

# III.

# ECONOMIC OPPORTUNITY



Local governments have a duty to support workers and promote economic opportunities for their constituents. As many workers face financial hardship due to the COVID-19 pandemic, our state's

outdated laws make it harder for workers to get back on their feet. Local governments can strengthen their workforce and local economies by implementing policies that support workers in their economic ambitions.

“WHAT DOES LABOR WANT? MORE OPPORTUNITIES TO CULTIVATE OUR BETTER NATURES.”

Samuel Gompers, Founder of the American Federation of Labor



## OVERVIEW

### **BUY LOCAL, BUY ETHICAL, BUY AMERICAN-MADE ORDINANCE [ P. 72 ]**

Michigan and other midwestern states have been hit hard, losing hundreds of thousands of local jobs after the passage of NAFTA and other “free trade” agreements which put the interests of capital over workers, incentivizing the outsourcing of jobs overseas. Local governments can support job growth in their communities by implementing “buy local” campaigns and rewriting municipal purchasing policies to evaluate if there are local procurement options instead of overseas. Local governments can also choose to grant contracts to, or favor, local companies and adopt ordinances that use locally-produced goods.

### **PRE-APPRENTICESHIP PROGRAMS [ P. 76 ]**

Pre-apprenticeship programs help low-income communities get the skills they need to obtain good-paying jobs. Local governments should utilize municipal finances to support pre-apprenticeship programs to help citizens get back on their feet and transition into valuable careers, and work with these programs and trades representatives to advertise and encourage entry into these programs.

### **COMMUNITY BENEFITS ORDINANCE [ P. 78 ]**

When it comes to development, community benefits agreements can ensure community members have a seat at the table. CBAs require developers to negotiate with residents, allowing residents to have an active say in the development process. In cities like Detroit, community input from the CBA led to the building of 60 outdoor basketball courts by the developers of the Pistons' practice facility, among other community improvements.

### **LIVING WAGE FOR EMPLOYEES AND CONTRACTORS [ P. 80 ]**

If the minimum wage had increased at the same rate as productivity from 1968, the inflation-adjusted minimum wage would be \$24 an hour. With skyrocketing wealth inequality and costs of living, workers need a robust minimum wage to survive and thrive in this new economy. While municipalities cannot increase the minimum wage for businesses in their area due to state preemption, they can set wage floors for their own employees commensurate with the cost of living in their area (determined by the MIT living wage calculator) and tie those standards to inflation. Local

governments should also never use subminimum wage certificates, and sign resolutions calling on the state to abolish the subminimum wage for disabled workers.

### **COLLABORATION WITH THE UNITED WAY [ P. 84 ]**

The United Way works in communities across Michigan to connect people with government services, promote literacy, and help with housing, food, rental, tax, utility, and transportation assistance. Local governments should collaborate with United Way and other agencies to better combat poverty, fight for economic and social justice, and connect their citizens with the resources they need to grow economic opportunity.



