

The Workers' Edge

Spring
2013

The Voice of the Tompkins County Workers' Center

Over 100 Tompkins Workers Unionize TCWC Plays a Critical Role



by Pete Meyers and Carl Feuer

Over 100 workers at two Tompkins County workplaces, Tompkins Community Action and New Roots Charter School, recently unionized and in both cases our Workers Rights Hotline and organizing efforts were critical factors.

In late August, 2012, several workers from Tompkins Community Action (TCA) called our Workers Rights Hotline, reporting many grievances. We

cluding getting together with their co-workers and seeking majority support for unionization.

Three TCA workers, Gayle Alderman, Josh Ganger and Ruth Williams, mobilized and took leadership of the organizing effort. Other workers jumped in and created a workers group, Tompkins Community Reaction. By a majority vote of the 70 Head Start teacher aides, energy and housing services staff and others, TC Reaction affiliated with the Painters Union Local#4 to deal with all their issues. Having won collective bargaining rights and a voice at their workplace, the union is now engaged with management to develop a legally binding contract guaranteeing fair treatment at the workplace.

The New Roots workers contacted us through the Hotline in October 2012, expressing interest in unionizing, but what union would help? We quickly hooked them up with organizers from New York State United Teachers (NYSUT /AFT). The Board and management of New Roots Charter School quickly decided to 'voluntarily recognize' the union without having to go through a vote: something exceedingly rare in labor history. The staff, Board and management are

Joint Statement About Voluntary Recognition Of New Roots Charter School Instructional Staff Association

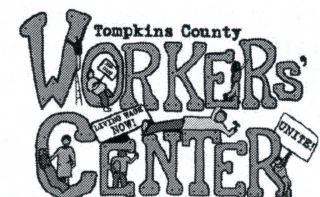
On February 7, 2013, the New Roots Charter School Board of Trustees voted unanimously to voluntarily recognize the New Roots Charter School Instructional Staff Association. Principal Tina Nilsen-Hodges advocated for the board to take this action, saying "I support voluntary recognition because my philosophy and practice as school leader is to get behind staff initiatives intended to help us move

New Roots, Continued on P. 7

**If you have workplace
grievances and would like
help or information about
how you and your
co-workers can organize
collectively for YOUR OWN
VOICE at the workplace,
contact our Hotline at
269-0409 or
tcwrh@
tcworkerscenter.org**

were concerned, not only because of the issues they brought forward, but because we have had many previous complaints from TCA workers throughout the years. We told these workers, as we tell many others, that resolution of their grievances was best dealt with through collective action, in-

TCA, Continued on Page 6



tcworkerscenter.org
607-269-0409

Solid Waste Workers Catapult Their Wage Issues to a County Wide Examination

by Pete Meyers

Because of Solid Waste workers Stanley McPherson and Milton Webbs' work on the issue, along with TCWC support, the County Legislature has directed County Administrator, Joe Mareane, to create a substantive document that would help guide the County on creating a more substantive and clear Living Wage policy.

To this point, the only policy that guides County decision-making is from a 2003 Resolution that the TCWC was instrumental in helping to be passed. This Resolution says: **RESOLVED**, further, That it shall be the policy of Tompkins County to consider the wage levels and benefits, particularly health care, provided by contractors when awarding bids or negotiating contracts, and to encourage the payment of livable wages whenever practical and reasonable. (Readers of this newsletter who would like to see a copy of Mareane's document, Livable Wage Policy, can contact our office by emailing TCWRH@tc-workerscenter.org, and we will send you a copy!)

As many of you will remember from our last newsletter three months ago, the TCWC—and the larger community interested in economic justice—has been blessed by the commitment shown by McPherson and Webb, workers at the Tompkins County Solid Waste Facility which is operated by a private company, ReCommunity Recycling.

McPherson and Webb have created their own Cable Access show, which focuses primarily on the issue of Living Wages.

They are also showing up at least once a month to County Legislature meetings to shed light on the fact that Tompkins County, having expressed commitment to Living Wages for the past ten years, is reneging on that commitment

when it comes to the companies it contracts with. (McPherson and Webb both started out at Solid Waste while working for the multinational Kelly Temp Services making \$8.00/hour, and then were hired by ReCommunity at \$9.00/hour after 7 months).

