

CLEVELAND JOBS WITH JUSTICE



Cleveland Coalition
A Campaign for Workers' Rights

Dear Friends,

Welcome to Cleveland Jobs with Justice, a coalition of labor, faith and community groups working together for social and economic justice and equality in the workplace.

The Cleveland Coalition was formed in 1992 by local labor leaders in search of a non-partisan avenue where labor, community and faith leaders could work in unison for a more just and equal working environment in our communities. In 1997, the Cleveland Coalition became a member of the National Jobs with Justice organization and attained status as a non-profit organization in its own right.

As the coalition has grown, so has our ability to make substantial changes in the lives of Cleveland's working people and their families. A few examples of past campaigns:

- We were the driving force behind the passage of the Cleveland Living Wage and we are currently fighting for a countywide living wage.
- We have been a consistent advocate for fair trade policy, which would include enforceable fair labor standards for workers here and abroad.
- Our faith partners held a "Sign for Justice" event where the community painted signs for a raise in the minimum wage that hung in several local churches in the weeks preceding the election.

Jobs with Justice has been the voice for workers seeking a higher standard of living or for those who have been unjustly fired from their jobs by employers who denied them the right to unionize, collectively bargain for better working conditions, benefits and wages. Collectively, we have the ability to bridge the gap between the labor movement and corporate America to ensure justice for all working people.

Affordable and adequate healthcare; fair trade; livable wages; stronger labor laws; saving social security and other retirement sources for our aging workforce; these are only a few examples of the issues that face America's working families that Cleveland Jobs with Justice plays a vital role in an effort to reshape the policies that effect our communities.

Our ability to make such changes is derived from our membership. Join us in the endless struggle for justice and equality. Join Cleveland Jobs with Justice!

Sincerely and in Solidarity,
Cleveland Jobs with Justice Executive Committee

Benefits of becoming a member organization of Cleveland Jobs with Justice Coalition

What you get

Strength of organizations and people to join together and **organize** for worker's rights issues

A **voice** on the Steering Committee – the decision making body of the coalition - which gives you the opportunity to participate in the **decision making** process

Network with other like minded organizations

Opportunity to **share** and receive **information** with other organizations

Satisfaction in creating **social change**

What you give

People power from your organization to work on issues in our coalition

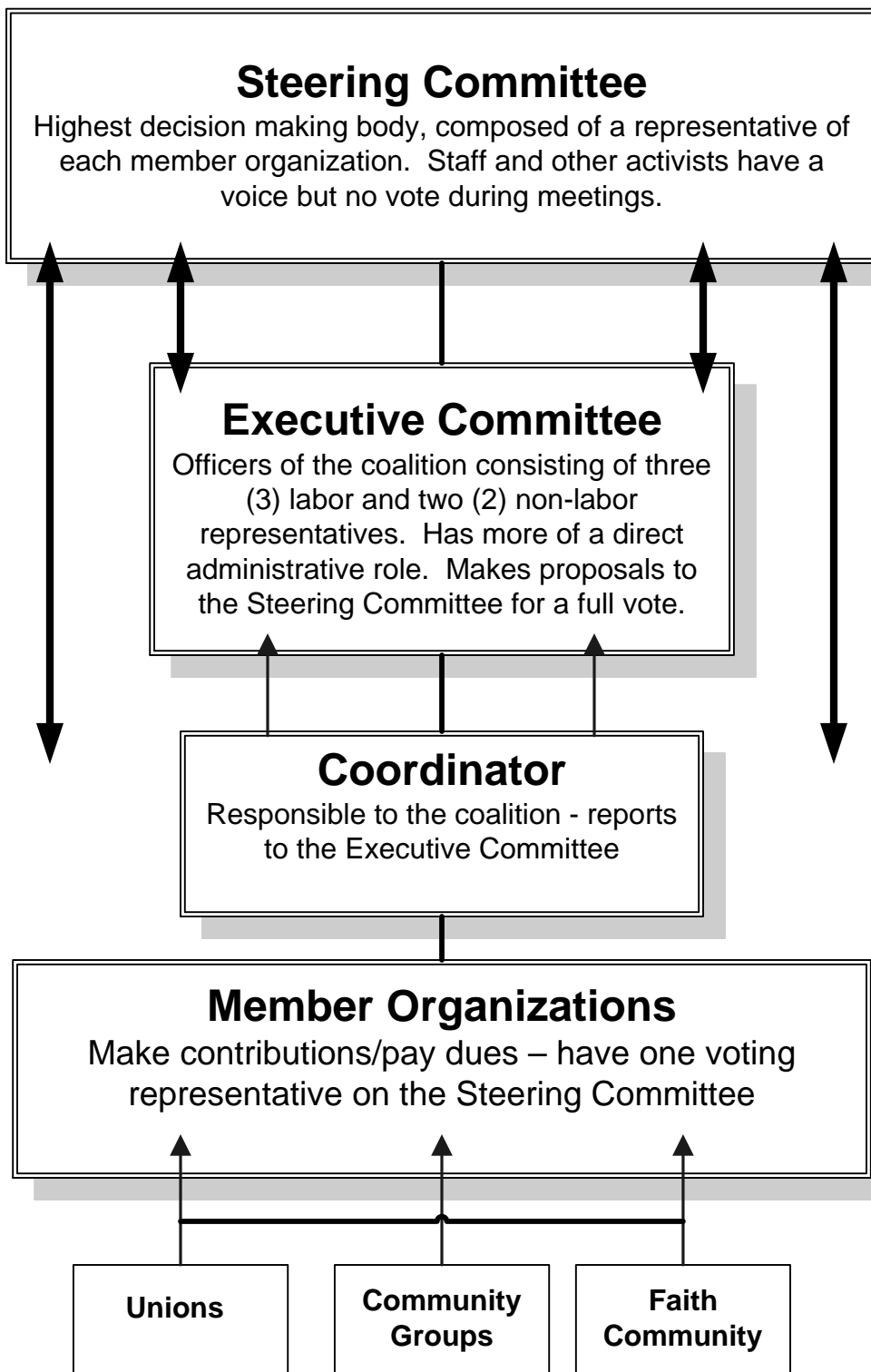
Participation and time in our monthly Steering Committee Meetings and program events

