

WORKFORCE MATTERS
FURTHER TOGETHER CONFERENCE

**JOB QUALITY, EQUITY AND
WORKER POWER + WORKER VOICE**

NOVEMBER 15, 2022

THE
**FAMILIES &
WORKERS**

FUND





skraitch LABS

WELCOME TO PODIUMVILLE

MYSTERY SPOT
SANTA CRUZ, CALIF. - U.S.A.

SAN FRANCISCO PSYCHO

NORMATEC

ALL AMERICAN

RALLY

TOO FEW WORKERS REPORT BEING IN GOOD JOBS



44%
of U.S.
workers say
they have a
“good job”

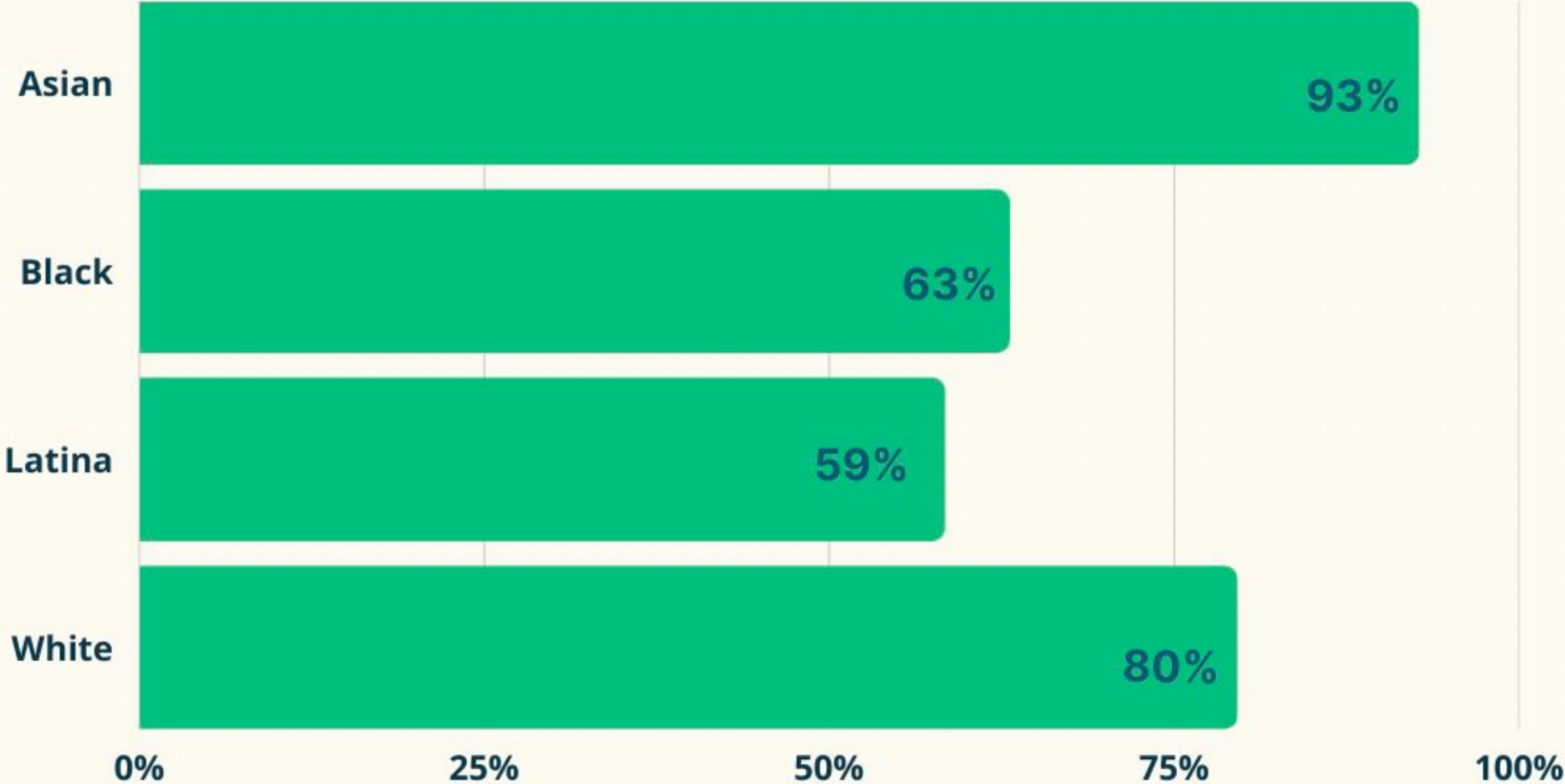


37%
of Black
Workers report
having a
“good job”