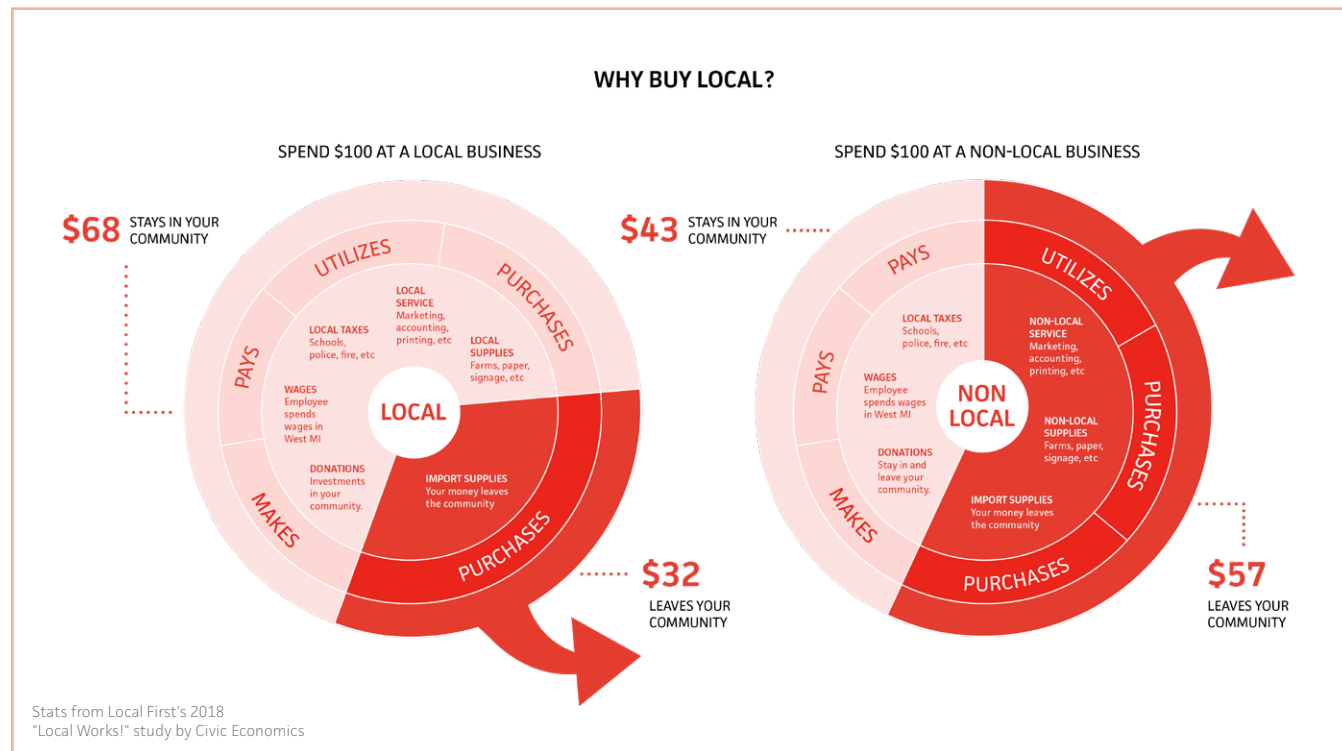
# BUY LOCAL, BUY ETHICAL, BUY AMERICAN-MADE ORDINANCE

BY: ELIAS KHOURY

Michigan's local governments have a responsibility to support local, ethical, and American businesses. By buying U.S., union, and local, Michigan's local governments promote good jobs and enhance their local economies. By patronizing unionized businesses and purchasing union-made goods, local governments support ethical labor practices and purchase high-quality, long-lasting products made by expert craftspeople.

**OFFSHORING OF AMERICAN JOBS**  
Tens of billions of dollars in federal contracts are given annually to corporations that shutter workplaces in this country and seek cheaper labor abroad.<sup>88</sup> This effectively means that taxpayers are paying to constrict the job market and put downward pressure on U.S. labor conditions. With offshoring rates soaring to record levels, the need to buy local, union-made, American-made goods

has never been so urgent. Local governments shouldn't put working people's tax dollars towards offshoring their own jobs.  
  
The Midwest has been hit especially hard by offshoring, with Michigan alone losing hundreds of thousands of jobs overseas in the last couple of decades.





Thankfully, there are ways municipal governments can help address this problem and promote American industry.

### CREATING RESILIENT ECONOMIES

Investing in the local economy is one of the best ways to keep money in your community and build a sustainable, resilient community where our families can grow and thrive. Supporting local businesses leads to more money, production, and job growth staying in your community rather than being exported to international corporations. Strong local businesses make your community more attractive to potential employers who want to locate in places with a vibrant local economy, interesting local businesses, and unique culture.

### SUPPORTING ETHICAL BUSINESSES

Investing in local, unionized businesses improves workers' quality of life and raises labor standards. On average, union workers' wages are 11.2% higher than their non-union counterparts. Additionally, 96% of union workers have employer-provided health insurance, but only 69% of non-union workers do. Unionized workers enjoy better pay and working conditions than their non-unionized counterparts. When city governments support unionized businesses, they support workers.

