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THE CITY'S ROLE IN PRIVATE SECTOR JOB QUALITY

LiJia Gong, Policy & Legal Director, Local Progress

Paige Cognetti, Mayor, Scranton, PA

Teri Ooms, President & CEO, The Institute, Scranton, PA

Mary Sheffield, City Council President, Detroit, MI

Mayor Daniel Biss, Evanston, IL

Moderator: Kim Norton, Mayor, Rochester, MN

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The Role Of Local Government in Boosting Private Sector Job Quality

August 10, 2023
LiJia Gong

LOCALPROGRESS
IMPACT LAB

CHANGING WHAT'S POSSIBLE AT THE LOCAL LEVEL



LOCALPROGRESS

LOCALPROGRESS
IMPACT LAB

In recent years, cities, counties, and other localities have become innovators and leaders in standing up for working people. Localities have in many cases joined states as the “laboratories of experimentation” in relation to workplace matters. A number of localities have come to view protecting workers and improving their conditions as part of their core municipal function.

The Roles of Local Government

1. Regulation
2. Enforcement
3. Incentives and other carrots
4. Job training and workforce development
5. Local government as market participant
6. Convening
7. Public leadership

The enactment of local worker protection laws

- Minimum wage*
- Paid sick and safe leave*
- Fair scheduling*
- Wage theft
- Excluded workers (gig, domestic, freelancers)
- Anti-discrimination (salary history bans, pay transparency, fair chance hiring, Crown Act)
- Just cause termination (NYC fast food; Philly parking attendants)

*In some cases, states have followed cities' leads.

At least 20 localities have created dedicated labor enforcement agencies or subdivisions

- Berkeley
- Chicago
- Denver
- Duluth
- Los Angeles City and County
- Minneapolis
- New York City
- Philadelphia
- San Francisco
- Santa Clara County
- Boston
- Emeryville
- Flagstaff
- St. Paul
- San Diego City and County
- Seattle
- Tacoma

Labor requirements/ consequences for contractors & applicants/ holders of licenses and permits

Contractors:

- Prevailing wage
- Living wage
- Responsible Bidder Ordinance
- More complex: Project Labor, Community Benefit, Labor Peace Agreements
- At the very least, require disclosure and resolution of past violations!

Licensees/Permit holders:

- *Toledo*: no license if applicant has found liable pursuant to city's anti-wage theft laws or other local/ state/ federal wage-related w/ in past 2 years
- *Seattle*: municipal code allows relevant agency to deny, refuse to renew, or revoke an employer's business license, if Office of Labor Standards requests this b/c of an unsatisfied settlement or order.

Labor requirements/ consequences for contractors & applicants/ holders of licenses and permits

Somerville, MA wage theft ordinance applies to

- (1) licensees
- (2) city contractors
- (3) recipients of tax increment financing agreements
- (4) all tiers of contractors on municipal construction projects
- (5) recipients of major building permits (defined by \$ or no. of units)

Localities as employers

- Localities can raise labor standards for municipal employees
 - Higher minimum wages, sick and safe leave, family leave, etc.
- Localities can enable and support collective bargaining and unionization
 - In states where collective bargaining for local employees is neither guaranteed nor prohibited by state law, localities can facilitate unionizing and collective bargaining by their own workforces by passing local ordinances permitting collective bargaining.
 - Facilitating exposure to unions during the hiring process for job applicants and onboarding process for new employees
 - Developing guidance and labor relations materials for agencies to use in trainings for managers and supervisors regarding unfair labor practices and neutrality in union organizing campaigns
 - Increasing and visibly supporting workers' right to organize, including a know-your-rights initiative on the right to organize and collectively bargain.

Workers' boards

- Harris County Essential Workers' Board
- Detroit Industry Standards Boards
- Durham Workers' Rights Commission
- Seattle Domestic Workers Standards Board
- Twin Cities' Workplace Advisory Committees
- Los Angeles County Public Health Councils

Public Leadership

- Research and reporting on issues affecting workers
- Public education about workers' rights
- Hearings, convenings, and advocacy
- Generating media coverage about worker issues
- Local elected officials can use their public platforms and convening authority



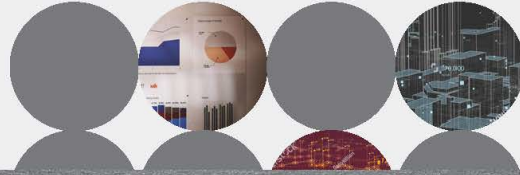
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Paige Cognetti, Mayor, Scranton, PA

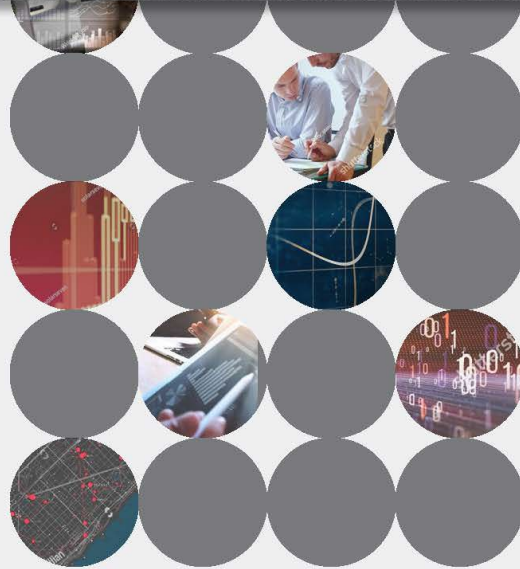
Teri Ooms, President & CEO, The Institute, Scranton, PA

