

# SCORING CRITERIA

We recognize that not all local governments are created equal. Whether due to population size, budget constraints, untenable political situations, jurisdiction, or state laws, not every local government will be able to achieve every point in this index. That's why we've provided bonus points for ordinances that we consider more difficult to be able to pass or that are no longer able to pass.

Scoring will also be different for cities vs townships vs villages vs school boards. This will be reflected in the final scorecards. All scoring will be done in collaboration with Area Labor Federations (ALFs), Central Labor Councils (CLCs), and regional Building Trades Councils. We will take into account the size of the local government in the grading process.

# MASTER SCORING CRITERIA

## I. Municipal Operations

Municipalities have the unique responsibility of being an employer, contractee, and governing body. Local governments employ 5% of all Michigan workers. The employment and labor practice standards adopted by municipalities can have a resounding impact on Michigan workers and communities. It is crucial that they operate in the interests of their employees, citizens, and the local economy.

	Points	Points Available
Responsible Contractor	0	6
Strong Labor Access Standards	0	6
Health and Safety	0	3
<b>BONUS:</b> Existing Prevailing Wage Ordinance	0	3
<b>BONUS:</b> Anti-Privatization Ordinance	0	2
<b>SCORE</b>	<b>0 out of 20</b>	<b>20</b>

## II. Fairness

Every municipality must make a conscious commitment to uphold the human rights and equality of their workers. Workers deserve to work in an environment free of discrimination, whether it be based on sexuality, gender, race, or disability. Policies that display values of justice and fairness are essential so workers from all backgrounds can thrive and succeed.

	Points	Points Available
Paid Leave (Family, Medical, Sick)	0	6
Equal Pay Ordinance	0	5
Fair Chance Ordinance	0	4
<b>BONUS:</b> Disability-Inclusive Hiring	0	4
<b>BONUS:</b> Non-Discrimination Policy	0	1
<b>SCORE</b>	<b>0 out of 20</b>	<b>20</b>

## 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 As many workers face financial hardship due to the COVID-19 pandemic, our state's outdated laws make it harder for workers to get back on their feet.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.

	Points	Points Available
Buy U.S. / Union	0	5
Pre-Apprenticeship Program	0	5
Community Benefits Ordinance	0	5
<b>BONUS:</b> Living Wage for Municipal Employees	0	4
<b>BONUS:</b> Collaborate with United Way	0	1
<b>SCORE</b>	<b>0 out of 20</b>	<b>20</b>

## IV. Economic Development

Local governments should be concerned about quality economic development for the sake of their citizens' well-being. Municipalities ought to subsidize and incentivize the creation of full-time jobs that pay livable wages and provide healthcare benefits if they're going to be giving tax breaks to corporations and businesses.

	Points	Points Available
Economic Development Disclosure	0	5
Job Creation Quality Standards	0	5
Clawbacks	0	5
<b>BONUS:</b> Inclusive Housing	0	1
<b>BONUS:</b> Pro-Worker Cannabis Policy	0	4
<b>SCORE</b>	<b>0 out of 20</b>	<b>20</b>

## V. Political Leadership

Elected officials should express public appreciation for organized labor and work as advocates for the rights of workers to collectively bargain. They should stand with workers and serve as a constant reminder within the legislative system that workers' rights matter. This includes solidarity vocally and through actions such as proposing pro-labor policies. In addition, they can educate the community about pre-apprenticeship programs and other opportunities within skilled trades.

	Points	Points Available
Position on Organized Labor	0	5
Pro-Labor Policy Efforts	0	5
Union Member Elected Official	0	5
<b>BONUS:</b> Skilled Trades Task Force	0	3
<b>BONUS:</b> Short-Term Rentals	0	2
<b>SCORE</b>	<b>0 out of 20</b>	<b>20</b>

### FINAL SCORE

0 out of 75 75

### FINAL SCORE WITH BONUS

0 out of 100 100

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).