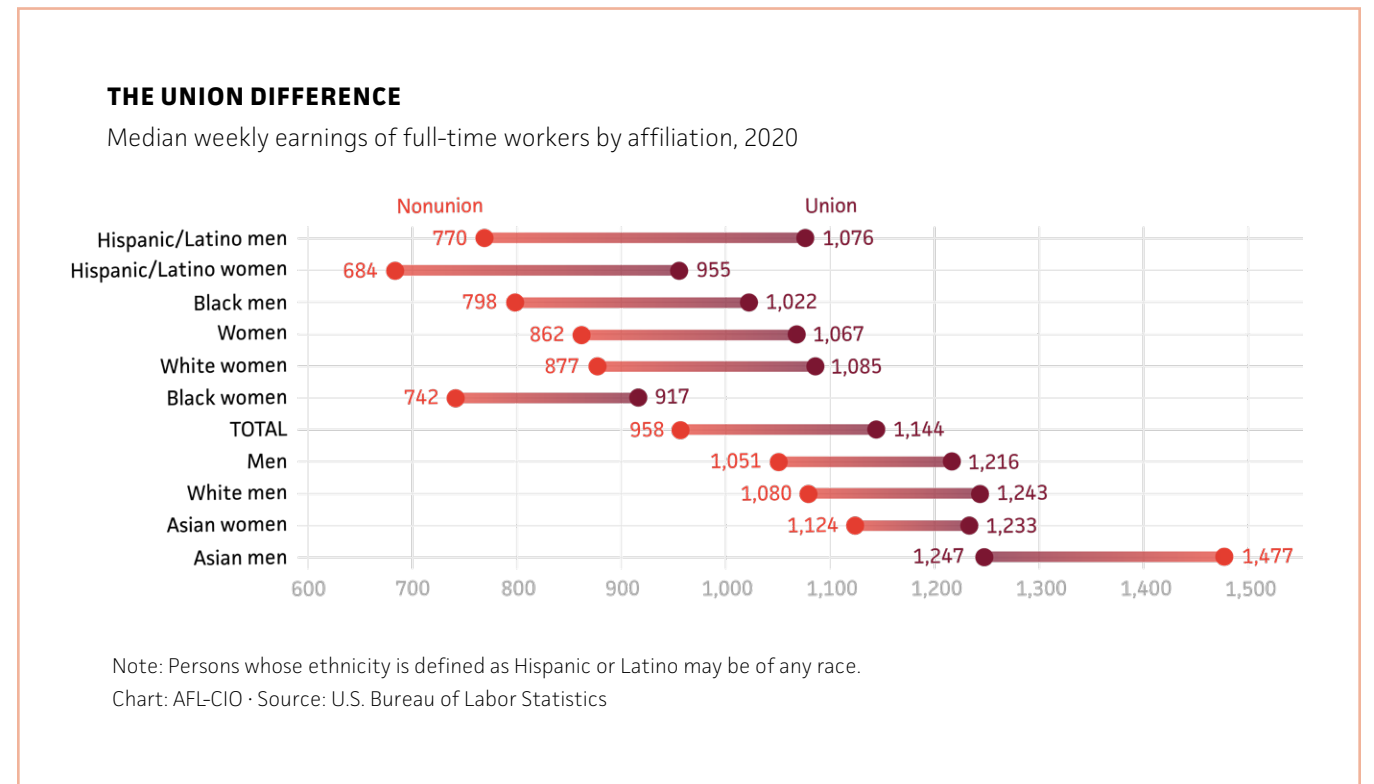
### HOW LOCAL GOVERNMENTS CAN HELP

Local governments should prioritize supporting unionized businesses when possible. They should also ensure that city events are held at unionized hotels in their community.

Finally, local officials should prioritize buying city, county, and school merchandise from union-made, American-made companies. If a business that the city patronizes is involved in a labor dispute, such as a strike, local governments should support workers in their community by not working with the business until the labor dispute is resolved.

At a minimum, local governments should require that manufactured inputs for all infrastructure projects be made in the United States. Such infrastructure projects would include public buildings and transit, roads, bridges, and waterways. Iron and steel are typically the easiest of these inputs to identify, and the federal government already requires American-made iron and steel for all infrastructure and defense projects.<sup>90</sup> In crafting these policies, one must be careful to avoid being overly exclusionary. Some proposed laws that would curb offshoring exclude non-citizens from employment under government contracts. While this does confront the issue of jobs going overseas, it puts many immigrants in a precarious position. Therefore, it makes more sense to target the performance of contracts abroad rather than the citizenship status of the workers involved.

And local governments can require that people they contract with or purchase from disclose where (Michigan, the Midwest, American, or



international) the items are produced and how (union or non-union labor) the goods are produced. Some communities have local preference when there are two equal bids on a project - for more information on changing bid criteria to advantage local Michigan businesses, head to the responsible contractor section of this index.

### BUYING US, UNION, AND LOCAL IN PRACTICE

“Buy local” public awareness campaigns can also be helpful. The Southwest Michigan Regional Chamber launched a campaign promoting local businesses in Berrien County in response to the

pandemic consumption drop, for example. So far, the initiative has successfully kept local businesses afloat and built community solidarity during a tough time. [The Local First](#) website provides good resources to identify local businesses in need of support in the Grand Rapids area, for example.

