



CENTER FOR
WORKERS'
RIGHTS

**ANNUAL
EVENT**

EMPOWERING WORKERS, TRANSFORMING LIVES:

A Decade of Impact



CENTER FOR
WORKERS'
RIGHTS



YOU ARE

Cordially Invited

TO THE CENTER FOR WORKERS' RIGHTS
10TH ANNIVERSARY EVENT

Celebrate a decade of impact at our benefit dinner. Learn about our organization's major achievements, gain inspiration from presenters supporting our cause, and unite in raising essential funding to propel our mission forward.



Thursday, August 15, 2024



5:00pm Doors Open
6:00pm Program Begins



The Citizen Hotel
Metropolitan Terrace
926 J St, Sacramento, CA 95814

Mayor Darrell Steinberg

FEATURED KEY NOTE SPEAKER

During Mayor Steinberg's 8 years as Mayor of Sacramento, his commitment to workers' rights allowed the Center for Workers' Rights to grow and meet the needs of Sacramento's low-wage workers.



Plated Dinner

Invest in workers' rights and our mission as a sponsor
for our 10th Anniversary Celebration.

RESPONSE DEADLINE: JULY 26, 2024



CENTER FOR WORKERS' RIGHTS

EMPOWERING WORKERS, TRANSFORMING LIVES:

A Decade of Impact

OUR VISION

Our vision is a community in which workers are respected and treated with dignity and justice. To bring that vision into reality, we provide legal representation to low-wage workers, advocate for initiatives to advance workers' rights, and promote worker education, activism, and leadership in the greater Sacramento area.

WHO WE SUPPORT

The Center is open to all workers regardless of immigration status. Income guidelines determine eligibility to receive one-on-one assistance. We assist those workers most prone to workplace abuse, including undocumented immigrants, pregnant people, caregivers, people of color, victims of domestic violence, and members of the LGBTQ community.



About Us

For the last 10 years, the Center for Workers' Rights has championed the improvement of working conditions for all low-wage workers. The Center's inaugural programs involving legal support on issues like wage theft have evolved into a dynamic worker center, cultivating leadership and promoting educational equity for workers to advocate for themselves, regardless of immigration status.

Our three-pillar approach to achieving our goals:

1 BUILDING COMMUNITY CONNECTIONS:

Outreach, assessment, and empowerment tools to broaden community knowledge of workplace protection and expand workers' rights enforcement.

2 ACCESS TO JUSTICE:

Overcome system barriers by assisting workers in seeking remedies for workplace violations through worker-led direct action and representation in administrative proceedings.

3 CREATING LASTING IMPACT:

Eliminating systemic barriers to workplace justice by advocating for change at labor agencies and innovating policy to fill gaps in worker protections.

As the Center grew, we broadened our impact by covering workers further outside our primary base in Sacramento, and increasingly engaged in advocacy efforts at the city and state level, helping to bring necessary changes impacting low-wage workers throughout the state. Today, CWR reaches thousands of workers each year with its workshops, resources, and clinics to educate Sacramento's vulnerable workers on workers' rights so they can advocate for themselves in the workplace.

We specialize in educating workers about employment rights including:

- ⚙ UNPAID WAGES
- ⚙ DISCRIMINATION
- ⚙ DISABILITY ACCOMMODATION
- ⚙ WRONGFUL TERMINATION
- ⚙ UNEMPLOYMENT INSURANCE
- ⚙ HARASSMENT
- ⚙ HEALTH & SAFETY
- ⚙ LEAVE RIGHTS
- ⚙ AND MORE



A Decade in Review

Looking back over the past decade, the journey of the Center for Workers' Rights has been one marked by dedication, progress, and resilience. In 2014, our founders, Mariko Yoshihara, and Daniela Urban, set an ambitious goal: to build a worker center driven by education and advocacy, drawing from workers' direct experiences with both systemic and personal issues. Today, we can proudly say we have successfully achieved this goal.

From the outset, our commitment to advocating for Sacramento's working community has remained steadfast. Over the past decade, through advocacy, education, and direct support, we've empowered countless workers to assert their rights and seek resolutions for their mistreatment. Guided by our founders' vision, we've established robust partnerships, collaborating with local organizations and government agencies to amplify our impact and build a network of solidarity.



Our ability to advance systemic change and create a lasting impact easily flowed from our close bonds with our workers and their bravery in sharing the injustices they have experienced. Through legislative advocacy, litigation, and organizing, we've enacted meaningful change, from landmark changes in government policy to critical employment law reforms. Simultaneously, our dedication to increasing access to justice drives us to continuously innovate our programs to educate workers on their rights and encourage them to take increasingly courageous steps toward achieving justice.

