



United We Stand - With Workers

NELP 2017 ANNUAL REPORT



Fighting for Equity and Justice in the Workplace



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LETTER FROM THE EXECUTIVE DIRECTOR

Fighting together to put workers first

THE PEOPLE
UNITED
WILL NEVER
BE
DEFEATED

HOW WE WORK

- EXPLORE:**
Foster understanding of systemic problems.
- EDUCATE:**
Inform workers, employers, policymakers, and agencies.
- INNOVATE:**
Design and test policy solutions.
- ACTIVATE:**
Advocate, monitor, and persuade policymakers.

Friends,

In 2017, workers around the nation faced extraordinary challenges and attacks on their hard-won workplace rights to fair pay and safe workplaces, their right to join together to bargain over working conditions, and their right to hold their employers accountable for unfair labor practices.

Following years of slow but steady progress on these fronts, the swift and ruthless attempts to roll back workers' rights and benefits threaten both immediate and long-term harm to the economic security and well-being of working people.

Despite President Donald Trump's inaugural pledge that "every decision ... will be made to benefit American workers," his administration and the 115th Congress have repeatedly proved through their actions that they are using their power primarily to benefit corporations and the super-rich, at the expense of workers and their families. Right out of the box, the failed attempt to install anti-worker fast-food magnate Andrew Puzder as Secretary of Labor, along with a torrent of repeals, executive orders, and agency actions, underscored the real and immediate threats to working people.

Over the next 12 months, NELP continued to fight dozens of attempts to roll back rules or cut agency funds for worker programs. These assaults make clear the answer to the question: Just who is this administration really fighting for?

Yet despite these challenges, with your support and in partnership with allies nationwide, NELP made real progress for workers in 2017. We helped partners win landmark labor protections for temp workers in Illinois; a \$15 minimum wage in Minneapolis—a first in the Midwest; and new ban-the-box legislation making California the 10th state to extend these protections to the private sector. Our toolkits offered guidance on accessing disaster unemployment assistance to millions of workers affected by the devastating hurricanes and wildfires of 2017. And during a year of harsh anti-immigrant rhetoric and aggressive immigration enforcement, our trainings and guides provided crucial information to workers and employers alike about what to do if immigration agents show up.

In NELP's 49th year, our resolve is greater than ever to **defend and advance the rights of working people**. Economic injustice, structural racism, and inequality are systemic and intersecting problems, and addressing them requires us to work from the ground up to build systemic change.

We cannot do this work without you.

As advocates, you have helped elevate workers' voices across the nation, amplifying their message and their demands for more equitable work and workplaces. As responsible consumers, you choose to support businesses that protect workers' rights. As philanthropists, your valuable support helps improve labor standards across the nation. And as workers, you understand why we are fighting to build worker power and to make every job a good job, with dignity and full opportunity for all.

We are profoundly grateful for your support. Together, we will not rest until all who work in our nation or aspire to work are able to achieve and sustain economic security, prosperity, and a better life for themselves and their families through their labor.

In solidarity and gratitude,



Christine L. Owens
Executive Director



Uniting to defend workers in Congress and the courts

In 2018, NELP launched Putting Workers First, a public education effort to publicize the Trump administration's attacks on workers.



puttingworkersfirst.org

To learn more about NELP's fight to defend workers, visit PuttingWorkersFirst.org.



www.nelp.org

Visit our website for more resources and information on all NELP campaigns.



www.raisetheminimumwage.org

Learn more about our minimum wage fights on the federal, state, and local levels.



www.just-pay.org

Find information and materials for lawyers and advocates fighting wage theft.

NELP and allies have banded together as the Trump administration and Congress repeatedly side with wealthy corporations and Wall Street over working families at virtually every turn.

In 2017, NELP, along with a strong coalition of civil and labor rights groups:

- Forced the **withdrawal of fast food magnate Andrew Puzder** from the Labor Secretary nomination;
- **Prevented a Trump budget proposal** that essentially would have eliminated the Office of Federal Contract Compliance Programs, undermining **federal contractor affirmative action obligations**;
- **Blocked the USDA approval of faster line speeds in poultry plants** that threatened workers' safety and consumers' health;
- **Won legislative protections ensuring tips belong to workers** after a Trump Department of Labor proposal sought to take ownership of tips away from workers.*

**In early 2018, workers scored a historic victory, winning bipartisan support from members of Congress and the administration for a provision in the omnibus bill to protect tipped restaurant workers against employers or supervisors taking any portion of their tips.*

Supporting the economic justice movement

NELP thanks you for your generosity and commitment to creating good jobs, strengthening upward mobility, and advancing workplace rights.