### CONCLUSION

There are countless benefits to buying American, union, and local. It stimulates national and local economies, lowers government deficits, boosts employment, promotes American independence, and puts citizens' tax dollars back into their hands.

Buying union-made products and patronizing union businesses ensure that products are made ethically and by experts. It is only right that Michigan's local governments do what they can to champion this cause.





# PRE-APPRENTICESHIP PROGRAMS

BY: CAMILLE MANCUSO, ANDREW SPICER, ELIAS KHOURY, AND ANNABELLA VIDRIO

Pre-apprenticeship programs are a valuable tool to help funnel workers into family-sustaining careers. These programs expose prospective trades workers to a number of different career paths. Many programs also help under-resourced people obtain driver's licenses, criminal record expungement, GEDs, and other certifications and training necessary to apply to and be accepted by apprenticeship programs. For local government officials, partnering with pre-apprenticeship programs can be an excellent way to address labor shortages and promote economic

organization. The same goes for programs that weave trade instruction into a traditional education framework. Unfortunately, these programs are often left underdeveloped and underutilized. In many places, they do not exist at all. Local governments can help change this by investing in these programs, and school boards can connect high school students with these programs and other skilled trades curricula. Lastly, all workplaces should ensure that there are adequate opportunities for professional advancement for their staff. Local governments should have a preference to train and hire within.

## PRE-APPRENTICESHIP PROGRAMS IN PRACTICE

Pre-apprenticeship programs should be administered through public agencies and nonprofit groups. This is far preferable to private alternatives, as it means better wages, higher workplace safety standards, and more employee protections. Moreover, local trades councils are accountable to the public in ways traditional corporate entities are not. For example, private pre-apprenticeship programs are only subject to minimal oversight by the United States Department of Labor. In the same vein, they are exempt from anti-disri-

mination and equal employment requirements, which is typically not conducive to workplace equity. Michigan's local governments can promote these pre-apprenticeship programs through the development of a Skilled Trades Task Force by sharing information about them on local government pages.

This is a general model for action local governments can take to work toward full employment in their city, village, or township. Pre-apprenticeship programs are necessary as they help those in need of career skills attain good-paying jobs. These programs are unprecedented in their success rate particularly when it comes to underserved and underrepresented populations and should be adopted wherever possible. All localities struggling with unemployment/ underemployment and economic stagnation ought to embrace pre-apprenticeship programs as a means to get people not just working again, but on a path to a thriving wage career.

## WORKFORCE DEVELOPMENT INSTITUTE WDI 'S ACCESS FOR ALL PROGRAM

Access for All is a free 300 hour construction trades training program that prepares you for a rewarding career in the construction industry. It supports students' basic needs — transportation, child care, and a small stipend for expenses during the training. Graduates earn credentials in:

OSHA 30, First Aid/CPR, asbestos, lead and silica awareness, and a nationally recognized certificate from North America's Building Trades Union (NABTU). For more than 30 years, WDI has helped thousands of workers complete their education and find full-time employment. Their services include:

- Career planning and coaching
- Job placement assistance
- Occupational skills training
- Skills assessments
- Supportive services
- Employability skills workshops
- Pre-apprenticeship and apprenticeship training
- Free safety training online or in person

Their programs help students obtain the soft skills, experience, and hard skills necessary to elevate themselves into skilled trades apprenticeships.

## PROMOTION FROM WITHIN

School boards and municipalities ought to subsidize relevant educational opportunities for their staff. This would facilitate an upward career ladder, allowing them to promote from within. That not only helps government employees seeking professional advancement but it also makes financial sense for those school boards and municipalities who no longer have to waste money hunting for new talent.

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## CONCLUSION

Michigan's local governments can invest a lot more in their workforces. They ought to give loyal employees the tools to progress in their careers. Some local governments will find it best to enhance and expand pre-apprenticeship programs. Others will focus on trades instruction in schools. The truly ambitious communities will pursue both. But all of this will lead to happier, healthier, and more successful municipal workforces.



# COMMUNITY BENEFITS ORDINANCE

BY: J JORDYN HOULE

It's exciting when new businesses or housing developments choose to build and grow in Michigan. Elected officials, thinking first of the jobs and new residents it can bring to their communities, want to encourage projects and developments in any way they can. Elected officials never want the business to actively hurt people in their community, displace residents, or lower the standards of their local economy. But unfortunately, this can happen if the jobs that the new development promises go to people who work out of state or far from the district, or if those jobs are only part-time and have poor benefits. This drives down the standards of the whole community.