Your organization's **Investment in social change** through annual membership dues/ contribution that helps maintain paid staff to enhance the power of the coalition



For more information on Cleveland Jobs with Justice contact
Debbie Kline at 440-333-7007
And visit us on the web at:
www.clevelandjwj.org

Cleveland Jobs with Justice Organizational Chart



Cleveland Jobs with Justice - Bylaws & Organization Structure
As Amended March 19, 2008

I. Purpose - The purpose of the Jobs with Justice Coalition is to work as a coalition of labor unions, community organizations and the religious community to raise the public's awareness of and build campaigns to promote workers' rights and social justice issues.

II. Membership - The membership shall be open to all labor unions, community groups and religious organizations that promote social justice. An organization shall become a member of the Cleveland Jobs with Justice Coalition upon an affirmative vote of two-thirds (2/3) of those in attendance at a Steering Committee meeting.

III. Working Groups - Permanent working groups or standing committees of Cleveland JwJ are hereby dissolved. The Steering Committee will develop working groups on an as-needed basis and define the roles and responsibilities of such a group.

IV. Steering Committee - Decisions of the Coalition shall be made by the Steering Committee. Each member organization shall have one vote on the Steering Committee. All major decisions of the Coalition shall be decided by a vote of the Steering Committee. The Chairperson (or Co-Chairpersons) shall call all meetings of the Coalition. The Steering Committee shall decide on programs/speakers at events, location and times of events and issues to promote.

A. Functions

1. Information exchange among member organizations and allies
2. Mobilization for campaigns, programs, projects and activities
3. Recruitment of activists and leaders for projects and committees
4. Decision making: the Steering Committee, as the assembly of member organizations, remains the ultimate authority in Cleveland JwJ. It makes the following decisions:
 - a. Elects the Executive Committee
 - b. Approves the strategic plan
 - c. Approves the budget
 - d. Approves new major projects
 - e. Makes major structural decisions (new by-laws, etc)

B. Membership

1. Every member organization has the right to a representative with one vote.
2. Steering Committee meetings are open; all JwJ activists are welcome to attend and participate in the discussions.

V. Executive Committee – The Executive Committee represents Cleveland Jobs with Justice and is the leadership body of the organization.

