



December 10, 2009

The Cordish Companies
David S. Cordish, Chairman
601 East Pratt Street, 6th Floor
Baltimore, MD 21202

Dear David S. Cordish:

The United Workers is a human rights organization of low-wage workers in Maryland. We are working together to advance the human rights values of respect, dignity and sanctity of human life. Since our founding in 2002, by homeless day laborers in an abandoned firehouse-turned-shelter, we have worked with the community to help secure human rights for all. We are fighting to secure the economic human rights of Maryland's low-wage workers, including the rights articulated in the United Nation's Universal Declaration of Human Rights.

On October 25, 2008, the low-wage workers of Maryland and our allies marched to the Inner Harbor from Camden Yards, where the right to a living wage had been secured a year before. The march started with a Camden Yards worker ceremonially passing a human rights flag to an Inner Harbor worker. The flag was later planted at the footstep of your development, as workers declared the entire Inner Harbor to be a "Human Rights Zone," where the dignity and worth of all persons is respected and celebrated.

In light of our efforts to secure human rights for all Inner Harbor workers, we are writing to inform you of serious violations taking place at your Inner Harbor property. We wish to advise you of your obligation to right these wrongs, with the specific violations listed below.

We also wish to inform you of our specific demands, which are outlined below and detailed on the attached list of demands. We hope to resolve these matters immediately through your cooperation in meeting our demands. We request face-to-face talks with you before Christmas of this year, as a first step toward making progress on the demands. We believe that these talks should be conducted in the spirit of mutual respect and cooperation, and look forward to meeting with you soon.

Your Obligations under the United Nations Universal Declaration of Human Rights

The United Nation's Universal Declaration of Human Rights recognizes the "inherent dignity" and the "equal and inalienable rights of all members of the human family" as the foundations for justice in the world, and pledges on behalf of all humanity to advance the human rights of all persons, in all places, at all times. We remind you that the workers who work at your development, for you directly and also for your tenants, are absolutely included, as members of the human family, within the Declaration's framework of inalienable human rights for all.

As we are sure you would agree, with control of Baltimore's Inner Harbor comes responsibility to those whose lives intersect with your business practices. If the tenants at your property are in violation of the human rights of workers, you are obligated to bring this to an end by ensuring that human rights standards are put in place and enforced. Because human life is sacred, and all persons are born worthy of dignity and respect, there is no place for a business model based on violating the important principles expressed in the Universal Declaration or other human rights documents. This is why workers are seeking immediate resolution to the human rights violations at your development.

Violations Taking Place at Your Inner Harbor Property

Violations at your development include a general disregard and contempt for human rights. For example, your tenants routinely pay their workers wages below Maryland's living wage rate. These are poverty wages, which are in violation of the human right to just and favorable remuneration adequate to support a family at a level worthy of human dignity (article 23). Wages below the state's living wage also do not provide workers with a standard of living adequate for the health and well-being of the worker and their family, including the rights to food, clothing, housing, and medical care (article 25). Poverty wages are also insufficient to provide for the rights to rest and leisure (article 24) .

Other violations include not providing reasonable limitations of working hours (article 24) or periodic holidays with pay (article 24), and failure to support the right of all persons to an education (article 26). The right of workers to organize (article 23) is not respected at the Inner Harbor, with employers harassing employees who attempt to address unfair working conditions and poverty wages in an organized manner, including making threats to shut down entirely if the Human Rights Zone campaign continues.

Worker Demands

In light of these economic human rights violations, we have attached a list of specific demands. If implemented by you these demands would lead to immediate resolution of the most serious human rights violations taking place at your property. Through the binding 15-year economic human rights agreement with the United Workers, and the resulting lease agreements between you and your tenants, our demands to the rights to work with dignity, education and health care will be advanced for all low-wage workers at the Inner Harbor. We are also calling on you to fund education and health care programs for workers and their families. Please read the attached list of demands for details and more information about our demands.

We prefer to work with you through direct and constructive dialogue, and request a meeting with you to discuss our concerns and resolve our demands. Please call Todd Cherkis at 410-230-1998 to arrange a face-to-face meeting to begin this process.

Sincerely,

United Workers

Low-wage workers leading the way to poverty's end.

Human Rights Zone Demands

“Power concedes nothing without a demand. It never did and it never will.”
- Frederick Douglas

We demand that the developers who control the Inner Harbor ensure that the economic human rights of workers are respected. We therefore demand that each developer enter into a binding 15-year Economic Human Rights Agreement with the United Workers, with the following provisions:

Work with Dignity Demands:

- Require, through lease agreements, that tenants treat workers with respect and dignity.
- Require, through lease agreements, that tenants pay workers at least the state living wage.
- Require, through lease agreements, that tenants ensure that contractors and sub-contractors pay workers at least the state living wage.
- Treat management, maintenance, administrative, security, entertainment and other directly controlled Inner Harbor workers, contractors and sub-contractors with respect and dignity, and pay these workers, contractors and sub-contractors at least the state living wage.

Health Care Demand:

- Fund a Health Care for All Program, in partnership with a community health care provider, that provides preventative medical care for workers and their families.
 1. Fund at least \$500 per year per worker (adjust for medical inflation).
 2. Community health care partner is acceptable to workers.
 3. Workers have voice in program development and operation.
 4. Workers have veto power over program budget and spending priorities.

Education Demand:

- Fund an Education for All Program, in partnership with a community education provider, that provides expanded access to educational programs for workers and their families.
 1. Fund at least \$500 per year per worker (adjust for inflation).
 2. Community education partner is acceptable to workers.
 3. Workers have voice in program development and operation.
 4. Workers have veto power over program budget and spending priorities.



Low-wage workers leading the way to poverty's end.