As the issue of how the County deals with its contractors becomes known, we also are brought the issue of how the City of Ithaca, surrounding towns, and Tompkins County deals with economic development issues. The Tompkins County Industrial Development Agency (IDA), the final mechanism that a company must pass through to be granted a tax subsidy, just granted a sizeable tax abatement for 10 years to what will be known as Hotel Ithaca.

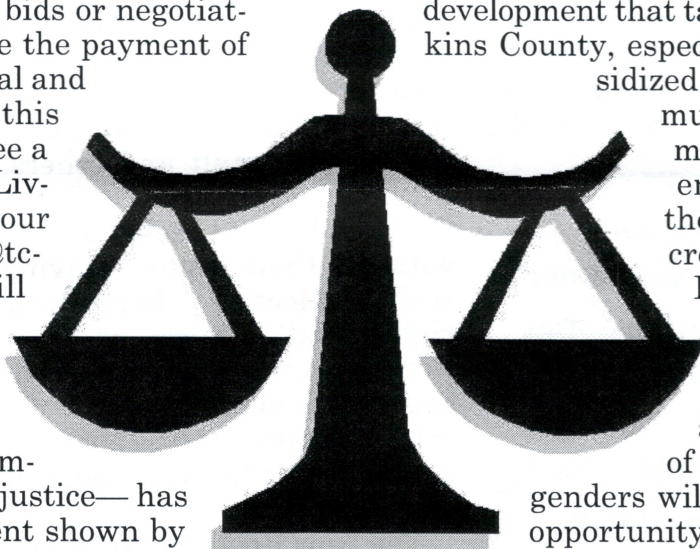
The TCWC believes that all economic development that takes place in Tompkins County, especially which is subsidized by local taxpayers,

must have three elements in it. Those elements include: 1) the jobs that will be created must pay a Living Wage; 2)

there must be a diversity plan in place that guarantees that people of various races and genders will be afforded equal opportunity throughout all salary grades; and that 3) labor

that is utilized to actually build a project must be at least 75% local. That is, at least 75% of the labor must come from Tompkins County or one of the immediate surrounding counties to Tompkins.

If you would like to be involved with our deepening work on the above issues, both in terms of contracts that the County holds (in the hundreds and hundreds), as well as the tax subsidies that are granted, please contact us and we'll clue you in as to when our monthly meetings take place.



Did you know?

The Binghamton Clothing Company fire's Centennial is July 22, 1913. The fire, two years after the Triangle Fire, pushed NY towards more safety protections for workers. Worker's Memorial Day is commemorated April 28.

Get to Know Our Living Wage Employers: Bridges Cornell Heights



Bridges Cornell Heights, one of our most recently certified Living Wage employers, is an Enhanced Assisted Living Residence (EALR) in the historic district near Cornell's North Campus. An Assisted Living Residence (ALR) is a licensed home where people who require help with medication routines, activities of daily living or who need support or supervision twenty four hours a day can live while still maintaining some independence. An EALR has the added services of a skilled nursing care department. If the health of a Bridges resident declines, they can 'age in place' in their own comfortable room, surrounded by the friends they have made. ALRs do not have this advantage; if a resident needs skilled nursing,

they must move to a nursing home.

Why did Bridges want to become a certified Living Wage employer? Suzanne Welsh Munroe, Bridge's Human Resources Director, says "We have very high standards of caregiving. Our staff to resident ratio is extremely high. And in this industry, we are known to pay our employees well. We provide them with free meals while they are working, too. We want to avoid caregiver burnout and have a low turnover rate." Being a Living Wage employer shows the resident's family members that Bridges has a strong commitment to quality caring at Bridges.

Bridges employs about 50 workers in the two homes, The Tudor and The Colonial, in Cor-

nell Heights. Twenty five residents live at Bridges. Creative enrichment activities and excursions, scrupulous attention to personal care and chef-prepared meals are offered.

The caregiving industry is notoriously low paying, requiring hard physical and emotional work. Bridges owner Elizabeth Classen Ambrose knew this and made Living Wages a priority in order to create a lovely, nurturing atmosphere for seniors, according to Ms. Munroe. She adds, "It's worth it to give to our employees because they give it right back."

