

RISING



Silicon Valley Rising is a coordinated campaign driven by a powerful coalition of labor, faith leaders, community-based organizations and workers aiming to inspire the tech industry to build an inclusive middle class in Silicon Valley.

We are calling on tech to join with us in creating a new economic model for good jobs and responsible employers, raising wages and standards for all workers, and building affordable and accessible housing.

We represent the subcontracted janitors, shuttle drivers, security officers and food service workers who clean, transport, protect and serve the workforce of the region's most prosperous industry. For every one core tech industry job, four jobs are created in our local economy. These workers and their allies are organizing to break down the occupational segregation that keeps Black and Latino workers in the low-wage, subcontracted jobs that support the engineers and coders earning six figures.

With the tech industry's growth, Silicon Valley has also seen housing prices soar. Working families have resorted to overcrowded housing, multi-hour commutes or even homelessness. That's why we believe in expanding renter protections and in prioritizing investments in affordable housing construction and preservation.

Silicon Valley Rising is about bringing everyone in this Valley together to solve the biggest challenges of our time.

Join us to make our tech economy an economy that works for everyone.

SiliconValleyRising.org

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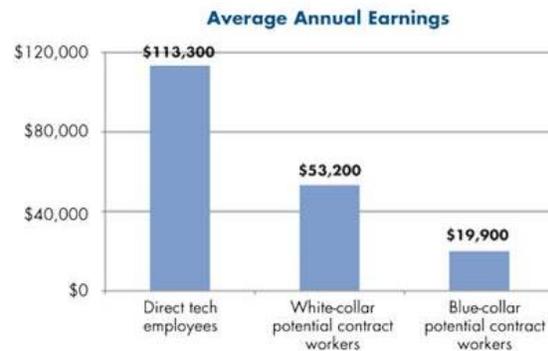
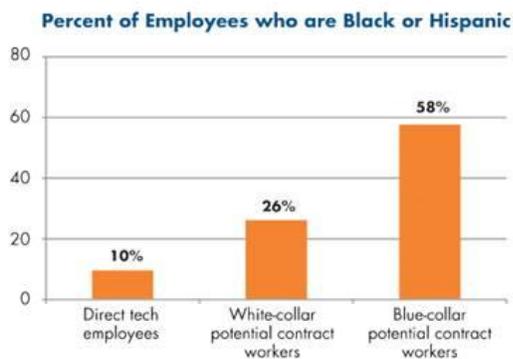
Coalition members

The campaign is led by Working Partnerships USA and the South Bay AFL-CIO Labor Council, along with:

- Affordable Housing Network
- Asian Americans for Community Involvement
- Communication Workers of America
- Interfaith Council on Economics and Justice
- International Brotherhood of Teamsters
- Latinos United for A New America
- NAACP San Jose Chapter
- Our Lady of Guadalupe
- Rainbow PUSH Coalition
- SEIU Local 521
- SEIU-USWW
- Silicon Valley De-Bug
- UNITE HERE Local 19

Since Silicon Valley Rising began:

- We launched the San Jose Opportunity to Work Initiative – the first of its kind – which would give up to 64,000 part-time workers in the nation's 10th largest city access to more hours so that their paychecks can cover the bills. With nearly 35,000 signatures in favor, the ordinance will either go on the November 2016 ballot or be adopted by the City Council in June.
- We have kicked off a campaign with the Teamsters to organize a workers association of gig economy drivers at Uber and beyond.
- Over 1,000 workers for client companies including Apple, eBay, Genentech, Paypal and Yahoo won union recognition, and over 2,000 security officers are on their way to union recognition.
- Businesses including Apple and Google took public action to dismiss low-road contracting firms that were mistreating low-wage workers.
- Four Silicon Valley cities raised their minimum wages. The cities of Mountain View and Sunnyvale will reach a \$15 per hour minimum wage by 2018.
- On affordable housing, we and our allies won passage at the Valley Transportation Authority of the strongest affordable housing policy of any transit agency in the country.
- We published two reports, *Tech's Diversity Problem* and *Tech's Invisible Workforce*, which documented occupational segregation in the industry, receiving coverage for the campaign from outlets including the *Wall Street Journal*, *Washington Post*, *MSNBC* and *USA Today*.



We are calling on the tech industry to raise job standards for its low-wage workforce by taking responsibility for its subcontracted, predominantly Black and Latino workers through these principles:

- **Responsibility:** Ensure that their subcontracted workers are paid a livable wage, receive equitable benefits, have the right to a voice at work without fear of discrimination or retaliation, do not suffer mass layoffs when contracts change hands, and are protected from misclassification and other forms of wage theft.
- **Transparency:** Release public data on their subcontracted workforces, including diversity, pay, and benefit data for each subcontractor.
- **Inclusion:** Invest in building a community where janitors, security officers, cafeteria workers, teachers, nurses, firefighters and other non-tech workers can afford to live. Support access to full-time work, affordable housing, an accessible, world-class public transit system, and high-quality education for low-wage workers and their children.
- **Opportunity:** Work with advocates to explore new approaches to create education and career pathways for contract workers and their families to move into core tech jobs.

Join us to tell the tech industry that together, we can disrupt inequality.