

- **Enhance quality of life** includes measures of change and improvement across a broad spectrum of issues including health, housing, food security, transportation, safety, etc.



## PRESBYTERIAN COMMITTEE ON THE SELF-DEVELOPMENT OF PEOPLE (SDOP)

*"People Investing in People"*

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### FINAL NARRATIVE REPORT OUTLINE

**Please provide specific and detailed answers, failure to return the final report will result in the group not being able to submit further requests to Self-Development of People.**

*Please elaborate in each question and use additional pages as needed. The final narrative report (including evaluation report table and financials) should be around 5-8 pages. This report should be a compilation of the entire project period.*

#### Overall Project Information

1. Project name, reference number, address, phone, email, website and contact person.

**Project Name:** Don Bosco Workers, Inc.: Wage Theft Reform for Day Laborers and Other Low Income Workers

**Reference #:** SN 13005

**Address:** 22 Don Bosco Place, Port Chester, NY 10573

**Phone:** 914 – 433 – 6666

**Email:** [gcdbosco4@gmail.com](mailto:gcdbosco4@gmail.com) // [heekina@gmail.com](mailto:heekina@gmail.com)

**Website:** [www.donboscoworkers.org](http://www.donboscoworkers.org)

**Contact Person:** Ann Heekin, Board Chair (914-255-0076)

2. What was the start and end date of this project?

January 2014 – December 2014

3. What was the overall goal(s) of the project? Did the goal(s) remain the same throughout the funding period?

This campaign evolved in exciting new ways over the course of the grant year. Our ongoing objectives for the campaign were both local and statewide: 1) to advocate for wage theft reform for our members through educational and training programs in wage law and wage theft recovery methods; and 2) to research, write and advocate for new legislation in New York State to amend the current wage law to introduce a new process for small claims at the NY Department of Labor to establish a "small claims" fast track for claims of \$3,000 or less that are filed within one year of the date of theft. DBW partnerships with Pace Law School and Senator George Latimer enabled us to research a similar law in Illinois (from evolution to effectiveness in better recovery of small claims) and to draft the actual bill under the guidance of Senator Latimer's legal staff. The PCUSA project evolved from educating workers leaders in wage theft prevention and recovery and the drafting of a new amendment to NYS law to create a small claims track at the Department of Labor, to the development of a new local public education campaign on the many ways that wage theft diminishes the entire community, not just the individual worker. The new campaign – No Pay – No Way! Wage Theft Is Bad For Port Chester has enable DBW to make wage theft reform a community-wide issue benefiting responsible business owners, law enforcement, taxpayers, and low-income workers. NPNW was introduced with a press conference in September 2014 and is in the early stages of its rollout.

Final Quarterly

*Many  
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## Project Results

### 4. Did the project achieve its goal(s)? If not, why not? If so, describe briefly here the overall impact.

The project exceeded its goals:

1. PCUSA grant supported the hire of an administrative assistant to the project director and expand the capacity of the organization to meet the goals of the project. Our hire, Perla Zuniga, has proven to be a highly capable and effective addition to our operation. Responsibilities include: planning and implementation of all trainings, meetings of the General Assembly, establishment of a paid membership program, and coordinator on the NPNW campaign.
  2. DBW expanded the quality of its trainings and leadership development in two specific ways. We collaborated with nationally respected Sherpa Educational Consulting to run 2 leadership and empowerment programs to train 17 new leaders over 20 hours in principles and practice of leadership and social change, community organizing and empowerment and communication skills. DBW advanced the quality of its OSHA training by adding a new program for OSHA 10 Certification to enhance the safety and employability of our day laborers in construction and demolition. Ten workers earned their OSHA 10 card in 2014 as a result of trainings at DBW in collaboration with the National Day Labor Organizing Network who facilitated the sessions. Another 20 workers completed Know Your Rights trainings led by a workers rights attorney from Empire Justice Center.
  3. DBW completed draft legislation for an amendment to NYS wage law to create a new small claims track at the Department of Labor to correct backlogs at the DOL especially for low-value claims typical of day laborers. DBW enlisted the support of Pace Law School to research the new bill and partnered with Senator George Latimer to draft the bill. DBW has “lobbied” for the new bill with the office of Sen. Diane Savino who heads the labor committee. At present, we are seeking coalition partners among other agencies who are active in advocating for new/improved wage laws to determine if we can build support for our amendment and possibly join it to a larger bill for reforms at the DOL. DBW has also led in the advocacy for the formation of Westchester Labor Alliance – a network of Westchester based worker organizations to improve the impact of worker initiatives at the local county level.
  4. DBW researched, presented to community leaders and launched its first local campaign on wage theft reform, No Pay – No Way! Wage Theft Is Bad For Business. A breakthrough strategy of the campaigns has been the partnership between DBW and Communications Workers of America Local 1103. While still in its early stages, NPNW was launched with a highly publicized press conference and march, followed by early rollout steps including the recruitment of business owners to pledge support of the campaign (Good Workplaces) and an outreach to the many unaffiliated workers “on the corner” on the benefits of being in community and a part of NPNW. DBW has also begun an aggressive social media component of the campaign including a monthly newsletter.
  5. DBW organized the NPNW Coalition – a steering committee for the campaign – that includes DBW workers and board members, CWA members, community leaders, clergy, worker’s rights attorney, National Day Labor Organizing Network, and Purchase College.
  6. DBW in collaboration with the Office of the Attorney General of New York is prosecuting a highly publicized wage theft case charging a Port Chester restaurant owner with underpayment of wages and overtime for 5 workers in the amount of \$35,000 plus penalties. The judge has ruled that the defendant must begin repayment in installments of \$10,000 effective March 2015 or face stiffer fines and penalties. This case has served as a strong expression of the No Pay No Way! message in Port Chester. A “win” will send a signal to bad actors that the community will not tolerate wage theft. DBW wage recovery unit was the initial intake site for the claims and we contacted the NY – DA office and solicited their support for prosecuting the case.
5. Use the enclosed evaluation report to specify the impact of your project. In the indicator column, be sure to specify number and/or percentage of progress. For example, include number of people who benefitted from the project, or the percentage of change as a result of the project. In the final column, match this impact to the measure category defined by SDOP.

