

OPPORTUNITY TO WORK

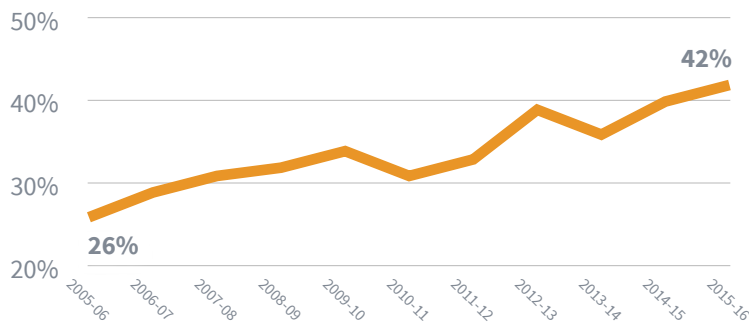
While the Silicon Valley economy is booming, working people and their families are caught in an ever-increasing struggle to make ends meet.

San Jose and other Silicon Valley cities have set national examples by raising their minimum wages. But a higher wage is not enough to cover skyrocketing living costs if you can only get a few hours of work.

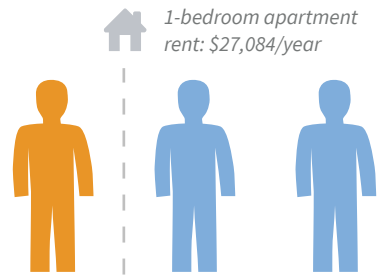
Big corporations in low-wage industries are using **abusive work schedules** to shift costs onto their employees. Instead of creating full-time jobs, companies are hiring more workers — but only giving them part-time hours.

By keeping workers part-time, unscrupulous companies **avoid providing critical benefits** like health insurance and retirements plans. And nationally, part-timers are typically **paid a third less per hour** than full-time employees.

As more companies exploit this loophole, the part-time workforce has mushroomed. An estimated 64,000 workers in San Jose have part-time or variable hours.

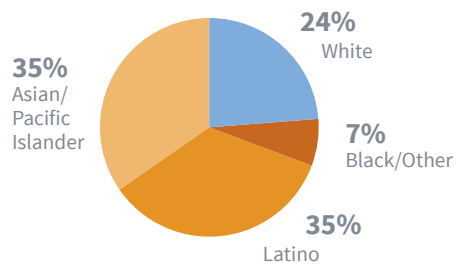


Proportion of San Jose's hourly workforce that has less than 35 hours/week or variable hours at their primary job



31% of working people in San Jose are paid under \$25,000/year — less than the average rent for a 1-bedroom apartment

The part-time workforce is disproportionately made up of women and people of color.



Over three-quarters of part-time workers are people of color



63% of part-time workers are women

OPPORTUNITY TO WORK

Raising San Jose’s minimum wage has helped over 75,000 workers get closer to earning a fair wage for a day’s work.

Now we need to ensure that everyone can get the hours and stability they need to take care of themselves and their families.

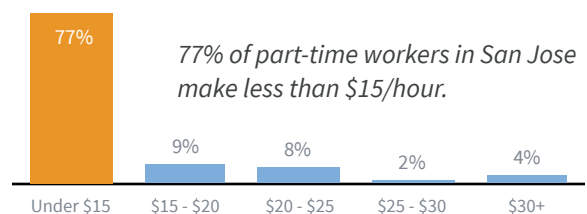
In San Jose, the number of workers stuck in part-time jobs who want full-time work has shot up 33% just since the recession.

A city-wide **Opportunity to Work ordinance** would provide access to hours for these workers, freeing them to work more so they can earn enough to pay for the basic necessities.

It would require large companies to **offer additional work hours to current qualified employees** through a fair, transparent process before hiring any additional staff.

People who want to work hard shouldn’t be held back so big corporations can avoid paying benefits and decent wages.

This measure will provide thousands of hourly workers in San Jose — the 10th largest city in the country — with the opportunity to work enough hours so that their paycheck covers the bills and puts food on the table.



Expanding the opportunity to work

The “capital of Silicon Valley” and home to over a million people, San Jose is on the leading edge of both high tech and public policy innovation. In 2012, we helped spearhead the national movement to raise local minimum wages when voters here approved a \$10/hour wage floor.

Last year, the County of Santa Clara passed an opportunity to work policy for employees and contractors at the County.

Now San Jose has a chance to seize the moment and lead this new fight to expand economic security for working families.