Tompkins County Workers' Center and New York State Minimum Wage Coalition Comments on Agreement to Raise New York's Minimum Wage to \$9.00/hour Over Three Years: Minimum Wage Should Be a Living Wage

Praises Path to a Raise for New York's Tipped Workers, But Condemns Wasteful Tax Give-away to Multi-Billion Dollar Chains

Labor, business, community, religious and policy groups from around the state, including the Tompkins County Workers' Center, reacted to the agreement by the legislature and Governor Cuomo to increase New York's minimum wage over the next three years, as part of the state budget being voted on in late March 2013.

The agreement includes a commitment that Governor Cuomo will use the Department of Labor wage board process to determine the appropriate raise for thousands of tipped restaurant workers whose base wage—currently \$5.00 per hour—will not automatically be raised under the budget deal.

As part of the agreement, Senate negotia-

tors demanded the creation of a wasteful tax credit give-away, which will give low-wage employers like Walmart and McDonalds millions in taxpayer funds, and create dangerous incentives for employers to replace adult workers with teens and to keep teens at the minimum wage and not a dime more. [For more detail on this unprecedented tax credit, see Fiscal Policy Institute, *The Many Problems with New York's Proposed Minimum Wage Reimbursement Credit.*]

Currently New York's tipped wage is 69%. Under New York's wage board system, Governor Cuomo's Labor Commissioner Peter Rivera is authorized to convene a board to investigate and report on the adequacy of New York's tipped minimum wage, and then issue

Wages, Continued on Page 5

Whistleblowing for the Common Good

by Carlos Gutierrez

Have you ever faced a problem at work that affected your health or your safety? A problem that you felt needed to be brought to someone who could correct it? Did you do it? Or did your fear of the unknown discourage you? You may not be alone in this regard. In fact, workers who raise issues related to safety and health at work often do face retaliation, but they are protected from retaliation by law.

The Occupational Safety and Health Act of 1970 established whistleblower protection in Section 11 (c) for workers who take action due to known safety and health violations by their employer. Detailed information about OSHA's whistleblower protection program can be found at www.whistleblowers.gov. The law prohibits an employer from retaliating against an employee for exercising their rights.

If a worker makes a health and safety complaint and then is subject to retaliation, Section 11(c) gives the worker 30 days to file a complaint. OSHA's office in Syracuse (315-451-0808) will provide the necessary form and information needed to file a complaint. Providing as much information as possible will help the compliance officer make the case against an offending employer.

OSHA was created to assure that employers provide a safe and health work environment. OSHA personnel recognize that enforcement of existing standards is crucial. Employers often blame workers and punish those who report injuries. In addition, employers claim that regulations kill jobs, but OSHA was created to stop jobs from killing workers. Approximately 4,500 workers were killed on the job in 2012.

It is an overwhelm-

Truth or Wishful Thinking? OSHA Seizes Oil Company President's Corvette

This actually did happen after Brocon Petroleum in New Jersey was sued in 2008 in federal court to resolve a whistleblower's health and safety lawsuit. A worker at Brocon Petroleum blew the whistle on health and safety violations. The worker was fired in retaliation after an OSHA inspection cited the company.

Using the OSHA whistleblower provisions, the worker made that case, resulting in further citations of the company. They were ordered to pay back wages, remove all reference to suspension or discharge in the worker's personnel file and post a notice about whistleblower rights in the workplace, all common OSHA remedies. The car seizure followed the company's failure to pay the \$7,500 in back wages. We didn't hear, maybe the worker just kept the car! Although OSHA is notorious for miniscule fines, even in cases of fatalities, the agency does pursue violators, as this case shows.

Who do you know...?

Do you know someone who has face workplace retaliation for speaking out about health and safety concerns? Have you, yourself, faced such a situation? We at the Workers' Center and Mid-state Council for Occupational Safety and Health feel more and more confident that we can successfully pursue such cases. Let us know how we can help.

ing task for OSHA to review workplaces and ensure that all workers know their rights and recognize the hazards that they face. One approach they take is by providing Susan Harwood training grants to community organizations. The purpose of the grant is to get workers involved through Safety and Health trainings.

What can you do then when your work environment is unsafe and unhealthy, and the employer refuses to correct hazardous conditions?