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6. **Please summarize the projects major accomplishments and/or successes?** Please include any successes that were unanticipated. (While the evaluation report describes the specific activities, outcomes and outputs of the project, this question is asking you to summarize the overall accomplishments.)

Over the grant year, DBW has become a formidable force in Port Chester on behalf of all low-income workers by redefining wage theft as a community problem. We have created a strong and sustainable base of community partners in the campaign beginning with Communications Workers of America Local 1103 and including community, religious, municipal, worker justice, and institutional leaders (e.g. higher Ed). As important, the campaign has created a new structure for more DBW workers to enter permanent leadership roles at the organization. For example, our early rollout of the Good Workplace outreach to local business owners has generated more than a dozen new leaders at DBW who are the “ambassadors” of the campaign with the business community. These worker leaders will be critical to the rollout of the campaign over the next two years including our target goals to recruit 100 Good Workplace businesses in 2015 and begin an aggressive outreach to unaffiliated workers on the corners to educate them on the benefits of organizing in community. The partnership with CWA has brought organizing expertise and a deep knowledge of labor advocacy and strategy to our DBW community and has given the campaign added credibility and impact in Port Chester. The NPNW platform really positions DBW for the future as a leading worker led agency for wage justice at the local level, and we believe will give us added credibility as we continue our work to strengthen NYS wage law and research legal strategies for creating a local ordinance at the county level to deter wage theft in Westchester County.

#### Project Stories

7. **Please share electronic files of stories and clear pictures of your group in action.**
8. **How have the people directly benefiting from the project been involved in it and continue to be involved?**

The project has benefitted DBW members by supporting the capacity of the center to provide more trainings and leadership empowerment so that workers are not only informed on their wage and workplace safety rights, but capable of assuming a leadership role in the advocacy for worker justice in Port Chester. Our NPNW campaign has created a structure whereby more members are functioning in permanent leadership roles e.g. actions directed at establishments where wage theft has occurred, ambassadors to responsible business owners to pledge their support by becoming a Good Workplace establishment, speaking roles at NPNW press conferences, organized outreach to unaffiliated workers, etc.

9. **Tell a story about the most rewarding part of the project.**

The \$35,000 wage theft case prosecuted by the Attorney General’s office against a local restaurant in violation of wage law for 5 DBW workers was back in the Port Chester courts in February. No fewer than 50 DBW workers came out that morning to walk 2 miles to the courthouse in frigid temperatures carrying NPNW signs and banners. When we reached the court, we explained to workers that they could elect not to enter the courtroom if they felt in anyway apprehensive going through police security. All 50 men and women walked through the security gates and sat in court for 3 hours until our case was heard. When the judge gave his sentencing, all 50 leaders left the courtroom for the celebratory march back to the center. As our CWA partner puts it, the courtroom was left virtually empty when DBW exited. There is great symbolism in this story for what it says about empowering people to stand up for their rights, and how with the right leadership development, a socially marginalized group can move into the center of society and participate in its social and legal justice systems. As we left the courthouse the Port Chester Chief of Police stopped us to ask us about the organized march earlier that morning. We politely responded and at first thought he was going to reprimand us for not alerting him. Instead, the Chief suggested that we contact him the next time we plan a march so he can give us a police car escort!