As we enter our next decade, our commitment to the working community remains unwavering. We are more determined than ever to educate and empower workers to understand their rights, advocate for themselves, and foster a culture of empowerment and self-reliance within our community. With your support, we will continue to build a more just and equitable future for all workers in Sacramento and beyond.



"The Center for Workers' Rights is an indispensable advocate for low-wage workers and together we are fighting for change for workers!"

GUADALUPE AGUAYO, MCTF

"If a worker has a question about workers' rights, I know they'll have the answer."

**FABRIZIO SASS
EXECUTIVE DIRECTOR
SACRAMENTO CENTRAL
LABOR COUNCIL**





First Workers' Rights Clinic

SEPTEMBER 2014

On September 24, 2014, the Center for Workers' Rights and the Legal Aid Society-Employment Law Center **hosted the very first Workers' Rights Clinic in Davis**. The opening of this clinic helped address a huge gap in legal services for low-income workers in the region because it was the only workers' rights clinic available to undocumented residents within a 60-mile radius.



First Enforcement Action on California Paid Sick Days

APRIL 2016

The Labor Commissioner found the employer of Clarence James in violation of the new paid sick day law after they refused to pay him for a sick day. **This case made CWR the first organization to enforce the new paid sick days law in California.**



First Wage Claim Clinic

OCTOBER 2017

The Center for Workers' Rights held its **first wage claim clinic in Stockton, California**. This clinic helped workers evaluate their wage violation claims and complete the first step of the claims process.

Major Growth for the Center for Workers' Rights

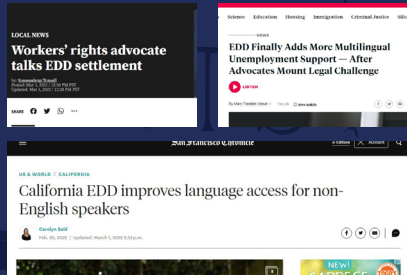
MAY 2020

As a result of the increasing need for workers, the Center for Workers' Rights **expanded its Coronavirus Job Protection Helpline** that it launched on March 19, 2020, to speak with even more workers in desperate need of unemployment benefits, who seek information seeking a safe workplace, and who continue to need a safety net to help weather the pandemic. On a single day in May 2020, CWR spoke to more than 600 workers.

Reached Agreement with the CA Employment Development Department to Expand Language Access

FEBRUARY 2022

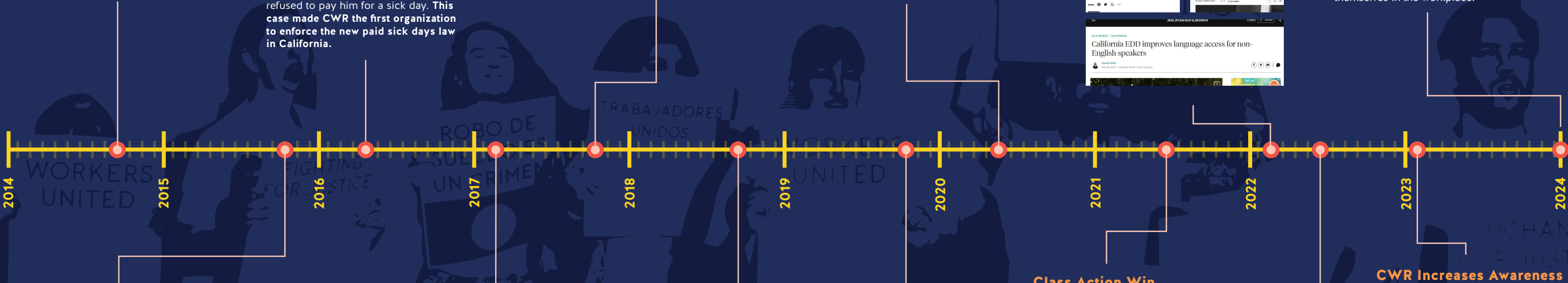
Center for Workers' Rights announced language access improvements to be implemented by EDD through 2024 to ensure EDD upholds Californians' civil rights and embraces communities' vast language abilities. This settlement was achieved in partnership with several other organizations across California, and **the CWR worked with the EDD to monitor compliance for the next two years.**



CWR Reaches 10-Year Milestone of Serving Sacramento's Most Vulnerable Workers

MARCH 2024

After ten years of service, our commitment remains the same. We will continue to fight for the rights of California's workers while educating and encouraging them to advocate for themselves in the workplace.



Fight for a Fair Minimum Wage Ordinance in Sacramento

OCTOBER 2015

On September 2, 2015, a task force appointed by Mayor Kevin Johnson recommended increasing Sacramento, California's minimum wage to \$12.50 an hour by 2020. CWR sent a letter to the Mayor and City Council detailing the issues with the proposed exemptions and enforcement and met with City Council members and other stakeholders to recommend "No" votes on the ordinance.