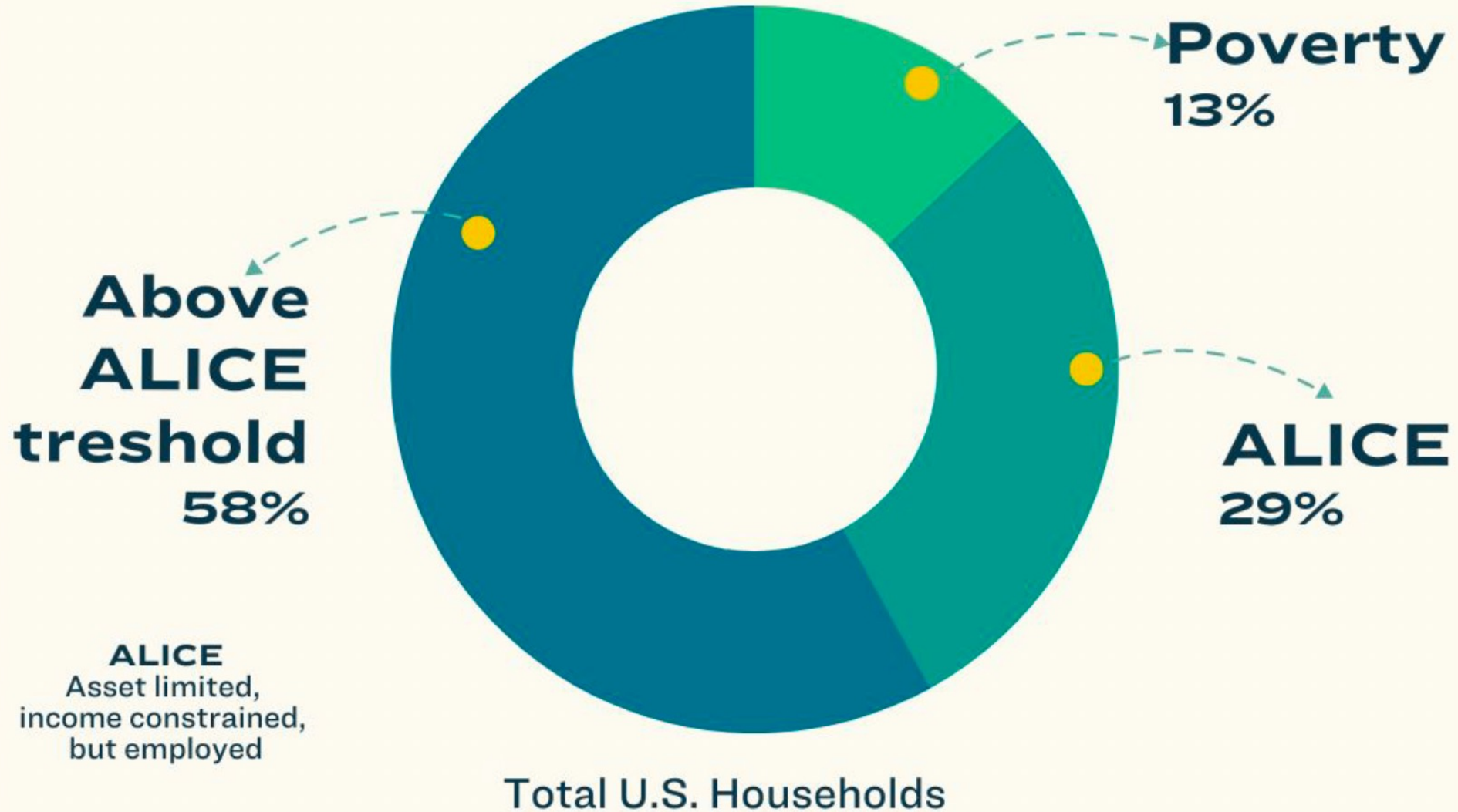
28%
of low-wage
workers say they
have a “good job”

SEGREGATION INTO LOWER-QUALITY JOBS CONTRIBUTES TO GENDER AND RACIAL PAY GAPS



Women's Earnings as % of White Men's Earnings

NEARLY ONE-THIRD OF PEOPLE IN THE US ARE FULLY EMPLOYED BUT UNABLE TO MAKE ENDS MEET



GOOD JOBS: A WORKING DEFINITION

Economic Stability

- Stable, family-sustaining pay
- Sufficient, accessible, and broadly available benefits
- Fair, reliable scheduling practices
- Safe, healthy, and accessible working conditions

Economic Mobility

- Clear and equitable hiring and advancement pathways
- Accessible, paid training and development opportunities
- Wealth-building opportunities



Equity, Respect, & Voice

- Organizational and management culture, policies, and practices that:
 - are transparent and enable accountability
 - support a sense of belongings and purpose
 - advance diversity, equity, inclusion, and accessibility
- Ability to improve the workplace, such as through collective action or participatory management practices

RETENTION

How better from turnover

As companies invest in job retention is improving.