The law requires that before you call OSHA, that you notify your employer about unsafe and unhealthy conditions. If your employer does not respond, then you can file a complaint and re-



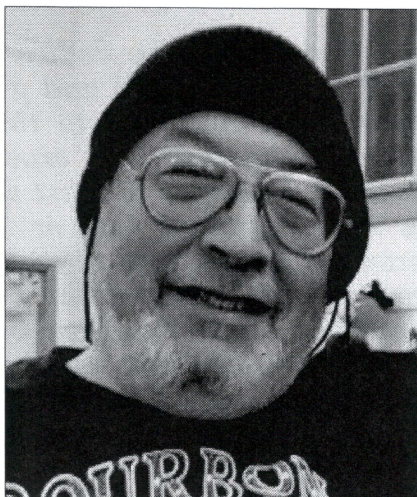
Carlos

Member Spotlight: Neil Oolie

by Linda Holzbaur

It's hard to imagine the Workers' Center without constant volunteer, Community Union Organizer, Tech Guru, Social Justice Advocate Neil Oolie. Back in the early days of the Workers' Center, Neil was a UAW volunteer; across the hall from their Geneva Street office was the tiny room that housed the infant TCWC. Neil's dedication to the WC began then and there.

Neil is involved in many community activities, notably his leadership with community kitchen Loaves & Fishes. Not only does he serve on the Loaves Board of Directors, he also is an Advocate there. As an Advocate, Neil helps people access services and resources they need. Neil has made it his business to skillfully navigate the complex system of housing, healthcare and other social services. This knowledge is priceless for the Workers' Center, too: many people, confused about where to turn when facing problems, call the Workers' Center, even if their issue is not directly related to labor problems. Neil helps us understand the options and programs available.



Neil also acts as our Tech Geek. A problem with our internet? trouble tracking down reasonably priced software? Neil is there for us, frequently at a moment's notice. From his Big Green Chair in the Workers' Center, Neil receives a parade of community members, faulty laptops in hand, eager for his help. Neil sees a relationship between his skill with computers and his skill in connecting with people.

Currently, Neil is disabled and is not employed. But he's

had many different jobs over the years, from teaching to working in labs. Neil's disability does not keep him from participating in many causes, groups and activities around town when he can. He is a faithful attendee at Science Cabaret and can be found at Grassroots every summer, helping out with the Festival.

"The reason I'm involved with the Workers' Center," says Neil, "is because I see everyone in the world as one. Here, we help individuals with their issues while we also tackle the systemic problems that create the issues in the first place. No other organization around works on both those levels."

Minimum Wage Must be Living Wage!

Continued from Page 3

an order raising the tipped wage.

Says Pete Meyers of the Tompkins County Workers' Center (TCWC): "While we applaud the decision to increase the NYS Minimum Wage to \$9.00/hour over three years, we at the TCWC believe that the Minimum Wage should increase to a Living Wage. We will work tirelessly to continue to raise this flag: all workers should be able to support themselves on their hard-earned pay and not have to depend on public assistance. That is still not possible at \$9.00/hour. The only

fair Minimum Wage is a Living Wage."

New York's minimum wage boost also comes one month after Congress introduced the Fair Minimum Wage Act of 2013, which would raise the federal minimum wage from \$7.25 to \$10.10 by 2015 and index it to inflation. Nearly 140 House of Representative members and 28 Senators have already signed onto this legislation as co-sponsors.

The most rigorous economic research over the past 20 years shows that raising the minimum wage boosts worker pay without causing job losses, even in regions where the economy

is weak or unemployment is high.

Last month, leading economists surveyed by the University of Chicago agreed by a 3-to-1 margin that the benefits of raising and indexing the minimum wage outweigh the costs.

A new study by the Center for Economic and Policy Research reviews the past two decades of research on the impact of minimum wage increases on employment and concludes that "the weight of the evidence points to little or no effect of minimum wage increases on job growth."

TCA Employees Form Union

Continued from Front Page

now preparing to negotiate their first contract.

Quotations from a few negotiating team members who work at TCA:

Gayle Alderman: *I chose to participate in union activity because my efforts to create change as an individual and as a member of a group of employees were not being heard. When I started organizing by meeting with employees, I listened to employees each with their own sad stories including loss of wages, loss of dignity, and loss of good health. The impact that the culture at TCA was having on workers who wanted to work at TCA—and in fact they loved their jobs and the clients—was disheartening.*

Ruth Williams: *I can't begin to fully understand how difficult it is to run an agency with multiple funding streams. How-*

ever I do know the dedicated staff that work hard and give their heart and soul to their jobs. I witnessed and experienced a meltdown of trust due to several factors. Co-workers provided inconsistent rules, unrealistic job expectations and deadlines, lack of support, and a strong sentiment that reflected fear in the workplace because of overt power-over dynamics and bullying.

