
OREGON COALITION TO STOP WAGE THEFT

The **OREGON COALITION TO STOP WAGE THEFT** is a group of [38 organizations](#) from labor, faith, small-business, immigrant and legal communities that have united to fight back against the unlawful, widespread, and prevalent practice called wage theft.

WAGE THEFT is the ongoing and illegal practice of not paying workers for some or all of their work.

It happens when employers:

- Pay less than the minimum wage,
- Don't pay overtime,
- Force employees to work 'off the clock' or 'under the table,'
- Issue paychecks that bounce,
- Steal tips,
- Deny legally required meal and rest breaks,
- Tamper with paystubs or wage and hour records,
- Or don't pay workers at all.

Wage theft in Oregon is systematic and occurs across sectors, affecting everyone from domestic workers to nurses to construction workers. In Oregon, it happens most in the restaurant and construction industries, and it is especially harmful to low-wage, temporary, and immigrant workers who are already struggling to make ends meet as it is.

THE MISSION OF THE OREGON COALITION TO STOP WAGE THEFT IS TO HAVE:

- **Stronger Laws** – Current employment laws are failing to protect all of Oregon's workers, many of whom can no longer assume they will get paid for all of the hours worked – or that they'll get paid at all. The Coalition is advocating for state policies that will strengthen protections and close loopholes in current employment law to guarantee that all workers are paid the wages they have legally earned.
- **Stronger Enforcement** – Strong laws aren't enough to ensure that all employers will do the right thing. While a majority of Oregon employers follow the law, some are cutting costs in ways that hurt workers and the businesses forced to compete. The Coalition is working with government agencies and community advocates to ensure that enforcement mechanisms are effective at holding unlawful employers accountable.
- **Stronger Communities** – Wage theft hurts workers and their families, decent employers and the taxpayers who must foot the bill for the lost revenue on wages that aren't paid. When workers, faith communities, honest employers, and unions work together, they can stop wage theft. The Coalition is raising awareness about the problem of wage theft in Oregon through ongoing outreach and education, and it is supporting worker-led and community-based strategies that give workers and their allies more tools to prevent wage theft and recover stolen wages.

WORKGROUPS

The Coalition is divided into workgroups that work independently but collaboratively toward our shared goal: stopping wage theft in Oregon. They are:

FAITH TEAM

Purpose: Support the overall campaign by engaging faith leaders; meet with key legislators; draft an op-ed; attend lobby days, hearings, in-district meetings, town halls.

Meeting Frequency: As needed.

GRASSROOTS & COMMUNITY OUTREACH TEAM

Purpose: Continually collect workers' stories and contact information; recruit and recommend workers for testimony, lobby days, in-district meetings, town halls; provide support, training, and coordination for lobby days.

Meeting Frequency: As needed.

LEGISLATION TEAM

Purpose: Draft legislation as needed; help keep tabs on pending legislation (good and bad);

Meeting Frequency: As needed.

LOBBY TEAM

Purpose: To update, inform, and coordinate key lobbyists on the current status of wage theft meetings, legislation, legislators, and overall legislative and political strategy.

Meeting Frequency: During session: two to three times per week conference call.

Out of session: once per week/every two weeks.

MEDIA & MESSAGING TEAM

Purpose: Create messaging and provide framing around wage theft; ensure consistent messaging across multiple coalitions and groups; produce one-pagers for use by OCSWT, Fair Shot, Lobby Team; help draft and place op-eds; help draft and distribute social media content.

Meeting Frequency: During session: every two weeks

Out of session: once per month.

RESEARCH TEAM

Purpose:	Determine research needs; engage in targeted research to add value to Media & Messaging and Lobby Teams; make connection to national experts and national research (NELP); disseminate research to coalitions and members;
Meeting Frequency:	As needed.

If your organization would like to join the Coalition, or you would like more information about what we do, please e-mail us at coalition@nwjp.org or visit our website: www.nwjp.org/oregon-coalition-to-stop-wage-theft.