By Peter Coy
Opinion Writer

TIME
GUARDIAN
OF THE YEAR
Frontline Health Workers



3m

You Quit. I Quit. We All Quit. And It's Not a Coincidence.

Why the decision to leave a job can become contagious.

CHRONICLE OF PHILANTHROPIST

What Makes a Good Job Good?

April 22, 2022

Those Quitters? They're at Work.

Resignation was in fact a moment many people traded for a better-paying gig.



ilton is enabling flexible work for employees

PAOLO CONFINO
AM PDT

Rolling Stone

Alicia Keys Honors Unsung Heroes on 'Good Job'

will appear on musician's upcoming album, 'Alicia'

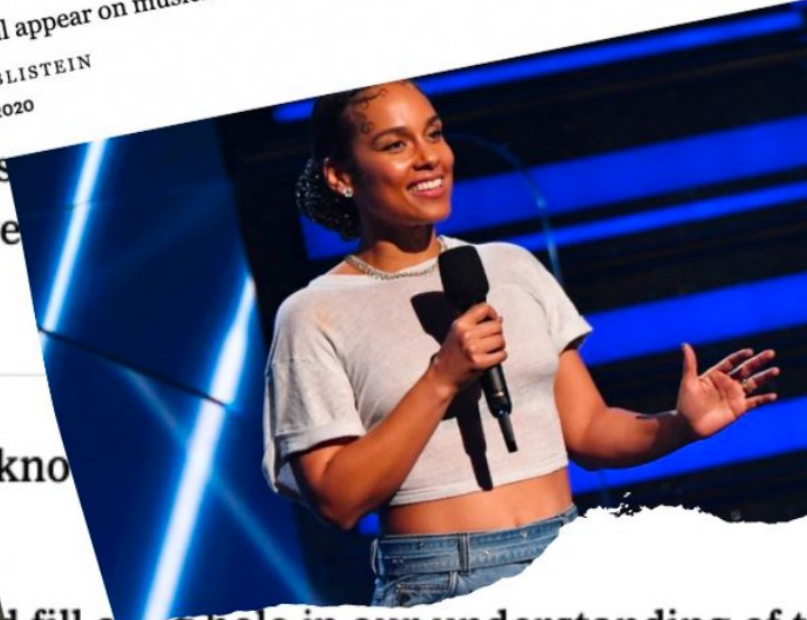
BLISTEIN
2020

analysis
every we

to know

fill a big hole in our understanding of t
with you.