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The Institute
Turning Information into Insight

THE INSTITUTE FOR PUBLIC POLICY & ECONOMIC DEVELOPMENT



The Institute

Turning Information into Insight

MIP Conference 2023

A collaboration among Geisinger Commonwealth School of Medicine, Johnson College, Keystone College, King's College, Lackawanna College, Luzerne County Community College, Marywood University, Misericordia University, Penn State Scranton, Penn State Wilkes-Barre, The Wright Center for Graduate Medical Education, University of Scranton, Wilkes University, and the business community

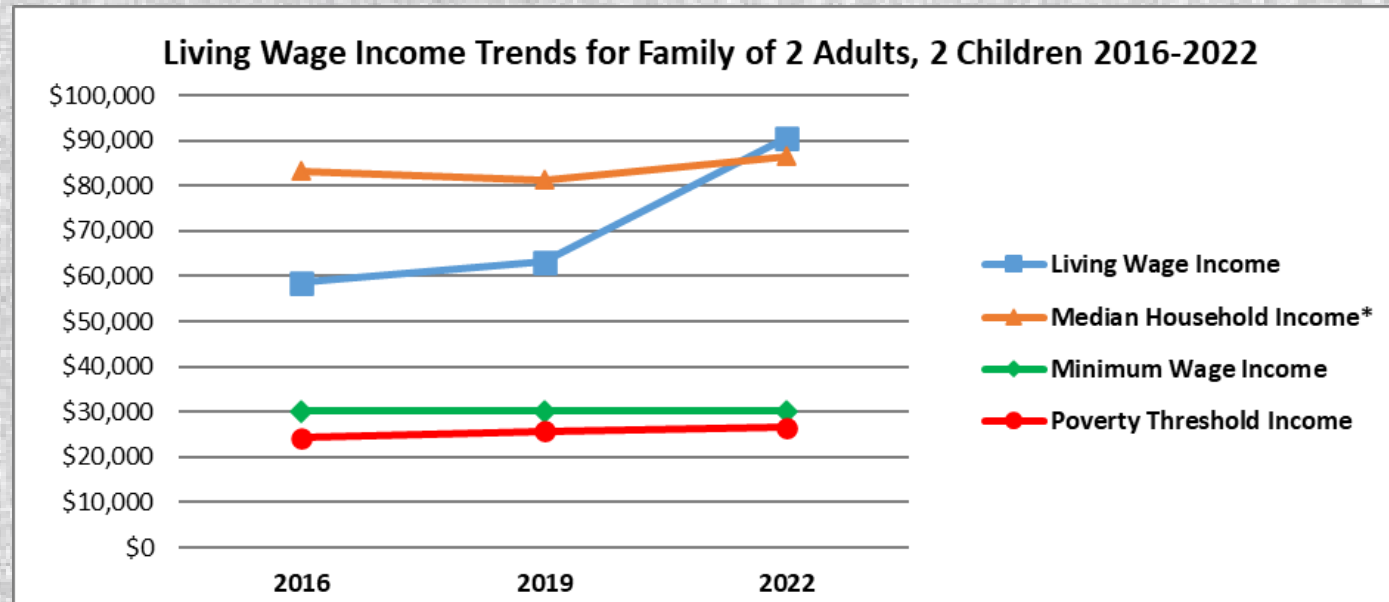
City Wages

	City of Scranton	PA	USA
Median Household Income²	\$42,834	\$63,627	\$64,994
Per Capita Income	\$24,542	\$35,518	\$35,384
Poverty Level	21.2%	12.0%	12.8%

City Occupations

SOC	Occupation	Employment	Mean Annual Wages
43-0000	Office and Administrative Support	5,296	\$43,400
29-0000	Healthcare Practitioners and Technical	4,357	\$85,500
31-0000	Healthcare Support	4,084	\$32,000
41-0000	Sales and Related	3,970	\$43,100
53-0000	Transportation and Material Moving	3,799	\$41,400
35-0000	Food Preparation and Serving Related	3,676	\$28,900
25-0000	Educational Instruction and Library	3,075	\$66,600
51-0000	Production	2,388	\$43,700
11-0000	Management	2,189	\$108,500
13-0000	Business and Financial Operations	1,812	\$74,500
49-0000	Installation, Maintenance, and Repair	1,430	\$52,300
21-0000	Community and Social Service	1,343	\$50,200
37-0000	Building and Grounds Cleaning and Maintenance	1,236	\$34,300
39-0000	Personal Care and Service	1,043	\$32,600

