



Women's Law Project

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July 17, 2018

Pittsburgh City Council
 510 City-County Building
 414 Grant Street
 Pittsburgh, PA 15219

RE: UPMC's request to approve an amendment to its Institutional Master Plan at UPMC Mercy

Dear Members of Pittsburgh City Council:

We are writing to support the call for a Community Benefits Agreement (CBA) between UPMC and the surrounding Pittsburgh community.

The Women's Law Project is a non-profit legal organization specializing in women's rights. We care deeply about access to health care and that people who work in the health care industry are paid equitably and with a living wage, in safe, dignified environments free from unlawful discrimination.

UPMC's plan to build a new specialty hospital in the Hill District of Pittsburgh gives City Council the opportunity to address the community's concerns and ensure that the public interest factors into decisions about this massive development project. We request that Council reject the requested amendment to UPMC's Institutional Master Plan unless UPMC agrees to enter into a Community Benefits Agreement.

Community Benefits Agreements can transform the community that hosts a major development in many ways. Benefits that have been negotiated as part of CBAs in other jurisdictions include:

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A copy of the official registration and financial information may be obtained from the Pennsylvania Department of State by calling toll free 1.800.732.0999. Registration does not imply endorsement.

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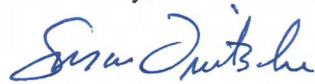
- a living wage requirement for workers employed in the development;
- a “first source” hiring system, to target job opportunities in the development to residents of low-income neighborhoods;
- investments in community health and access to healthcare;
- space for a neighborhood-serving childcare center;
- construction of affordable housing.

Here are just a few examples of the benefits that a CBA between UPMC and Pittsburgh community groups could confer on our City:

- UPMC’s new development is expected to have a particularly heavy impact on the people who live in the Hill District, an area primarily populated by a low-income minority community. This community should benefit from the job opportunities this development will provide. A CBA could ensure that women, people of color, and people with disabilities share in these job opportunities.
- As a matter of fairness, UPMC should give back to the community that sustains it, both by generously extending health care to the uninsured and underinsured in the surrounding region and by paying its workers a living wage.
- Union membership is an important tool for women in the fight for equal pay. According to the Institute for Women’s Policy Research, women in unions make an average of \$212 more per week than women not in a union. They also have a smaller wage gap by 9 cents, earning 88.7 cents to every dollar earned by unionized men. For this reason, efforts to discourage workers from collective action, even where arguably legal, are unacceptable.
- This new development will likely change the housing landscape in this community. It is vital that UPMC consider the impact of this new development on the cost of rent in the community and develop a plan to offset the increases that are likely to follow.

We ask that City Council condition its approval of the requested amendment to UPMC's Institutional Master Plan upon UPMC's agreement to enter into a Community Benefits Agreement.

Sincerely,

A handwritten signature in blue ink that reads "Susan Frietsche". The signature is fluid and cursive, with a prominent initial "S".

Susan Frietsche
Senior Staff Attorney

A handwritten signature in blue ink that reads "Brittany Green". The signature is fluid and cursive, with a prominent initial "B".

Brittany Green
Development & Administrative Coordinator