The 3 Pillars of a Good Job





Firebrand

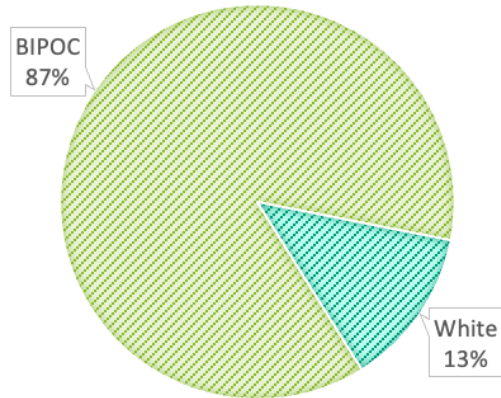
**WE DON'T HIRE PEOPLE TO BAKE
BREAD, WE BAKE BREAD TO HIRE
PEOPLE**



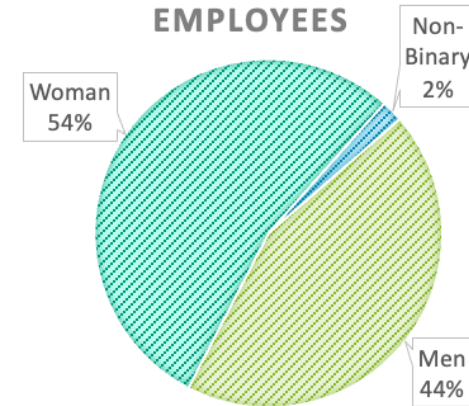
THE PEOPLE

DIVERSE STAFF OF 96 PEOPLE WITH 94% RETENTION RATE HAS CREATED STRATEGIC GROWTH OPPORTUNITIES POST RECOVERY

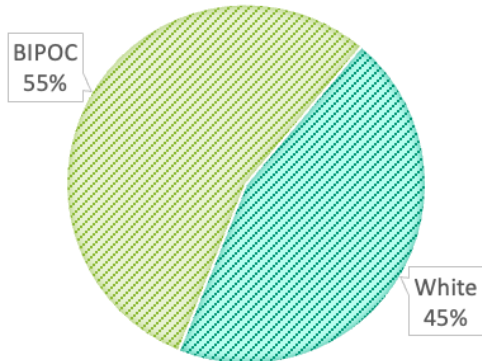
EMPLOYEES



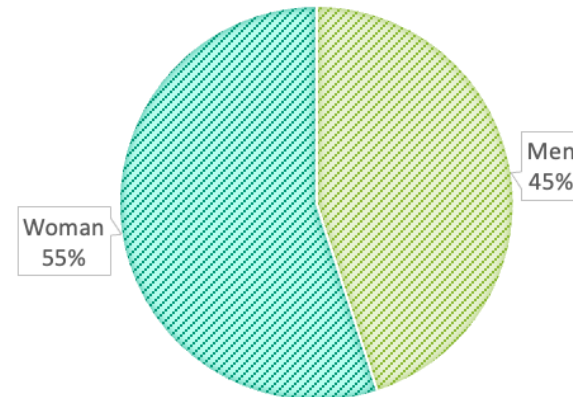
EMPLOYEES



MANAGERS



MANAGERS





**Within 3 years of being
released**

67%

**Of people go back to
prison**



THE IMPACT

Employment within 90 days post release drops the recidivism rate by
20%



Holistic Service Model



Living Wage Standard



100% free health care,
dental and vision
benefits



80 hours PTO



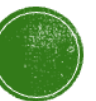
Open Book Management
Training



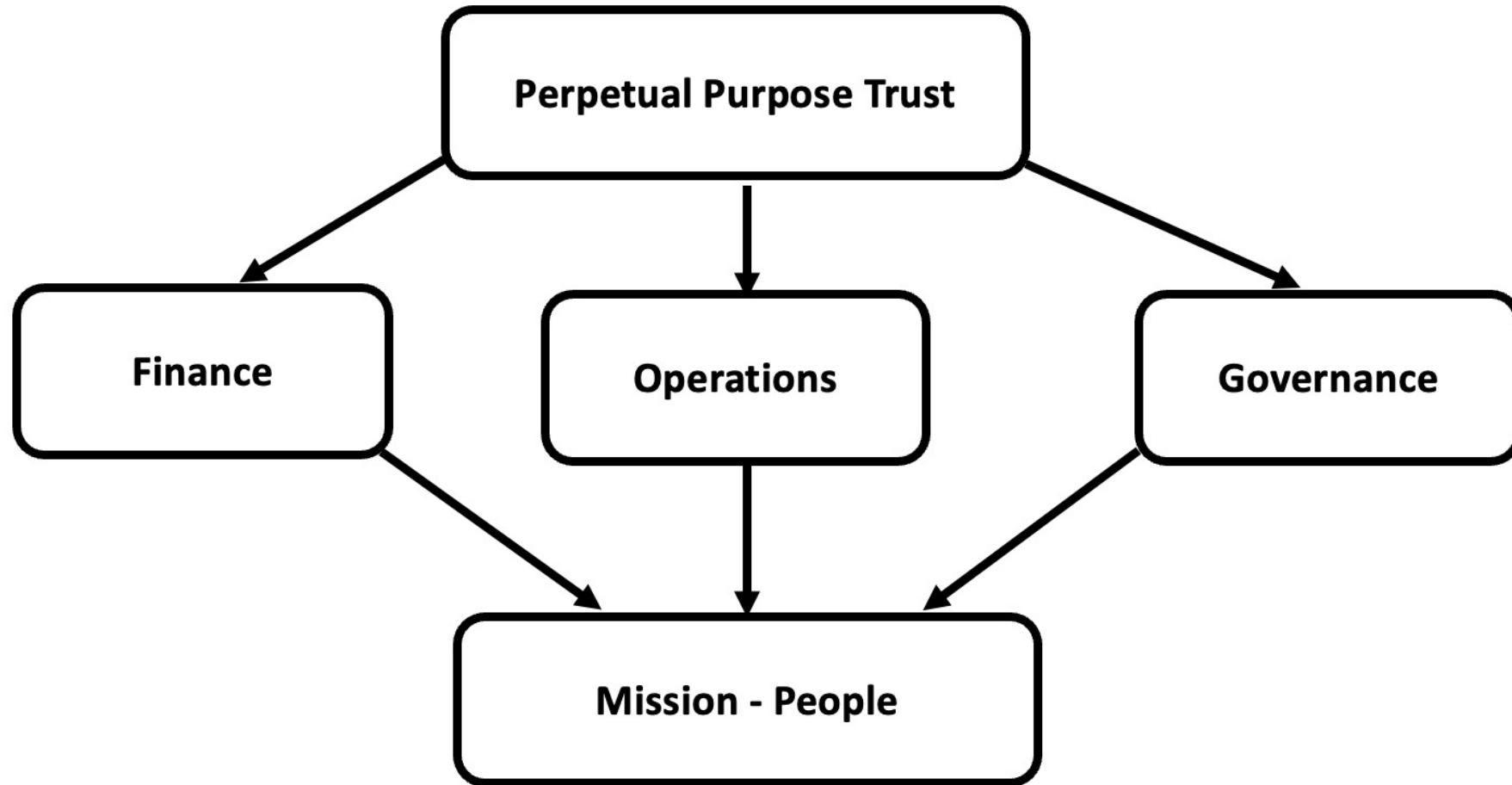
Worker Resource Center –
GED, Computer Lab,
Financial Literacy, Soft Skills
Training



