support the workers' **fight for a fair contract**, Carmelita and her co-workers saw their **wages double** to \$12 per hour and won affordable healthcare. Today, Carmelita, a working mother, continues to be a leader in her union.



Carmelita

Living wages: Millions of dollars for working people.

EBASE has won **seven living wage policies** which have brought millions of dollars in increased income to many thousands of working families from Richmond to Hayward. By 2008, our 2002 Port Living Wage policy had increased salaries for about 1,500 workers (mainly at the airport) by an average of \$3,552 per year.

A voice on the job and better conditions for 17,000 workers.

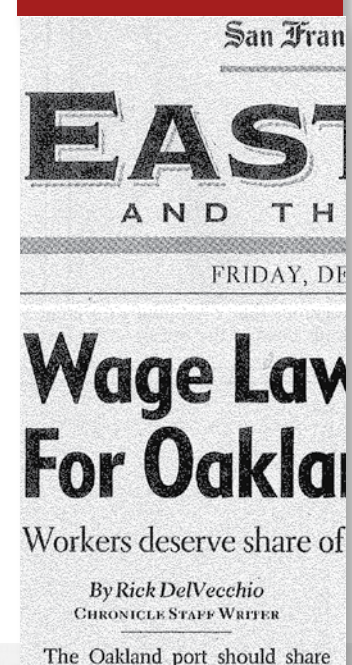
EBASE uses innovative strategies to support workers standing up for better conditions in crucial industry sectors—including hotel workers, janitors, homecare and healthcare workers, security guards and others. Our research and coalition-building, along with public actions and worker ministry by EBASE's Interfaith Committee, have provided critical support to over a **dozen campaigns** which have helped lift 17,000 workers like Carmelita out of poverty in the East Bay. "The Union Advantage for Low-Wage Workers," a 2008 report by the *Center for Economic and Policy Research*, found that unionization increases the typical low-wage worker's salary by 20.6 percent.



Connecting local residents to family-sustaining jobs.

EBASE's work to create stronger pathways and access to sustainable jobs has created new opportunities for about **1,000 workers** across the East Bay who benefited from local hire policies and agreements which we've fought for, including Oakland's Maritime and Aviation Project Labor Agreement or MAPLA (2000), Richmond's Local Employment Ordinance (2006), and the Oak to 9th development jobs agreement (2009). ☀️

By 2008, our 2002 Port Living Wage policy had **increased salaries** for about 1,500 workers (mainly at the airport) by **an average of \$3,552 per year.**



BUILDING BRIDGES TO A BRIGHTER FUTURE: OUR VISION TO TRANSFORM THE ECONOMY

"I CHALLENGE US ALL TO IMAGINE that change will come and to imagine bigger and bolder victories that bring our voices together so that all our communities thrive."

—Nikki Bas, EBASE Executive Director

THE CAMPAIGN FOR CLEAN AND SAFE PORTS: THE ROAD TO CLEAN AIR IS PAVED WITH GOOD JOBS



EBASE is bringing together workers, residents, environmental and health leaders in an innovative campaign to clean the air and create good jobs at the Port of Oakland. The Port is a major economic engine, but the low-income people most affected by its operations—Port truck drivers and local residents—suffer negative impacts to their health and environment. Poverty-stricken drivers are misclassified as “independent” contractors and cannot afford to upgrade their polluting trucks. Residents suffer from extremely high rates of asthma and other illnesses. Through the 80-organization Coalition for Clean and Safe Ports—part of a national campaign—these communities are organizing to green the Port of Oakland. Reduced air pollution and improved job quality will result.



MANUEL – FIGHTING “SWEATSHOPS ON WHEELS”

“When we get off work—often working up to fourteen hours a day—many of us do our civic duty by attending port commission meetings to voice our concern about the dirty air and sweatshop working conditions at the port.” —Manuel, 20-year truck driver at the Port of Oakland, immigrant, and father of 3



WORKPLACE IMMIGRANT RIGHTS: STANDING UP FOR JUST REFORM

EBASE is working to win equal rights for immigrant workers. We believe full inclusion of immigrants is essential for economic recovery and building shared prosperity for **all working people**. Unscrupulous employers use broken immigration laws as tools to intimidate and fire workers who organize unions or stand up for their rights, eroding workplace conditions for all. EBASE co-convenes the Worker Immigrant Rights Coalition (WIRC), a growing alliance of bay area unions and worker organizations. EBASE and WIRC strengthen the leadership of immigrant workers, stand up to employer intimidation, and build unity within the labor movement for **just and compassionate reform**.