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10. **What has been the most difficult part of the program and what did you do to ease the difficulty?**

The greatest challenge of the project was attracting partners to lend support and expertise to our work in legislative reform, leadership development, and eventually the NPNW campaign that emerged halfway through the grant year. It is imperative for us to form partnerships with other organizations to help us increase capacity and effectiveness at DBW. The PCUSA grant largely supported the hire of a second paid staff member – and without this new line, the successes of this year simply were not possible. Strategic partnerships included political leaders, municipal leaders, law schools, colleges, leadership educators, wage justice attorneys including the DA office, NDLO, local media, formation of a new county worker organization – Westchester Labor Alliance, and our unique partnership with Communications Workers of America.

11. **What were the major lessons learned?**

**Project Budget**

12. **\*\*Financial report:** Indicate exactly how the funds were used throughout this grant that this final report covers as per the **budget approved** by the **National Committee** on the Self-Development of People. This budget is detailed in the grant award letter that you received.

**\*\*Narrative and financial report outlines are available on our website <http://gamc.pcusa.org/ministries/sdop/reporting-forms-and-dates/>\*\***

**Project Partnerships**

13. **Please indicate (by checking the appropriate box) the effectiveness of your partnership with the following SDOP groups.**

SDOP Group	Not effective	Somewhat Effective	Effective	Very Effective	Not applicable
Site visit team				X	
National Committee Members				X	
National Office				X	
Local Presbyterian Churches					X

**Please comment on your selections as desired.**

We have reached out to our local Presbyterian Church in Port Chester to address the congregation during the Lenten period when a collection is taken to support PCUSA SDOP grants. We also plan to request pulpit time on/near International Worker Day – May 11, 2015.

14. **Were any collaborative efforts established with other organizations as you worked on this project? If so, please identify the organizations and evaluate the efforts.**

Partner Name	Not effective	Somewhat Effective	Effective	Very Effective	Not applicable
Communications Workers of America				X	
Office of the Attorney General of NY				X	
Port Chester Council of Community Services				X	
Westchester Labor Alliance				X	

**Please comment on your selections as desired.**

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All of our partnerships are vital to the success of this grant year and the NPNW campaign. Importantly, these partners are – along with other supporting agencies like NDLO, Attorney General – ongoing coalition partners with DBW in the rollout of the campaign over the next 2-3 years.

15. **If your project received technical assistance from other sources during the funding period please identify the source. Would you recommend this organization/individual to future projects?**

No technical support provided.

16. **Please include any additional comments for SDOP.**

The PCUSA grant did more than fund a project; it helped to transform an organization. The initial grant proposal was to support an administrative assistant, leadership development of our workers, and draft legislation to amend NYS wage law. Each goal was achieved, but in the process we identified a new campaign for educating the local public on wage theft as a whole community problem. No Pay No Way! will empower DBW to move from the margins to Main Street in combatting wage theft in Port Chester. The campaign has created dozens of permanent leadership roles for our members and this has energized the community and created a sense of ownership for DBW. They are proud to be ambassadors of this campaign and experience the new learning, skills and sense of agency that the campaign will support over the next 2-3 years of its rollout.

**SDOP FINANCIAL REPORT FORMAT**

<b>GRANT NUMBER</b>	<u>SN 13005</u>	<b>Validation Date</b>	<u>10/9/2013</u>
<b>TOTAL SDOP GRANT</b>	<u>\$18,000.00</u>	<b># of Payments</b>	<u>4</u>
1st Payment	<u>\$4,500.00</u>	Date Received	<u>12/5/2013</u>
2nd Payment	<u>\$4,500.00</u>	Date Received	<u>4/6/2014</u>
3rd Payment	<u>\$4,500.00</u>	Date Received	<u>8/9/2014</u>
4th Payment	<u>\$4,500.00</u>	Date Received	<u>12/4/2014</u>

Complete these columns with Information from funding letter		Expenditures			
SDOP approved items	Approved Budget	1st Quarter	2nd quarter	3rd quarter	Final Quarter
		Personnel Salaries and Benefits	\$13,350.00	\$3,337.50	\$3,337.50
Staff/Member Travel	\$500.00	\$50.00	\$100.00	\$300.00	\$50.00
Know Your Rights Member Trainings	\$2,000.00	\$1,000.00		\$	\$1,000.00
Wage Theft Mailings - NPNW	\$150.00	\$	\$	\$	\$150.00
Wage Theft Town Hall Conference - NPNW	\$1,500.00	\$	\$500.00	\$1,000.00	
Legal Assistant - Labor Law	\$500.00	\$125.00	\$125.00	\$125.00	\$125.00
	\$	\$	\$	\$	\$
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<b>Total</b>	<b>\$18,000.00</b>	<b>\$4,512.50</b>	<b>\$4,062.50</b>	<b>\$4,800.50</b>	<b>\$4,624.50</b>

\*Revised letter of award dated 10/09/14 for \$18,000. overstated grant amount in budget area allocations by \$350.00. Thus we reduced expenditures for Wage Theft Mailings from \$500.00 to \$150.00 in order to remain on approved budget.