Before companies start working on a new development project in a city, it is crucial to guarantee that community members, rather than just developers, benefit from the project. Community Benefits Agreements (CBAs) offer one way to ensure that development projects actually support the communities in which they are built. These agreements require developers to enter negotiations with residents prior to beginning a new project and address any possible negative impacts of the development.<sup>92</sup> In 2016, Detroit voters passed the first community

benefits ordinance (CBO), which mandates CBAs for all large development projects in the city.<sup>93</sup> Local governments across Michigan should follow Detroit's lead and implement CBOs to prioritize workers' well-being over corporate profits.

## COMMUNITY BENEFITS AGREEMENTS

CBOs emerged in the late 1990s to allow city residents to voice their concerns about a project before developers proceed with construction. In contrast to projects in which developers directly negotiate terms with municipal governments, a CBA is enacted with the help of the residents who will be most impacted by an upcoming development. These agreements allow residents to share how developers can best support their community and to indicate any concerns. Often, CBAs will require developers to pay their workers a living wage, adhere to stricter environmental standards, hire workers local to the area, or invest in other projects such as affordable housing and public parks.<sup>94</sup>

One example of a CBA that strives to balance developers' goals for a project with the needs of the com-

munity is found in Nashville, Tennessee. In 2018, community, labor, and faith-based groups negotiated with a company building a Major League Soccer (MLS) stadium to guarantee a \$15.50 minimum wage for all stadium workers, ensure mandatory safety training, and set aside land



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for affordable housing and childcare facilities.<sup>95</sup> While CBAs like the one in

Nashville have resulted in significant gains for workers, these agreements remain relatively rare and are not implemented in the vast majority of development projects. As of 2018, only around 30 CBOs had been adopted across the United States since their creation in the 1990s.<sup>96</sup>

## DETROIT'S COMMUNITY BENEFITS ORDINANCE

Local governments can increase their use of CBAs by passing a Community Benefits Ordinance that requires developers to meet with community members each time a large project is proposed. In 2016, Detroit became the first municipality in the country to approve this type of ordinance. While other cities have created CBAs sporadically depending on the project they are reviewing, Detroit's CBO ensures that every major development project takes the community's needs into account. Whenever a project either has a value of at least \$75 million or receives at least \$1 million in property tax abatements, a Neighborhood Advisory Council consisting of nine community members is formed to discuss concerns about the development.<sup>97</sup> The council then negotiates community benefits, such as requiring that \$2.5 million be dedicated to building 60 outdoor basketball courts in municipal parks when the Pistons Practice Facility was constructed.<sup>98</sup>

Recently, labor advocates have proposed changes to Detroit's Community Benefits Ordinance, including lowering the development threshold from \$75 million to \$50 million and providing the Neighborhood Advisory Council with more time to approve an agreement.<sup>99</sup> These reforms would give residents a voice on a broader range of projects in their community and increase transparency in the negotiation process. Nonetheless, Detroit's CBO has had an important impact on similar legislation in the state. In 2018, Ypsilanti adopted an ordinance activating the community benefits process every time a developer requests more than \$50,000 in financial support from the municipality for a project.<sup>100</sup> Other local governments

across Michigan must join these cities in requiring community input for large development projects.

## CONCLUSION

CBOs give residents a voice in the construction projects that impact their city. Especially in growing communities and small towns where long-time residents feel uneasy about big developments and changes, CBOs allow citizens to be heard and give local governments the space to negotiate more effectively with developers. They also help ensure that workers involved in new developments receive fair pay and benefits.







**A \$15 MINIMUM WAGE WILL DRASTICALLY IMPROVE WORKERS' LIVES ACROSS THE STATE**

# LIVING WAGE FOR EMPLOYEES AND CONTRACTORS

BY: CAMILLE MANCUSO

## OVERVIEW

In 2017, the AFL-CIO adopted a resolution supporting a \$15 minimum wage for all workers, highlighting the need to sustain bargaining power and improve workers' quality of life.<sup>101</sup> A living wage ensures that workers can provide for themselves and their families. Michigan preempted municipal wage increases in 2015, but local action can and must still be taken.<sup>102</sup> Municipalities should establish a living wage for their own employees and contracted workers to improve equity and economic stability in their communities. Elected officials should also pass supportive resolutions for a statewide \$15 minimum wage and advocate to remove local labor law preemption.

