

2024 ANNUAL REPORT

NORTHEAST OHIO WORKER CENTER



LETTER FROM NEOWC STAFF AND BOARD

We stood with more workers than ever this year, resulting in a 2024 we couldn't have even imagined back in 2019 when the Worker Center was just getting started. We fought alongside workers as they won back wages, filed charges with labor agencies, initiated legal actions against their employers, and organized with their co-workers and communities. We took what we learned from those individual workplace issues and used them to deliver Know Your Rights trainings to hundreds of workers, launch the region's first bilingual wage theft clinic with Young Latino Network, lead the Pay Equity Alliance with Collaborate Cleveland, co-host Solidarity Summer, and bring the region's first high school collective bargaining program to Ohio.

Our hearts are especially full for the working people who trust us with their stories, who risk their own well-being to report violations and organize their own workplaces and communities to build a more just economy that benefits us all. We are in endless awe of the strength, beauty, and power of working people.

Solidarity forever.

1750+

worker connections

351

workers trained on their
workplace rights

155

workers access worker
services





NORTHEAST OHIO WORKER CENTER

MISSION

The mission of NEOWC is to build worker power in Northeast Ohio through education, organizing, and advocacy. We do this work while understanding that the urgency and fight for a more just economy is not shared equally by all and so we must center our work on the lived experiences of communities of color and of intersecting identities around class, gender, sexual orientation, and other marginalized communities.



KNOW YOUR RIGHTS

The Workplace Know Your Rights training is an educational initiative designed to equip workers with essential knowledge about their legal rights in the workplace. In partnership with workforce development and career readiness programs, this training ensures workers leave career readiness training with not only the technical skills they need to be successful on the job, but also the education and resources to identify labor rights violations, address those issues, and improve the quality of their workplaces and labor standards across our economy.

What's covered?

- Right to be paid properly
- Right to a safe workplace
- Right to be free from discrimination
- Right to collective action
- Right to be free from retaliation

351

workers trained on their rights in the workplace

7

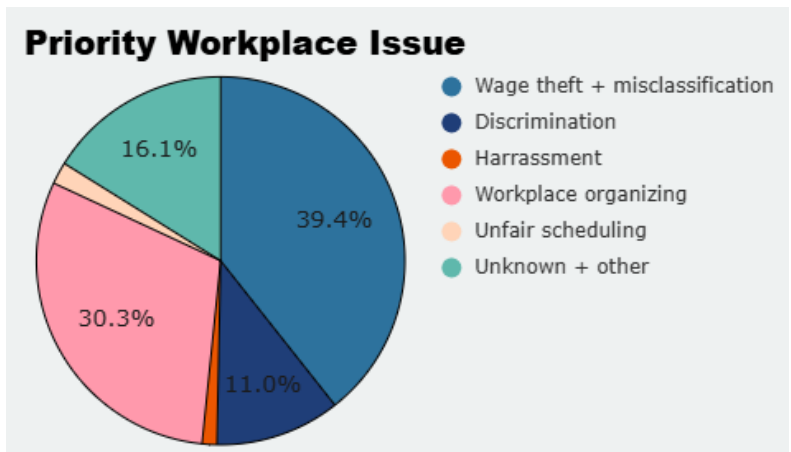
workforce development program partners



WORKER SERVICES

Our economy is stacked against working people, with our systems set up to protect profit over people. This leaves us, as workers, vulnerable to labor rights violations, exploitation, and working conditions that don't recognize our full humanity. Where can a worker turn when their rights have been violated? When their working conditions are untenable? When they want a voice on the job? And perhaps even more importantly, who will do the work of ensuring that not only individual issues get addressed, but that we transition to a more just economy where these situations are the exception and not the norm? At NEOWC, we believe workers, as they always have, will do the important work of building the economy we all deserve.