Although the City Council made amendments to the proposed ordinance to try to appease some of our concerns, they passed the ordinance on October 27, 2015. However, the Council subsequently rescinded the ordinance on April 19, 2016, after the state passed a higher and broader minimum wage ordinance.

CWR Office Opening in Sacramento

FEBRUARY 2017

The Center for Workers' Rights opened an office in Sacramento so they could better support Sacramento workers. The office is still open on Fruitridge Road nearly seven years later.



Successfully Overturns Trial Court Judgement Finding No Wages Owed

SEPTEMBER 2018

Years after the trial, the appeals court ruled **in favor of Curtis Vance** rescinding an unlawful decision that had applied an employer defense to his unpaid wages under a piece rate scheme.

Late Paycheck Penalty Act

OCTOBER 2019

The Center for Workers' Rights **sponsored a bill that provides for an enforceable penalty when workers are not paid on time**. The bill went into effect in January 2020 and CWR immediately started adding violations of this new law to its trainings and support on wage claims.



Class Action Win Against CA Employment Development Department on Conditional Payments

JULY 2021

The Center for Workers' Rights reached a settlement with the Employment Development Department to pay backlogged claims, which resulted in payment of more than \$600 million to 300,000 claimants in the first month of the new program. **As a result of the settlement agreement, EDD created a permanent new program where claimants in continuing claim status will receive "conditional payments" while EDD investigates new eligibility issues.**

\$1.3 Million Judgment Issued Against Sacramento Home Care Facilities

JUNE 2022

The Labor Commissioner's Bureau of Field Enforcement (BOFE) citation of **\$1.3 million** against three residential care homes owned by James Ashley was upheld in an appeal hearing. Residential care workers were required to create inaccurate time records by their employer, resulting in under-compensation.

CWR Increases Awareness on the Struggle for Workers' Rights

JANUARY 2023

Supporting our community is very important to the Center for Workers' Rights, so we found new ways to be present in the Sacramento community while spreading awareness of the work we do, including attending art events at local schools. Being able to talk to parents while enjoying the creation of art, allowed us to focus on the **empowering aspects of workplace rights enforcement.**





MESSAGE FROM THE FOUNDER

Daniela Urban

Thank you to all of the staff, volunteers, and sponsors who have helped our vision come to life over the last ten years. We created the Center for Workers' Rights with the goal of improving the lives of workers in Sacramento, and it has been a dream come true to see our efforts making an impact on the lives of people in need. I look forward to the change we can make in the future and the connections we will make along the way.



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Hotline@RightsCenter.org



RightsCenter.org

Sponsorship

LEVEL AND BENEFITS

SPONSORSHIP OPTIONS	CHAMPION \$10,000	LEADER \$5,000	PATRON \$2,500	ADVOCATE \$1,000	SUPPORTER \$500	FRIEND \$250
Brand Recognition at Event	Logo Displayed at Event & Printed in Program	Logo Displayed at Event & Printed in Program	Name Displayed at Event & Printed in Program	Name Printed in Program	Name Printed in Program	Name Printed in Program
Additional Tickets to the Event	1 Table (10 Tickets)	1 Table (10 Tickets)	Half Table (5 Tickets)	3 Tickets	2 Tickets	1 Ticket
Listed on CWR Website	Logo	Logo	Name Only	Name Only	Name Only	
Ad Space in Event Program	Full Page Ad (Full Color)	Half Page Ad (Full Color)	Half Page Ad (Full Color)	Quarter Page (Black & White)		
Acknowledgement from the Podium						
Social Media Shout Out						

Sponsor Deadline for Recognition in the Program: July 26, 2024





CENTER FOR WORKERS' RIGHTS

Yes! I would like to become a sponsor *Please select one of the following sponsor packages*

☐ **CHAMPION** ☐ **LEADER** ☐ **PATRON** ☐ **ADVOCATE** ☐ **SUPPORTER** ☐ **FRIEND**

Yes! I will attend the 10th Anniversary Celebration *Please add ticket count or check the box below*

_____ **# OF INDIVIDUAL TICKETS** (\$110 per ticket) ☐ **NO ADDITIONAL TICKETS** (only tickets included in level) ☐ **UNABLE TO ATTEND**

Donor Information *Please fill in the blank spaces below*

DONOR NAME (as listed for recognition) _____

CONTACT PERSON NAME _____

ADDRESS _____ **CITY, STATE, ZIP** _____

PHONE _____ **EMAIL** _____

Payment Information *Payments will be made by:*

ONLINE *At RightsCenter.org/10th-Anniversary-Sponsorship*

CHECK PAYABLE *To Center for Workers' Rights*

CHARGE *Name on card, Signature, Card Number, Expiration Date,
Security Code, Billing Address (if different from above)*

Return Information *Please return this form by email/mail*

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