A. Members: the Executive Committee consists of:

1. Officers of Cleveland Jobs with Justice
2. Three (3) labor and two (2) non-labor representative to be elected at large by the Steering Committee

B. Responsibilities: the Executive Committee is responsible for:

1. Making executive decisions as necessary
2. Monitoring the progress of the strategic plan and planning/preparing the annual strategic retreat
3. Approving the budget to be proposed to the Steering Committee, receiving quarterly financial reports and budget reports and making reports/proposals to the Steering Committee
4. Making major program, structure or organizational development proposals to the Steering Committee
5. Directing the work of the staff
6. Other responsibilities to be proposed by the Executive Committee for approval by the Steering Committee

C. Meetings: the Executive Committee will have a regular meeting, and can meet more often to respond to special needs when called to do so by the co-chairs

D. Terms. The members of the Executive Committee shall be elected on a bi-annual basis by the Steering Committee and will be elected in the first quarter of the election year, but always after the annual planning retreat.

Unexpired term of an Executive Committee Member: upon the need to replace a member of the Executive Committee, the Executive Committee shall recommend the replacement to the Steering Committee at the first full meeting of the Steering Committee after the vacancy of the office. The Steering Committee, as a body, will then vote on the Executive Committee's recommendation.

VI. Officers

A. Officers and their functions will be:

1. Three Co-Chairs (one each representing labor, community and religious constituencies). The Co-Chairs make decisions between Executive Committee meetings, represent JwJ publicly, prepare agendas for Executive Committee and Steering Committee meetings and conduct those meetings.
2. Treasurer. The Treasurer provides general oversight of our books and accounts, checks on budget process, and serves as primary financial officer of Cleveland Jobs with Justice.

B. Cleveland Jobs with Justice is committed to diversity and that commitment shall be reflected in the composition of the officers of the Executive Committee.

C. Officers will be elected bi-annually by the Steering Committee

VII. Staff

A. Staff is responsible to make sure that programs of the organization, activities to support our strategic priorities and our development goals are carried out. Specific outlines of responsibilities will be developed by the Executive Committee as necessary, in accordance with the strategic goals outlines at the annual strategic meeting. In addition, the Coordinator is responsible for general administration and supervision of the remaining staff members.

B. Staff is responsible to the Executive Committee as a body.

C. A member of the Executive Committee will provide ongoing supervision of staff work

1. Major decisions about staff (hiring and firing, discipline issues, etc.) will be made in the following way: the Coordinator will engage the Executive Committee through the Staff Liaison. The Staff Liaison and Coordinator will make recommendations to the Executive Committee for actions. The Executive Committee will make a decision, which will be ratified by the Steering Committee.
2. The Executive Committee will be responsible for a semi-annual review of staff performance. These reviews are intended to help develop the work and the working situation of the staff.

VIII. Coalition Committees – A standing or ad hoc committee may be created by the Steering Committee at any regular meeting. These committees will be granted the authority to conduct official coalition business but will be responsible to the overall coalition.

IX. Annual Membership Contribution/Dues:

1. An annual contribution will be paid each year by each organization that is a member of Cleveland Jobs with Justice. Each member organization gets to participate on the Steering Committee and gets one vote.
2. Suggested minimum membership contributions/dues are based on the following schedule and **are negotiable** with the final decision made by the Executive Committee:
 - A. Regional entities of national unions, denominations or organizations (e.g. CWA District 4, UAW Region 2 or Catholic Diocese) and Locals with over 10,000 members.....\$2000 per year
 - B. Local unions with 5,000-9,999 members and annual budgets of \$250,000 or greater.....\$1000 per year
 - C. Local unions with memberships between 2,000 and 4,999 and annual budgets of \$250,000 or greater; and local churches and community organizations with annual budgets of \$250,000 or greater.....\$400 per year
 - D. Local unions with memberships between 2,000 and 4,999 and annual budgets under \$250,000\$250 per year
 - E. Local unions with memberships under 2,000 or annual budgets under \$250,000; and local churches and community organizations with annual budgets under \$250,000.....\$100 per year
3. Organizations will be assigned categories by the Executive Committee. Any organization that either disagrees with the category or has circumstances that makes payment of an annual contribution/dues not possible within the current year may ask the Executive Committee to consider their situation. All decisions of the Executive Committee are subject to appeal to the Steering Committee.
4. The annual contribution/dues is due in January of each year.

X. Adoption and Amendment

A. These by-laws and Organizational Structure shall be adopted upon approval of two thirds (2/3) of the Steering Committee in attendance at a Steering Committee meeting called for that purpose.

B. Amendments to these by-laws can be made by two-thirds (2/3) majority vote at the second successive regular Steering Committee meeting at which they are read.