**155
workers
access
services**





HIGH SCHOOL COLLECTIVE BARGAINING

This year, Northeast Ohio Worker Center launched Ohio's first High School Collective Bargaining Program where we educated and equipped young people with essential knowledge about workers' rights, unions, and the collective bargaining process.



Watch Me!



Thank you 2024 partners!

DePaul Labor Center
AFSCME Ohio Council 8
SEIU Local 1
SEIU District 1199
Cleveland Jobs with Justice
OPEIU 1794

WORKER STORY



THERAPISTS ORGANIZE AGAINST WAGE THEFT

In the Spring of 2024, a therapist reached out to NEOWC. He believed he was not being paid everything he was owed. After an initial conversation with our organizer, the worker said he believed several co-workers were affected. He organized his co-workers for a meeting with NEOWC. As a result of ongoing meetings building power and confidence in these workers' rights, he and multiple others filed wage theft claims at Small Claims Court and were issued a judgement for over \$18,000.

**\$18,000
recovered**

WORKER STORIES



DISCRIMINATION

After multiple private attorneys refused to take her case, a woman worker came to NEOWC as a last ditch effort. We connected her with a trusted partner in our attorney network. This worker was awarded \$30,000 after she was found to be discriminated against on the basis of gender, pregnancy, and use of FMLA.

**\$30,000
won**

WAGE THEFT

NEOWC worked with a worker from the auto industry to organize his co-workers to draft a demand letter for unpaid wages and travel expenses. As a result of the demand letter, the wages and expenses were recovered, saving the workers time and resources.

**\$3,000
recovered**

PARTNERSHIP SPOTLIGHT



PAY EQUITY ALLIANCE

Collaborate Cleveland

- * NEOWC and Collaborate Cleveland lead the Pay Equity Alliance, a coalition of over forty labor and community groups committed to closing the racial and gender wage gap.
- * For the first time in two decades, the gender pay gap worsened in 2023. The Pay Equity Alliance is advocating for policy to reverse this trend by prohibiting salary history requests and adding salary ranges to job postings.

42

grassroots, labor, community, and business groups have endorsed the Pay Equity Alliance.



PARTNERSHIP SPOTLIGHT



BILINGUAL WAGE THEFT CLINIC

Young Latino Network

* NEOWC and Young Latino Network partnered in 2024 to bring the first bilingual wage theft clinic to Northeast Ohio.

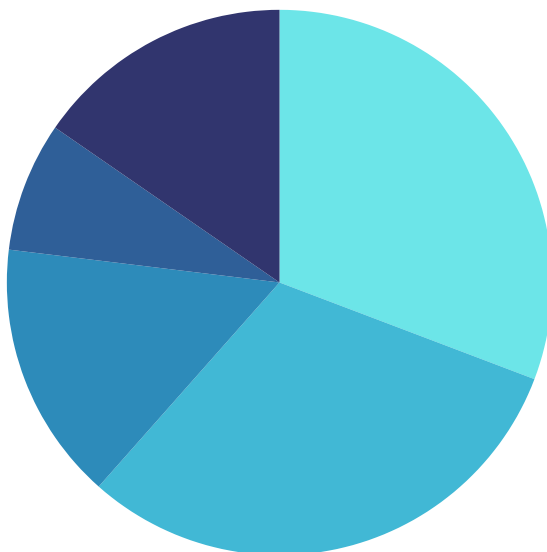
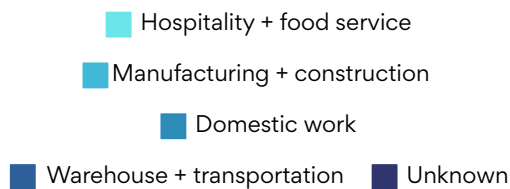
* Immigrant and Spanish speaking workers are disproportionately victims of wage theft and exploitation in the workplace. Many of the systems in place to protect workers' lack of language accessibility.

14%

of all workers served by NEOWC self-identified as Latino.

7%

of workers served preferred to access services in Spanish.



