



The mission of Cook County PLACE MATTERS is to change the policies and practices fueling the inequitable distribution of power and resources in Cook County that result from structural racism. Our aim is to increase health equity by addressing education, unemployment, violence and other social determinants of health.

Make Your Voice Heard!
You can support health equity.

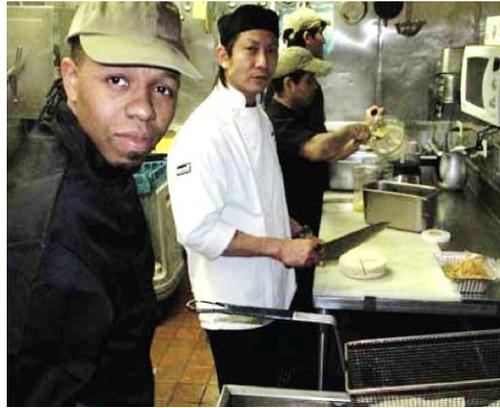
Cook County PLACE MATTERS seeks to build collective power among residents in order to make the policy changes necessary to advance a health equity agenda. In 2014 we will continue to:

- ✓ Convene discussions on the social determinants of health and structural racism
- ✓ Present films such as "Are We Crazy About Our Kids?"
- ✓ Educate elected officials
- ✓ Expand our social media presence
- ✓ Highlight community voices and local health inequities through video at YouTube.com/ccplacematters
- ✓ Develop our policy agenda, including minimum wage/tipped wage issues in support of Restaurant Opportunity Centers Chicago
- ✓ Work together with 19 PLACE MATTERS teams working across the United States

Join Our Email List, Follow Us
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@CCPLACEMATTERS

Health Equity Means Fairness & Justice for Food Workers

ROC Chicago Organizes Restaurant Industry Workers on Minimum Wage, Working Conditions, Fair Treatment



250,000 people work in food services in metro Chicago. The 'Low Road' strategy to profits leaves staff earning half the median wage of all Chicago workers. (Photos: ROC Chicago, Chicagoland Restaurant Industry Coalition)

Restaurant Opportunities Center (ROC) Chicago Director Irene Juaniza met this month with Cook County PLACE MATTERS to plan ways to work together to increase wages and improve conditions of restaurant workers. Income and job conditions are important social determinants of health.

There are 177,000 restaurant workers in Cook County. In a survey, one out of five reported earning wages below the poverty line, according to *Behind the Kitchen Door: The Hidden Costs of Taking the Low Road in Chicagoland's Thriving Restaurant Industry*, by ROC Chicago. The report found that "race appears to be correlated with wages and upward mobility in the restaurant industry." White and US born workers are "primarily in front-of-the-house positions," with considerably better earnings, benefits and conditions.

ROC Chicago is organizing restaurant workers to improve working conditions, raise wages, and eliminate segregation in 'front-of-the-house' and 'back-of-the-house' jobs. It also works with businesses that realize taking the 'high road' to profitability means investing in workers by paying wages, providing comprehensive benefits, opportunities for career advancement, and safe workplace conditions as a means to maximize productivity.

The connection between health and income is clear. Cook County PLACE MATTERS documented a 14-year life expectancy gap between the richest and poorest communities. Public policy determines the legal minimum wage of restaurant workers, which is so low it is difficult

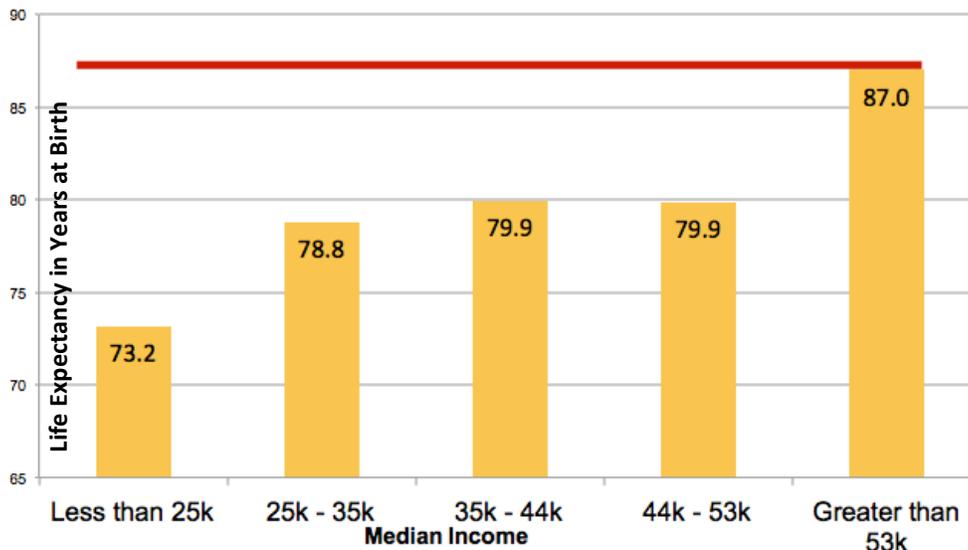
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Minimum Cash Wage for Tipped Workers

