

The CLEAN Car Wash Campaign

The campaign to pass the Car Wash Worker Law—in which a diverse coalition of advocates stepped up to demand accountability from the car wash industry and enforcement by our government—showed that there is strong support for car wash workers in our community. That campaign continues today with the formation of the CWWOC. The effort to clean up the car wash industry is based on workers joining together with each other and with members of their communities to claim their rights to decent work and a voice on the job, while raising industry standards and safeguarding the community from the threat of pollution.

In order to educate the public and build support for the CWWOC, the Community Labor Environmental Action Network (or CLEAN Car Wash Campaign) has brought together a diverse coalition of labor, immigrant rights, religious, environmental, and community organizations.

Together, the CWWOC and the CLEAN Car Wash Campaign stand for:

- Improving working conditions for car wash workers, and insisting that car wash owners provide safe workplaces and meet minimum labor and occupational safety and health standards;
- Ensuring the rights of all car wash workers to form and join unions and bargain collectively with their employers; and
- Demanding that car wash owners abide by existing environmental regulations and clean up their practices so that car washes do not pollute our environment.

The CWWOC and the CLEAN Car Wash Campaign are committed to shining a light on the car wash industry and bringing together workers, owners, politicians, regulators, environmental advocates, and members of the community to make real change in the industry.

The CWWOC will seek the following objectives through collective bargaining with employers once a majority of employees at any car wash choose to be represented by the CWWOC.

We Demand Basic Workplace Protections

1. No employee may be terminated or otherwise disciplined without just cause.
2. Employees have the right to a safe workplace.
3. Employees have the right to receive work assignments through a fair system based on seniority that governs seasonal layoff and recall, days and hours of work, and weekend work.
4. Employees will have the right to take a reasonable number of days off when they are sick.

We Demand a Voice on the Job

5. The employer will negotiate in good faith with the chosen representative of its employees about their terms and conditions of employment.
6. Employees have the right to raise grievances with their employer through their chosen representative in a fair process ending in a decision by a neutral third party.

We Demand Real Improvements in Wages and Benefits

7. All employers should be required immediately to improve all workers' wages, hours, and benefits so that they comply fully with legal standards. Moreover, employers should not reduce any employee's wages, hours, or benefits that are already above these minimum standards. Mindful of the competitive nature of the car wash industry, the CWWOC will seek to bargain for wages, benefits, hours, and working conditions above these standards as more employees in the industry choose to be represented.