COMMUNITY BENEFITS: CHANGING THE RULES OF THE DEVELOPMENT GAME

EBASE works to achieve a “win-win” approach to economic development that makes communities vibrant and healthy places to live, work and play. With the national Partnership for Working Families, EBASE is popularizing the community benefits model—the simple, yet powerful, idea that the investment of public money and land in a development should produce tangible benefits, like real, living wage jobs and affordable housing. We are focusing on two critical projects: 1) the redevelopment of the massive former Army Base, with the potential to put Oaklanders to work in more than **6,000 family-sustaining jobs**; and 2) the expansion of the Bay Street shopping center in Emeryville, which could pave the way for community-oriented development.

INTERFAITH COMMITTEE FOR WORKER JUSTICE (ICWJ): A PROPHETIC VOICE FOR A MORAL ECONOMY

A network of pastors, rabbis, seminarians, and lay leaders, ICWJ raises a prophetic voice calling for dignity and respect in the workplace. Led by a Steering Committee representing several faith traditions, ICWJ educates and inspires people of faith across the East Bay to support workers’ quests for justice; provides pastoral support to workers struggling to enforce their rights; and performs powerful public ceremonies to call attention to injustice. Advancing immigrants’ basic human rights is a key priority. ICWJ co-founded and is the regional affiliate of the statewide Clergy and Laity United for Economic Justice (CLUE-CA).



LIVING WAGES: AUGUST 2010 UPDATE

EBASE is committed to enforcing the seven living wage ordinances we’ve won. In Emeryville, Measure C has reduced workloads and raised standards for workers in the city’s hotels, creating healthier workplaces for all. In August 2010, EBASE and a group of hotel workers reached a settlement agreement with an Emeryville hotel over claims relating to Measure C. Workers are pleased with the agreement and will receive claim forms in the mail to participate in the settlement. The nearly 4-year dispute and boycott of that hotel is now over. ☀️

BOARD OF DIRECTORS

President: Wei-Ling Huber, *UNITE HERE Local 2850*

Vice President: Andrew Slivka, *Carpenters Local 713*

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Jamie Thompson, *Service Employees International Union Local 1877*

EBASE extends special thanks to our outgoing Board member Sharon Cornu of the Alameda Labor Council, AFL-CIO

**Organizations for identification purposes only.*

STAFF

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Katie Maslanka, *Graduate Theological Union Organizer*

KEY PUBLICATIONS, 2007-2009

Good Jobs, Safe Streets: How Economic Recovery Can Lead to Community Safety in Oakland (Oct. 2009)

Bringing Main Street Back to Bay Street (July 2009)

Taking a Toll: The High Cost of Health, Environment and Worker Impacts of the Oakland Port Trucking System (With Pacific Institute, Feb. 2009)

Building a Better Bay Area: Community Benefit Tools and Case Studies to Achieve Responsible Development (Sept. 2008)

Putting Oakland to Work (Nov. 2007)

Taking the Low Road (Sept. 2007)



CONTACT US TO LEARN MORE OR GET INVOLVED

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2009 10TH ANNIVERSARY SPONSORS

Living Wage Legends: James & Gretchen Sandler

Port Victory Drivers: International Brotherhood of Teamsters, Teamsters Joint Council No. 7, Teamsters Local 70

Community Benefactors: Northern California Carpenters Regional Council; International Brotherhood of Electrical Workers Local 595; Northern California Chapter, National Electrical Contractors Association

Worker Warriors: SEIU Local 1021; The California Endowment; UFCW Local 5; Unite Here Local 2850

Alliance Builders: Alameda Labor Council, AFL-CIO; AFSCME Local 3299; California Nurses Association; Davis, Cowell & Bowe, LLP; ILWU Northern California District Council; Leonard Carder, LLP; Weinberg, Roger, & Rosenfeld

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