An alternative to a \$15 an hour minimum wage is a living wage. Different cities and metro areas have different standards of living - sometimes above, and sometimes below \$15 an hour. [MIT's living wage calculator](#) can provide a living wage for your area.

## THE IMPORTANCE OF RAISING THE WAGE

The minimum wage sets a floor on how much wages can fall when a worker loses or quits a job — making it an essential policy to preserve bargaining power.<sup>103</sup> If the minimum wage had increased at the same rate as productivity since 1968, minimum wage would be standardized to \$21.36 in 2024.<sup>104</sup> On average, a single worker will need to earn at least \$31,200 per year to keep up with the cost of living by 2024.<sup>105</sup>

A \$15 minimum wage will drastically improve workers' lives across the state, particularly women and workers of color. Michigan ranks 22nd in the country for concentration of workers earning below \$12/hour. 45.8% of Michigan workers earn less than \$15/hour, compared to 42% nationwide.<sup>106</sup> 52.5% of those earning less than \$15/hour are women, 57.3% are Black, and 61.6% are Hispanic.<sup>107</sup> An increased minimum wage can help close both the racial wealth and gender pay gaps. Increasing the minimum wage will help lift families

out of poverty and improve workers' health and educational outcomes.<sup>108</sup> Raising the minimum wage is especially necessary for affirming the value of school employees. Lunch ladies, janitors, and teachers all work tirelessly to develop the next generation and prepare them for what lies ahead. The importance of this cannot be overstated. Those workers are, at the very least, owed a decent wage for their immense contribution to society.

## SUBMINIMUM WAGE

Wages below the minimum wage are typically given to persons with disabilities because of the misperception that their physical or mental impairments interfere with productivity or workplace performance.

Workplaces can legally pay their employees subminimum wage by applying for a 14(c) waiver through the Fair Labor Standards Act.<sup>109</sup> This permits employers to, in some cases, pay employees less than \$1 per



### CONCENTRATION OF LOW-WAGE WORKERS, MICHIGAN VS. NATIONWIDE

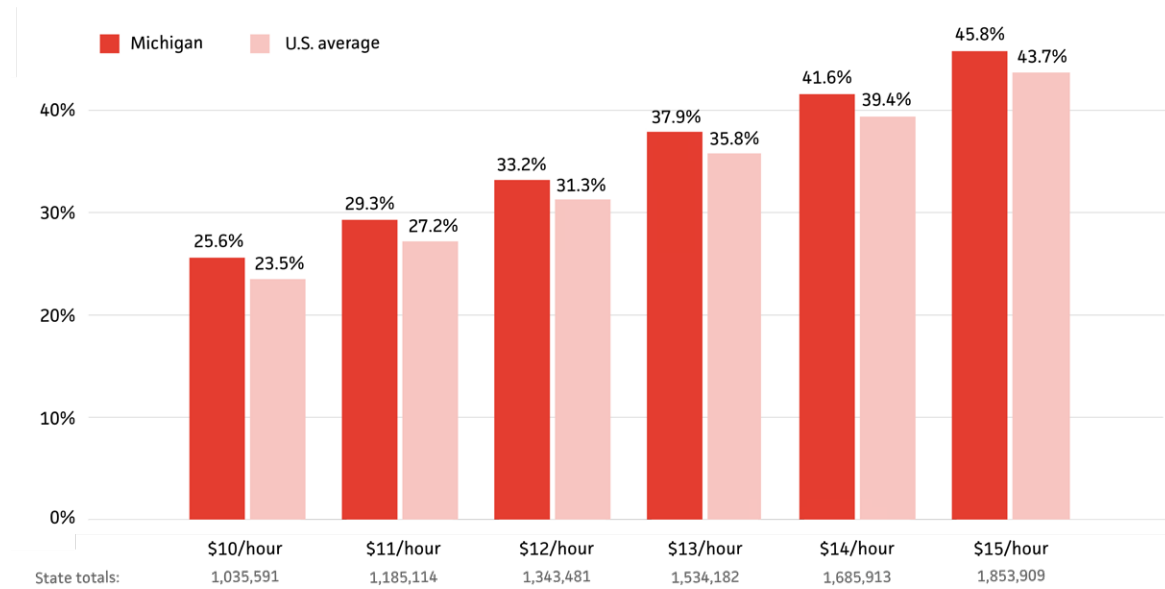


Image courtesy of: "Michigan Scorecard." Policy & Practice. Oxfam America, Economic Policy Institute. Accessed May 21, 2020. <https://policy-practice.oxfamamerica.org/work/poverty-in-the-us/low-wage-map/scorecard/?state=MI>

hour.<sup>110</sup> In Michigan, 63% of subminimum wage workers earn \$2.75/hour, with 23% employees earning less than \$1/hour. Local governments should, first and foremost, absolutely not use 14(c) waivers, and should instead pay everyone at least the minimum wage. Secondly, local governments should use their power and public platform to call on employers in their jurisdiction, as well as the state government, to eliminate the use of waivers.

