Good Jobs for Downtown Workers

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What do we mean by good jobs?

- Compliance with minimum standards (wages, health and safety, etc.)
- Living wages (above the minimum floor)
- Access for unemployed and under-employed communities (first source hiring, career ladders, training opportunities, etc.)
Workplace Enforcement

• Fund community-run day labor centers
• Responsible licensing laws
• Fund legal services providers, worker centers and other community groups to help workers bring claims, do outreach & education
• Educate low-wage employers about their responsibilities
• Enforce safety regulations at construction sites
Wage Regulation

• Citywide minimum wage laws:
  ➔ San Francisco
  ➔ Santa Fe
  ➔ Albuquerque

• Industry-specific living wage laws:
  ➔ Hotels in Emeryville, CA
  ➔ Retail under consideration in Chicago

• Potentially powerful tools, but need to answer critical legal and economic questions before pursuing them
City Contracts

• Service contracts:
  ⇒ Living wage laws (100+ cities and counties)

• Construction contracts:
  ⇒ Prevailing wage laws
  ⇒ Apprenticeship & local pre-apprenticeship requirements
Subsidies

- Make sure subsidy recipients create good jobs
- Ensure that local residents get access to the jobs
- Require a cost-benefit analysis or community impact review
Leverage on Development

• In many cities, large-scale developments need approval:
  ⇒ Zoning changes
  ⇒ Acquisition of city-owned property
  ⇒ In some states, any big project needs a permit (i.e. CA)

• On all fronts:
  ⇒ Include creating good jobs as a goal
  ⇒ Subject proposals to a cost-benefit analysis or community impact review
The first step: determine which tools are right for your city

1. Assess your city’s economy:
   i. Industry mix, geography, workforce
   ii. Look ahead: What opportunities are there? Which jobs are growing, which ones need attention?

2. Assess legal powers and constraints:
   i. Home rule power, state and federal preemption