Joshua Ganger: *At most workplaces, when policy changes reduce benefits, increase workloads, or are otherwise negative, employees complain about it. Some are more vocal than others but it's normal to overhear conversations and complaints at the photocopier, or in the break room. When our annual leave time was drastically cut in mid 2012, I noticed that those conversations weren't taking place at TCA.*

I knew I was upset, and I presumed others were too but the lack of any discussion whatsoever in the workplace was the first incident that really made me stop and take notice of the culture at TCA. After a clandestine discussion with another employee I began to realize that there was a distinct atmosphere of intimidation. Employees wouldn't speak up for fear of reprisal. In my frustration I had drafted a letter to Lee Dillon [the director] to express these very concerns but my own fear got the best of me and I never sent it. When I heard that other employees were holding a meeting to discuss their own concerns I knew I had to be there. The vast array of stories I have heard since that time from current and former employees make it painfully obvious that change is needed.

Has your job made you sick? Occupational Health Clinical Center can Help!

- Are your symptoms work-related?
- Have you been exposed to substances on the job that might make a person sick?
- Have you recently left a job (through retirement, lay-off, job elimination, termination, etc.) that caused your symptoms?

Call to Find Out How We Can Help You...

Occupational Health Clinical Centers are staffed by a team of health professionals actively working to support worker health and safety in 26 counties in New York. Occupational illnesses and diseases are highly preventable, and we can help.

As a medical specialty practice, we focus on Medical Services including medical and occupational history;

physical exam and diagnostic testing, referral, and social work services

Prevention of Occupational Illness and Disease, including screening and monitoring; education in workplace hazard recognition; ergonomic and workplace safety assessment; data collection; public policy advocacy

Worker/patient empowerment, including risk mapping, workers' rights to health and safety at the workplace; navigating the Workers' Compensation system; support groups and popular education related to the impact of worker health on public health.

Convenient locations in Binghamton, Syracuse and Canton

**Call OHCC at 315-432-8899 or toll-free at 1-800-432-9590
9 a.m. to 4:30 p.m. Monday–Friday**

New Roots Voluntarily Recognizes Union

Continued from Front Page

towards our common goals." The agreement was signed by Dr. Jason Hamilton, Chairman of the Board, and Zachary Lind, faculty member.

Lind and Nilsen-Hodges agreed that the ultimate goal is creating, in Lind's words, "a positive educational environment for student learning." Lind said that staff organizers felt that "establishing a union was in line with the ideals and values of New Roots Charter School." As Nilsen-Hodges said, "New Roots will only survive and thrive if the people who are passionate about the school's mission and intrinsically motivated to do the necessary work have a clear process that provides them with confidence that they are receiving the very best resources, time, and clarity about work conditions the school can offer. Having this process firmly in place will support peoples' ability to focus on the reason we're there, which is to create an optimal environment for student learning."

In the school's first few years, the organization's focus has been on developing a quality educational program in line with the school's mission to develop a "living laboratory" of education for sustainability and social justice. The often-

daunting challenge of starting a school has required commitment above and beyond what anyone expected in the initial years, and employees have experienced many tensions arising from the demands of "growing" a start-up charter school.

"The school's current employment policies were modeled on collective bargaining agreements from regional district schools," Jason Hamilton, Chairman of the New Roots Board of Trustees, said. "This process will give us the opportunity to break new ground in crafting a clear articulation of terms and conditions that support the level of performance necessary to provide the high-quality education a charter school is accountable for within available resources, which are different than those of district schools. We anticipate breaking new ground and grappling with some tough questions as we address how to accomplish what we're accountable for as we work within our limits."

The instructional staff association, according to Lind, consists of faculty and staff at the school with the exception of employees with management responsibilities and adjunct teachers. This "wall to wall"

association encompassing employees in different types of roles is also an innovative approach, creating another way for staff to work together towards creating a positive educational environment, Lind said.