#### RELEVANT MICHIGAN LAWS

Michigan's minimum wage is set to increase from \$9.45 to \$12.05 by 2030, and the minimum tipped wage is set to increase from \$3.59 to \$4.58

by 2030.<sup>111</sup> This may change following recent rulings in the Michigan Appellate Court in July of 2022 regarding a ballot initiative to raise the minimum wage that was passed in 2020 and never implemented. While this increase is a start, it is insufficient to sustain a family in our modern economy. One study found that a family of four living in cities across Michigan would need closer to a \$30/hour minimum wage to live comfortably.<sup>112</sup>

Five states (CA, NY, NJ, IL, MA) and over two dozen local governments have \$15 minimum wages.<sup>113</sup> Opponents of increasing minimum wage laws claim that an increase to \$15/hour will

adversely affect employment and productivity. However, recent studies have shown that significantly raising the minimum wage boosts the economy by expanding the consumption power of working people.<sup>114</sup> While local governments in Michigan are preempted from directly enacting policies that would set a minimum wage higher than the prevailing state wage, there is an exemption for work done under a contract with a local unit of government.<sup>115</sup> Detroit City Council enacted a resolution in 2018 supporting a \$15 minimum wage, despite many of their city employees still being paid less than that.<sup>116</sup> Ann Arbor passed a living wage ordinance in 2015, stating that all city-contracted employers must pay their

employees a "living wage," designated at \$12.70/hour if they provide health benefits, and \$14.18/hour if not.<sup>117</sup>

#### IMPLEMENTATION

Local governments, thanks to state preemption, are not able to set living wage standards for their employees and their contractors through an ordinance. But, they can ensure that all of their employees make at least \$15 an hour, or the living wage for one adult, no children, under the MIT Living Wage calculator. Partial credit will be awarded to cities whose lowest paid employees make more than state minimum wage but less than the [MIT Living Wage Calculator](#). Local governments must also not use subminimum wage certificates 14(c) and refuse to purchase from or contract with local businesses who also have 14(c) certificates.

#### CONCLUSION

Raising the minimum wage to \$15/hour, or a living wage, and indexing it to inflation will improve workers' lives across Michigan. Despite state law preempting local governments from directly increasing their local minimum wage to \$15/hour, they can still implement \$15 minimum wages (indexed to inflation) for municipal employees and municipally contracted employees, and actively lobby for changing state laws to allow municipalities the freedom to increase the minimum wage in their communities.







# COLLABORATION WITH UNITED WAY

BY: LINDSEY HAUGHTON

United Way is a nonprofit which aims to improve the lives of working families by mobilizing community power to improve education, worker income, and health outcomes.<sup>118</sup> Across the state, United Way works to combat income inequality, joblessness, unaffordability, and underemployment for Michigan workers.

The AFL-CIO and United Way work together to improve Michigan communities through volunteer work, community organizing, and providing direct assistance to working families in crisis. In Michigan, United Way has approximately 60 local chapters

who raise and distribute over \$160 million to support local health and human service organizations.<sup>119</sup> United Way Labor Liaisons connect local unions and United Way chapters across the state.

## UNITED WAY'S PUBLIC POLICY ISSUES

Every year, United Way releases their [Asset Limited, Income Constrained, Employed \(ALICE\) report](#), which goes beyond official poverty line measurements to accurately portray financial hardship in Michigan. According to United Way's ALICE report, 38% of Michigan households

struggle to afford the basic necessities of housing, childcare, food, technology, healthcare, and transportation. United Way's priorities are childcare, early literacy, postsecondary attainment, and Michigan 2-1-1.

United Way supports ALICE children by offering literacy resources, book drives, legislative advocacy, grants, and online and in person programs. Michigan 2-1-1 connects people in need with community, government, and faith-based services in their area, referring them to housing, food, rental, tax, utility, and transportation assistance. Local governments and United Way

can work together to enhance the quality of life in their communities. Together, the AFL-CIO, United Way, and local governments should partner to support workers in their communities.

