

April 14, 2026

VIA ELECTRONIC MAIL

RE: Upholding Human Rights, Labor Standards, Public Safety, and Community Protections for FIFA-Related Activities

Dear Ms. Alina T. Hudak,

As Miami prepares to host one of the world's largest global sporting events, the 2026 FIFA World Cup, we write on behalf of workers and community members who are essential to making this event possible.

We recognize that both FIFA and Host Cities have already committed to upholding human rights, fair labor standards, and community protections through the FIFA Human Rights Policy, FIFA's Code of Ethics, and Host City agreements requiring engagement with and responsiveness to community stakeholders.

However, while these commitments have been clearly articulated, they have not yet been meaningfully realized in practice. Despite engaging in good faith with the FWC26 Miami Host Committee and the Office of the Mayor of Miami-Dade County, we have not seen a clear pathway toward accountability or consensus on the concerns and demands raised by worker and community organizations.

The requirement to meet with and listen to community stakeholders must extend beyond engagement to include transparency, responsiveness, and concrete outcomes. Mega-events of this scale rely heavily on contingent workforces, subcontracting chains, and public resources.

Without strong implementation and accountability, these dynamics can lead to labor exploitation, public safety strain, and harm to local communities. **Miami has an opportunity to set a clear standard by ensuring that existing commitments translate into real protections on the ground.**

We respectfully call for the following, grouped by focus area:

Labor

- Guarantee fair wages and equal pay for all workers, using Miami-Dade County's prevailing wage as a baseline
- Ensure full transparency from all contractors, subcontractors and staffing agencies regarding wages, schedules, and job conditions and provide a report to the community stakeholder group once a bid is won
- Establish joint accountability so that both employers and labor brokers are responsible for labor violations

- Ensure labor neutrality: no worker shall be pressured or penalized for union membership, organizing, or collective bargaining
- Prohibit wage theft, illegal fees, and exploitative deductions
- Support worker-led education and training on rights, safety, and reporting mechanisms reaching at least 80% of the workforce prior to event deployment
- Establish a financial set-aside representing 2–3% of total event labor expenditures, managed by the stakeholder committee, to fund worker services, training, and organizing

Public Safety

- Ensure safe working conditions by establishing safety zones; these tent areas provide heat protections, adequate breaks, access to water, sanitation, community referral information and mental health assistance to workers and separate designated zones for patrons of the games.
- Ensure that public safety strategies do not criminalize workers, vendors, or residents, and where possible civil actions before arrests
- All private security must be ICoCA trained and certified for FIFA and FanFest
- Mandatory labor trafficking prevention, training, and independent audits across all FIFA contractors and subcontractors, with enforceable penalties and public reporting for any violations.
- Support a moratorium on ICE detentions, arrests, and detention transfers at all event sites during the games
- Produce public service announcements across all major media platforms and ensure proper on-site signage at every event, providing referrals and community safety information

Community Interests and Equitable Development

- Prioritize local hiring: at least 30% of workers and subcontractors should be Miami-Dade residents, With a report given to the community stakeholder group of the bids won
- Invest in workforce development pathways that extend beyond the event into long-term employment and programming
- Protect tenants, small businesses, and union workers from displacement, price gouging, and economic exclusion tied to the event ensuring no more than a 5% increase in rental or permit costs tied to event activity
- Require that all contractors using public subsidies or event-related development include enforceable community benefit standards, including a minimum 5% set-aside for local small business and community programs
- Establish an oversight structure with representatives from workers, community organizations, and government to monitor compliance, manage financial set-asides, and ensure continued accountability before, during, and after the event

Promises are not enough. Workers and communities demand enforceable protections, transparency, labor neutrality, and accountability. FIFA and all stakeholders must act now to

ensure Miami sets a global standard for labor justice, public safety, and community equity. We stand ready to support efforts that uphold these standards and strengthen outcomes for workers and communities across Miami-Dade

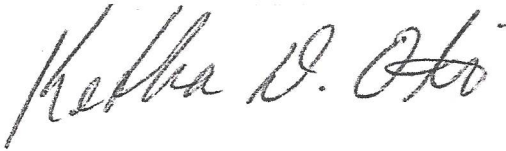
Respectfully,
Labor and Civil Society groups



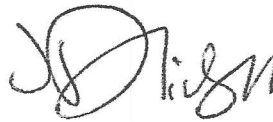
Jeffery Mitchell
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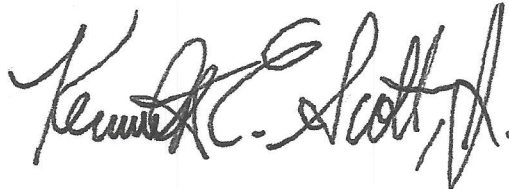
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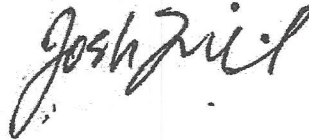
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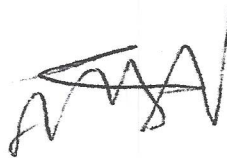
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**CC: Raymond Martinez, Chief Operating Officer, Miami-Dade Host Committee
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Executive Advisory Committee, Miami-Dade Host Committee
Board of Directors, Miami-Dade Host Committee
Honorable Miami-Dade Mayor Daniella Levine Cava
Jason Smith, Director, Miami-Dade Office of Equity and Inclusion
Matthew Mullen, Director, FIFA Office of Human Rights
Miami-Dade Board of County Commissioners**