"Charter schools are a different breed than district schools, accountable for the success of each and every student. I anticipate that we will

be breaking new ground as we forge agreements that support the dynamic and amazing teachers who choose the demanding job of developing a "living laboratory of best practices in sustainability education" at a level of funding that we estimate to be 50% of the per pupil expenditures of some regional high schools," Nilsen-Hodges said. "It's a challenge, and those who embrace it deserve the very best that this tiny public school has to offer. I am excited to work with teachers to support the longevity of our best and brightest, and to transform the popular notion of what "teacher's unions" do from stifling innovation and encouraging mediocrity to supporting and unleashing powerful, talented teachers in the best interests of students."

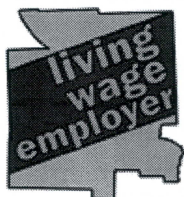


Get involved! Call the Workers' Center at 607/269-0409
tcworkerscenter.org

Support our 86 Certified Living Wage Businesses!

Together these businesses employ over 2,450 workers. Thank you, local business, for taking a stand!

**We welcome our newest certified Living Wage employers:
Gadabout and Segal & Sorensen**



**Advocacy
Center
Aigen Finan-**

cial Group

**Alcohol & Drug Council of
Tompkins County**

**Alternatives Federal Credit
Union**

**Ancient Wisdom Produc-
tions**

ASI Renovations

**Autumn Leaves Used
Books**

**Black Box Computing Con-
sulting**

**Blue Spruce Painting
& Decorating**

The Bookery

Boyce Thompson Institute

Bridges Cornell Heights

Buffalo Street Books

Catholic Charities

**CFCU Community Credit
Union**

Colonial Veterinary Hospital

**Community Dispute Reso-
lution Center**

**Community Foundation of
Tompkins County**

**Community Science Insti-
tute**

Contemporary Trends, Inc.

Cornell Child Care Center

**Day Care & Child Develop-
ment Council of Tompkins
County**

**Downtown Ithaca Alliance
Energy Tec**

Family & Children's Services

Finger Lakes ReUse

First Baptist Church of

Ithaca

**First Congregational
Church of Ithaca, United
Church of Christ**

First Presbyterian Church

**First Unitarian Society of
Ithaca**

The Frame Shop

Gadabout

GreenStar Coop. Market

Home Green Home

**Hospicare and Palliative
Care**

**Human Services Coalition
of Tompkins County**

International Food Network

Ithaca Carshare

**Ithaca Cayuga Optical
Services**

Ithaca Health Alliance

IthacaMed

**Ithaca Neighborhood Hous-
ing Services**

**Ithaca Urban Renewal
Agency**

Jewel Box

Jillian's Drawers

Loaves and Fishes

McNeil Music Of Ithaca

Mama Goose/Mimi's Attic

Michael May Construction

**Multicultural Resource
Center**

**The New Roots Charter
School**

**Northeast Pediatrics and
Adolescent Medicine**

Nutritional Wellness Center

**Opportunities, Alternatives
and Resources (OAR)**

Ongweoweh Corporation

PPM Homes, LLC

**Red Feet Wine Market &
Spirit Provisions**

Renovus Energy Inc.