- Federal: \$2.13/ hour
 - Illinois: \$4.95/hour
 - Illinois definition of tipped employee by minimum tips received monthly: \$20
 - “Alaska, California, Minnesota, Montana, Nevada, Oregon, and Washington, are states where tipped workers receive the regular minimum wage. Industries in these states that employ tipped wage workers are thriving.
- Source: USDOL, Wage and Hour Div.; Allegretto & Cooper, 2014.

“But people really don’t know [how much we get paid]. Like I had a woman who got really upset about it...She thought like you get ten dollars an hour and the tips are extra. I was like...no.”

Male, 4 years in the industry, Server



In Cook County, people living in neighborhoods with a median income of over \$53,000 per year lived an average of almost 14 years longer than people living in neighborhoods with less than \$25,000 median income. (Average Life Expectancy at Birth In Year (2003-2007) by Median Income of Census Tract/Municipality (2009), Cook County, Illinois. Source: Cook County PLACE MATTERS; Virginia Commonwealth Univ. Center On Human Needs)

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for people to make ends meet.

Cook County PLACE MATTERS (CCPM) is a co-signer of the New York Times advertisement urging members of Congress to resist the lobbying cash of one opponent of a fair minimum wage, the National Restaurant Association. CCPM will continue to work in solidarity with restaurant workers and ROC Chicago to promote the ‘high road’ to profits, build worker power, and change public policy to improve working conditions and increase wages of restaurant employees.

Resources:

- Who Are Tipped Wage Workers? Infographic <http://rocunited.org/infographic-who-are-tipped-workers/>
- Behind the Kitchen Door: The Hidden Costs of Taking the Low Road in Chicagoland’s Thriving Restaurant Industry <http://slidesha.re/1njD23a>
- Two Generations of \$2.13 an Hour Video <https://www.youtube.com/watch?v=Oz901kUnjoA>
- Behind the Kitchen Door (Cornell Univ. Press) by Saru Jayaraman
- Twenty-three Years and Still Waiting for Change (Allegretto & Cooper) <http://bit.ly/1rtQ8N6>



Education and Health Equity: Everybody In, Nobody Out
Join a diverse group of education and health professionals, advocates, community members, and researchers at this forum focused on the intersection of education and health equity.

KEYNOTE SPEAKERS

Karen Lewis, President, Chicago Teachers Union
Linda Rae Murray, MD, MPH Chief Medical Officer,
Cook County Department of Public Health



Speakers: Commissioner Jesús “Chuy” Garcia • Ralph Martire, CTBA • Pauline Lipman, UICEPS • Jennifer Hebert-Beirne, UICSPH • Helen Ramirez-Odell, CPS Nurse, Ret
Thursday, August 14, 2014 8:30 am – 3:30 pm Malcolm X. College, Chicago
Tickets: \$25 Scholarships available Register Online www.hmprg.org CEUs Available: Teachers, nurses, social workers, public health professionals #EdandHealth @HMPRG

Cook County PLACE MATTERS Steering Committee: Daniel Block, PhD, Chicago State University; Jim E. Bloyd, MPH, Cook County Department of Public Health; Sheila Castillo, MUPP, Latino Health Research Training and Policy Center, University of Illinois at Chicago; Sheelah Muhammad, DN, Food Justice Activist; Johnnie L. Owens, Jr., Centers For New Horizons; Kathryn Saclarides Bocanegra, LCSW, ENLACE Chicago.
Communications Workgroup: Natalie Chadwell, MBA, Southland Resident; Bonnie Rateree, School Board Member, Master Gardener.