In house Employee Service
Specialist



Employee Owned



WORKER EQUITY MODEL



10% of profits go to workers until investors receive a 2x return, then 90% of profits go to workers



Once investors get a 5x return, there shares can be bought at fair market value or retire





THANK YOU!

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Email: matt@firebrandbread.com



Firebrand

CALIFORNIA STRATEGIC ENFORCEMENT PARTNERSHIP

OUR VISION

- ENSURE WORKERS HAVE INCREASED INFLUENCE & POWER IN OUR TARGET INDUSTRIES
to make decisions affecting their conditions.
- MAKE THE LCO EVEN MORE EFFECTIVE & WORKER CENTERED
to hold employers & industries accountable for labor law violations
- CREATE POSITIVE INDUSTRY CHANGES BY NURTURING STRONG PARTNERSHIPS



We lead through
WORKER-CENTERED
FRAMEWORKS, STRATEGIES
& APPROACHES

OUR ROLE

WORKER
ORGANIZING
CENTRAL ROLE

ENFORCEMENT
SUPPORTIVE ROLE

- PROVIDING ACCOUNTABILITY FOR EMPLOYERS & INDUSTRIES
proving that labor laws work & are just.
- TRANSFORMING KEY GOVERNMENT INSTITUTIONS
- BRINGING IN RESOURCES & BUILDING CAPACITY
to support, expand & deepen direct organizing.

TRENDING: Women's March LA route LAPD Chief Charlie Beck to retire Sushi at Go's Mart in Canoga Park Flu-related deaths in California

BUSINESS


Southern California assisted living homes cited for paying workers below \$3 an hour



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MOST POPULAR

- 1** A look back at the 1994 Northridge earthquake on 24th anniversary
- 2** LAPD Chief Charlie Beck announces retirement
- 3** Here's the 2018 Women's March LA route and which

Adat Shalom Board & Care



- Adat Shalom Board & Care, Inc.- citations to compensate 148 workers who cared for elderly residents 24 hours a day, six days a week, yet were only paid for six hours each day
- Won more than \$8.5 million for the violations, with \$8,356,018 payable to the workers in unpaid wages, overtime, meal period pay, liquidated damages and interest.

Lessons from CSEP for Workforce Development

Workforce Equity Initiative

- **Support Trusted, High-Impact Community-Based Organizations**
- **Increase Equitable Career Opportunities**
- **Build Career Pathways through Inclusive Skills Training and High-Road Training Partnership Models**
- **Establish a Job Quality and Equity Index and Goals to Advance Racial and Regional Worker Equity**
- **Increase Access and Funding for Supportive Services**
- **Measure Racial, Gender, and Worker Equity**
- **Engage in System-Alignment to Improve Worker Outcomes**
- **Elevate Worker Voice**
- **Transform Low-Wage Industries into High Road Industries**
- **Shape Narrative to Build Public Support**