Living Wage



Living Wage

2022 Table 2: Living Wage Income (Annual) Pennsylvania and Lackawanna & Luzerne Counties				
Family Classification: Single Parent	1 Adult	1 Adult, 1 Child	1 Adult, 2 Children	1 Adult, 3 Children
Pennsylvania	\$34,674	\$67,413	\$84,614	\$111,779
Lackawanna and Luzerne County	\$31,616	\$62,317	\$78,416	\$103,605
Family Classification: <i>Only 1 Adult Working</i>	2 Adults	2 Adults, 1 Child	2 Adults, 2 Children	2 Adults, 3 Children
Pennsylvania	\$53,165	\$63,690	\$75,587	\$81,390
Lackawanna and Luzerne County	\$50,045	\$59,717	\$71,614	\$76,606
Family Classification: <i>2 Working Adults</i>	2 Adults	2 Adults, 1 Child	2 Adults, 2 Children	2 Adults, 3 Children
Pennsylvania	\$53,165	\$74,298	\$96,845	\$113,277
Lackawanna and Luzerne County	\$48,672	\$69,222	\$90,605	\$105,123

Economic & Social Benefits

- Benefits
 - less poverty
 - improved workforce
 - less crime
 - increased tax base
 - improved academic performance
 - improved mental and physical health
 - less reliant on social supports

Program Successes to Date

- \$402,648 in Wage Boost grants awarded
- Nine businesses impacted
- At least 60 employees benefitting
- Another four businesses under review
- Applications reopened in August 2023
- Formal program evaluation to follow



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Mary Sheffield, City Council President, Detroit, MI

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INDUSTRY STANDARDS BOARDS

Mary Sheffield
Detroit City Council President

Mayor's Innovation Project

August 10, 2023



But Council President Mary Sheffield said she successfully advocated for \$320,000 one-time bonuses for the General Services Department's vehicle mechanics, a



"Without union protection, often times security officers are not required and may not have some of the same tools and training for you all to do your job efficiently and effectively. Sometimes you are undervalued and you're underserved," Sheffield said. "All of this weakens our local economy and it threatens our public safety."



Detroit City Council President Pro Tem Mary Sheffield stood with Service Employees International Union Local 1 at the rally. She led the crowd in call-and-answer chants: "No justice! No peace! ... No good paying jobs! No peace! ... Fight for 15? Yes! ... Overworked! Underpaid."

History in Worker Support

Horace Sheffield, Jr
Founder of Detroit Trade Union Labor Council

\$320K budget allocation
for mechanic bonuses

Fight for \$15
Advocate and rally participant

Advocated alongside SEIU for
security and janitorial workers to
unionize for higher pay

TIMELINE

Oct 2021

*Ordinance
Drafted and
Introduced at the
Council table.*

Nov 2021

*Industry Standards
Board Ordinance
passed by Council.*

May 2023

*Nation's first Industry
Standards Board is
established via
Council resolution.*

July 2023

*Appointed all board
members for Industry
Standards Board for
Sports Arenas.*

INDUSTRY STANDARDS BOARD

Ordinance Purpose

As a society, we have taken our essential workers for granted. Now, more than ever, it is important to create opportunities for their voices to be heard and their safety prioritized.

Detroit's predominantly Black and brown essential workers have been calling attention to the long-standing issues that plague their industries including sexual harassment, wage theft and a lack of proper training.

The Industry Standards Board Ordinance is the vehicle to help workers play a major role in achieving the workplace standards and wages they deserve.

The proposed Detroit Industry Standards Board ordinance creates a process through which workers, employers and government officials can come together to recommend health, safety and wage standards across an industry citywide.

Through this ordinance, workers across industries including fast-food, healthcare, long-term care and beyond, have the opportunity to publicly organize and demand a voice on the job and a stronger say in the conditions of their workplace.

INDUSTRY STANDARDS BOARD

Ordinance Facts

I worked with the SEIU to develop this ordinance to give industry workers a stronger voice to improve working conditions and raise their wages.

Ordinance establishes the ability to create an Industry Standards Board, which will have the duty and authority to investigate market conditions, conduct outreach to industry workers, and hold public hearings regarding their industry. The board will make recommendations for standards on employee benefits, safety, scheduling stability, wage, and training standards for industries.

INDUSTRY STANDARDS BOARD

Action

- **Evaluate** investigative findings
- **Conduct** educational outreach
- **Analyze** compensation requirements
 - **Receive** and forward industry complaints
- **Consider** standards of an industry to improve worker and community health
 - **Produce Report** based on topics related to the subject industry
- **Make recommendations** to improve industry conditions.

INDUSTRY STANDARDS BOARD

Composition

Each 9-member board will be made up of the following:

- Three members that are workers, or representatives which have been chosen by workers, in the subject industry.
- Three members that are from management or employer associations in the subject industry.
- One representative appointed from the Mayor's Office.
- One representative appointed from City Council.
- One representative from the public at-large appointed by City Council



Steps of Board Creation

- ✓ Pick up petition from Clerk
- ✓ Gather at least 150 valid signatures
- ✓ Submit adequate petitions to Clerk
- ✓ HR confirms petition adequacy to City Council
- ✓ Council adopts resolution to establish Industry Standards Board
- ✓ Members nominated and appointed by City Council

QUESTIONS?



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