Segal & Sorensen

Shade Tree Auto

Shaw & Murphy

Significant Elements

Single Brook Technology

Snug Planet LLC

Sparks Electric

Sprague & Janowsky

**St. Catherine of Sienna
Church**

St. John's Church

St. Luke Lutheran Church

Stone Quarry House, B&B

Strebel Planning Group

Sunbeam Candles

Sunny Brook Builders

Sustainable Tompkins

Taitem Engineering

Taughannock Aviation Corp

Temple Beth El

Ten Thousand Villages

Three Tier Consulting

Tompkins Community Action

Tompkins County

**Tompkins County Public
Library**

Town of Ithaca

**TRC Energy Services
(Ithaca)**

**United Auto Workers Local
Upscale Remodeling
Corporation**

Whistleblowing

Continued from Page 5

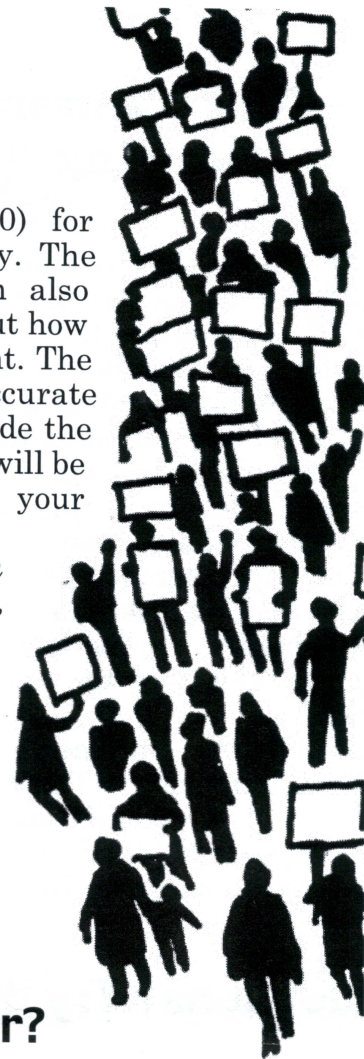
quest that OSHA inspect the work place. You thus become a whistleblower, and the whistleblower law is there to protect you from being retaliated against by the employer for exercising your rights.

Health and safety violations affect everyone in a work environment and sometimes the best way to do things is to talk with and include coworkers who are interested and willing to improve their workplace. Labor laws support this sort of concerted action and make your efforts all that stronger. As well, OSHA understands that community involvement is helpful.

It is important to know where to go for advice about health and safety matters, if you fear retaliation or have already been retaliated against. You may want to contact a community organization such as the Tompkins County Workers Center (607-269-0409 or www.TCWorkersCenter.org) or the Mid-state Council for Occupational Safety and

Health (607-277-5670) for support and advocacy. The Workers' Center can also help you to think about how best to file a complaint. The more relevant and accurate information you provide the more effective OSHA will be in determining that your claim has merit.

Carlos Gutierrez, an immigrant from Chile, is an Occupational Safety and Health Trainer with the Tompkins County Workers' Center specializing in training immigrant and low-wage workers.



Are you a member of the Workers' Center?

I Want to Get Involved in the Fight for Workers' Rights!

\$_____ individual Annual Membership

Due=One Hour's wage or \$7.25 if not working

During the next year, **I'LL BE THERE** at least five times for someone else's fight, as well as my own. Contact me with Rapid Response Alerts.

signature

Your name (please print)

Home street address

city

state

zip

phone(s)

email

Send to: TCWorkers' Center, 115 The Commons / E.MLK Street, Ithaca NY 14850

You'll receive a laminated card in the mail or at a meeting. Great to have you with us!

is a member of the **Tompkins County Workers' Center (TCWC)**

During the next year, **I'LL BE THERE** at least five times for someone else's fight, as well as my own. If enough of us are there, we'll all start winning.

TC Workers' Center, 115 The Commons
Ithaca 607-269-0409 www.TCWorkersCenter.org

I'll be There...

...standing up for our rights as working people to a decent standard of living

...organizing working families to take strong action to secure better economic future for all of us

...fighting for secure family-wage jobs in the face of corporate attacks on working people and our communities

...supporting the right of all workers to organize and bargain collectively in the workplace.

TCWC Commences First Annual Giving Campaign: Working Together for All Worker's Rights Ten Years and More to Come!

We at the Workers' Center are in the midst of our first-ever Annual Giving Campaign. It is designed to seek support from our Members and Supporters in order to build and grow to the next level after an astounding first ten years. Many of you reading this newsletter have been strong supporters of our work, and we ask that you consider 'upping the ante' to take us to the next level.

2013 TCWC Annual Giving Campaign Chair, Carolyn Peterson, Mayor of Ithaca, 2004–2011, says: *"I am pleased to be the Chairperson of the 2013 Annual Giving Campaign for the Tompkins County Workers' Center as it cele-*

brates its 10th Anniversary in our community. When Mayor, I often worked with the TCWC and was impressed with the breadth of knowledge presented, the dedication to an issue or an individual, and the stalwart persistence needed to affect change. Whether the issue is low wages, unfair/un-equal treatment, or bettering one's workplace, it is critical to secure another decade of community service and advocacy for our community workers."

*We
have already received our first gift,
\$5,000 anonymously donated In honor and
memory of Kathy Yoselson and her fierce
determination for fairness
for all.'*

You can expect to hear from us sometime in the next months: we are confident that you will help to support our moving to the next level, "working together for all workers' rights!"

Questions? Try the Workers' Rights Hotline! 607 269-0409

TC Workers' Center

115 The Commons / E. ML King Street
Ithaca NY 14850

TCWorkersCenter.org

RETURN SERVICE REQUESTED