## COLLABORATIVE PROJECTS

Elected officials should reach out and contact their local United Way to see how the city government can be of service. Elected officials can share local United Way events, book drives, and community resources on their social media pages and on their official social media pages. Elected officials can also assist their local United Way chapter when it hosts fundraisers and drives for books, food, and more.

School boards can collaborate with United Way, too. Board members, for example, could distribute flyers and other informational materials in hopes of connecting United Way with struggling families. School boards could also partner with United Way to hold drives to ensure low-income students have the supplies they need.

Understanding how local governments, United Way, and the Michigan AFL-CIO can work together will help local elected officials improve the health and living standards of their communities.



# THE AFL-CIO AND UNITED WAY WORK TOGETHER TO IMPROVE MICHIGAN COMMUNITIES.

## HOW TO CONTACT YOUR UNITED WAY

The Michigan Association of United Ways is comprised of 34 chapters across the state, all of which are listed at [unitedway.org/local/united-states/michigan](https://unitedway.org/local/united-states/michigan). This link includes the web addresses of each local chapter, through which you can contact them.





# ECONOMIC OPPORTUNITY SCORING CRITERIA

## Buy U.S. / Union

	Points	Points Available
Having a purchasing policy that gives preference to locally produced goods made in the jurisdiction, then county, state, Midwest, and in America.	0	2
Having a purchasing policy that gives preference to ethically produced or union-made goods.	0	1
Tracking and publishing a yearly report of the source of the goods they and their contractors purchase.	0	1
Collaborating with local businesses, chambers of commerce, or the DDA on a "buy/shop local" campaign.	0	1
<b>SCORE</b>	<b>0 out of 5</b>	<b>5</b>

## Pre-Apprenticeship Program

	Points	Points Available
Implementing a pre-apprenticeship program in their district in collaboration with the local Building Trades Council or the Workforce Development Institute within the jurisdiction and supporting part of that program financially. School districts receive points for having a robust skilled-trades education program at their school, including a job fair.	0	3
Internal policy reflects a preference for hiring within and advancing employees from within, and includes opportunities for employees to obtain degrees and certificates.	0	2
<b>SCORE</b>	<b>0 out of 5</b>	<b>5</b>

## Community Benefits Ordinance

	Points	Points Available
CBA applies to projects which receive \$50,000 or more in property tax abatements or projects that receive 10% in value of municipal land sale or transfer; or other amounts negotiated with local labor leaders.	0	1
CBA notifies residents living in the area impacted by the project of the community benefits process.	0	1
CBA holds an initial public meeting where the developer is not present explaining the CBA process to community members.	0	1

CBA provides at least one week for the board of community members to approve the agreement with the developer.	0	1
CBA gives residents at least 2 meetings to voice their concerns on the development.	0	1
<b>SCORE</b>	<b>0 out of 5</b>	<b>5</b>

## BONUS: Living Wage for Municipal Employees

	Points	Points Available
Municipal employees make the area living wage according to the MIT living wage index.	0	1
Sets local minimum wage for all workers in a municipality based on the MIT living wage index.	0	1
Indexes all wage rates to grow with inflation or CPI.	0	1
Releases a resolution condemning subminimum wage and calls on the state government to abolish subminimum wage while retaining protections for disabled workers so they retain their jobs; must also not have any active 14-C certificates.	0	1
<b>SCORE</b>	<b>0 out of 4</b>	<b>4</b>

## BONUS: Collaborate with United Way

	Points	Points Available
Running a United Way giving campaign to workers within the municipality, and working on a joint community impact project through your Community Service Labor Liaison.	0	1
<b>SCORE</b>	<b>0 out of 1</b>	<b>1</b>

<b>FINAL SCORE</b>	<b>0 out of 15</b>	<b>15</b>
<b>FINAL SCORE WITH BONUS</b>	<b>0 out of 20</b>	<b>20</b>

Required documentation includes copies of relevant city code and/or copies of press statements, resolutions, or social media posts. For more information about city selection, criteria, or the MSI scoring system, visit [advocates.miaflcio.org](https://advocates.miaflcio.org). All cities rated were provided their scorecard in advance of publication and given the opportunity to submit revisions. For feedback regarding a particular city's scorecard, please email [advocates@miaflcio.org](mailto:advocates@miaflcio.org).



# ENDNOTES

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