FROM WHAT INDUSTRIES ARE THESE WORKERS COMING ?

PARTNERSHIP SPOTLIGHT



SOLIDARITY SUMMER

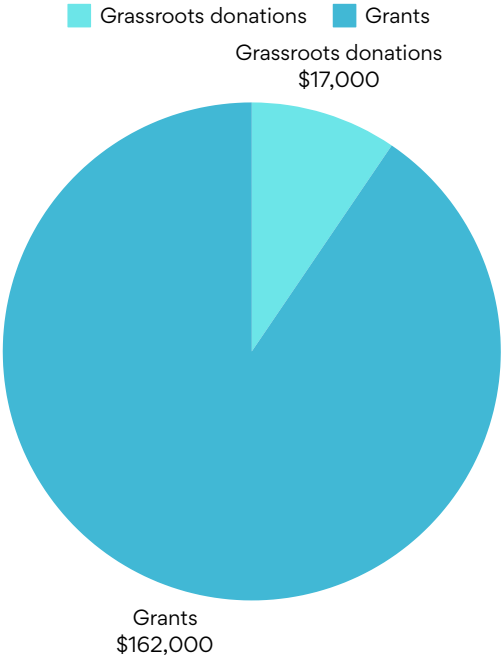
Solidarity Summer was a summer long series of events aimed at building solidarity capacity between labor and community groups to support aligned campaigns and projects.

- * **SEIU District 1199** was in contract negotiations with King David Nursing Home which was recently purchased by out-of-state owners, resulting in steep declines in patient care and worker job quality.
- * **SEIU Local 1** was in contract negotiations with the Cleveland Museum of Art. Community toured labor art at CMA in support of the museum workers.
- * Community members rallied with local unionized **Starbucks United** stores as they fight for their first fair contract.

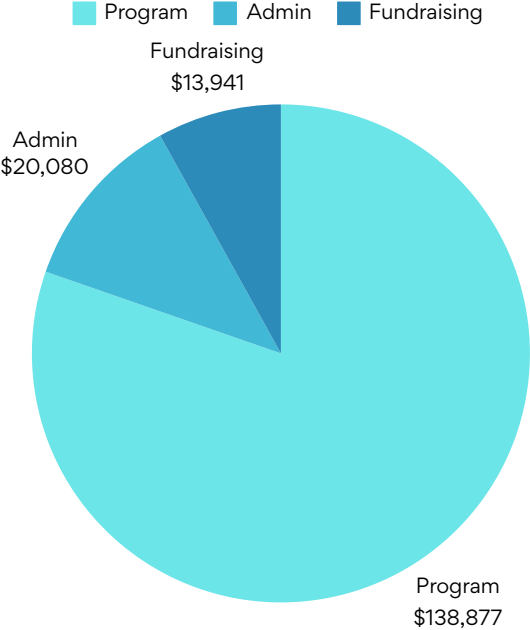


FINANCIAL HIGHLIGHTS*

FY 24 REVENUE



FY 24 EXPENSES



THANK YOU TO OUR FUNDERS:



*ESTIMATES BASED ON FINANCIAL INFORMATION THROUGH NOVEMBER 2024

THANK YOU!

Since NEOWC's founding, we have been nearly wholly volunteer-led. We know that without the unwavering commitment of our volunteers, none of our work would be possible. Their selfless contributions have been the heart of our organization, propelling us forward with determination, compassion, and creativity.

In particular, we'd like to recognize the contributions and leadership of our Board of Directors.

AISIA JONES, CHAIR

JERRY PENA, VICE CHAIR

COLLEEN DAMERELL, SECRETARY

KATE HEFFERNAN, TREASURER

MARC ALVARADO

CORINNE HUNTLEY

PAM MASON

ALEENA STARKS

CHIMI PALMER

MCKENNA GLORIOSO

CAMILA FOX

DANIEL ORTIZ