- In 2017, **NELP paid out \$1,490,000 in regrants to state and local partners** to help them expand capacity and drive labor and economic policy reforms at the local levels.
- **NELP provides legal, research, and policy support** (reports, testimonies, webinars, conferences, strategic communications) **to worker centers, partners, and allies nationwide.**

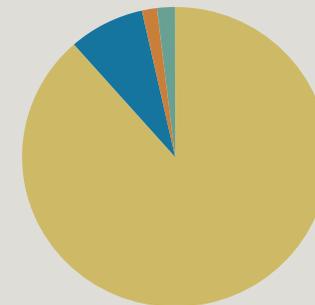
EXPENSES		
Programmatic	89%	\$7,666,059
Fundraising	4%	\$300,158
Operations	7%	\$602,926
Total Expenses		\$8,569,143

ASSETS	
Cash & Cash Equivalents	\$4,759,909
Investments	\$6,355,476
Contributions and Grants Receivable	\$12,410,654
Other Assets	\$230,150
Total Assets	\$23,756,189

LIABILITIES & NET ASSETS	
Current Liabilities	\$1,407,243
Net Assets	\$22,348,946
Total Liabilities & Net Assets	\$23,756,189

ACCRUED REVENUE*		
Foundations	88%	\$15,069,448
Individual Contributions	8%	\$1,369,523
Other Income (including unions, corporate, non-profit entities, cy pres)	2%	\$270,514
Non-operating Investment Income	2%	\$322,038
Total Accrued Revenue		\$17,031,523

**2017 accrued revenues include multi-year grants to be paid out over several years.*



Honoring the Minneapolis \$15 Minimum Wage Campaign at our 2017 Awards Reception.

WORK STRUCTURES

NELP is committed to ensuring that all working people have “quality” work, regardless of how they acquire or execute the work or how businesses structure their relationship with the workers.



Uber driver Takele Gobena helps a customer board his car



Federally, NELP is **fighting to preserve a strong joint employer standard—advocating in Congress, in the courts, and in the media** to hold companies accountable for the working conditions they control.

NELP **briefed a Washington State house committee on the on-demand economy and portable benefits**, and worked with allies in Oregon to head off an attempt to reclassify ride-hailing-service drivers as independent contractors.

NELP is supporting the New York Taxi Workers Alliance’s proposed **city-level policies to strengthen economic security for transportation workers**.

A NELP-hosted **convening of allies interested in building campaigns for enhanced social insurance programs** covering all workers helped hone our thinking about the critical need for an expanded social safety net.

NELP provided technical assistance and communications support to the Chicago Workers’ Collaborative in Illinois in its successful effort to **pass the Responsible Jobs Creation Act, which offers the strongest protections in the country to temporary and staffing workers** against wage violations, discrimination, and perma-temping.

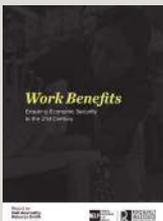


“Nonstandard” workers typically are paid less and receive fewer benefits than their counterparts in “standard” jobs, according to survey results released in June 2018 by the U.S. Bureau of Labor Statistics.

NELP’s **amicus briefs helped inform favorable 2017 decisions** by the Second and Fourth Circuit Courts of Appeals in *Salinas v. Commercial Interiors, Inc.*, *Quintana v. City of Alexandria*, and *Liotard v. FedEx* (unreported), finding contract firms and the companies using them were joint employers that shared liability for violations of their workers’ labor rights.



NELP and the Roosevelt Institute published **Work Benefits: Ensuring Economic Security in the 21st Century**, a study focused on expanding social insurance, worker organizing and portable benefits in the gig economy and other insecure work.



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WORK QUALITY

NELP is committed to ensuring that all working people receive meaningful and fair pay for their work; enjoy safe, healthy, and non-discriminatory working conditions; and have genuine opportunities to advance within and through their work.



Worker Health and Safety Program Director, Debbie Berkowitz, at NELP's workers' compensation conference.

NELP hosted its **fifth annual Raise the Wage Conference**, bringing together over 100 key stakeholders to share experiences, strategies, and best practices to advance the movement to raise wages.

NELP stood with Sens. Patty Murray and Bernie Sanders and Reps. Keith Ellison and Bobby Scott as they **introduced a bill to raise the federal minimum wage to \$15 by 2024**.

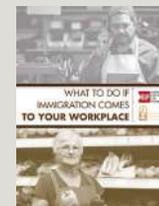
NELP supported local allies who **made Minneapolis the first Midwestern city to adopt a \$15 minimum wage** and launched a St. Paul \$15 campaign.



NELP helped allies **defend 2016 minimum wage ballot victories** against rollback attempts in Maine, Arizona, and the City of Flagstaff and **block state efforts to preempt local minimum wages** in Maryland and Minnesota.

After the Obama Labor Department's expansion of overtime rights for 12 million U.S. workers was blocked by a Texas judge and the Trump administration, **Pennsylvania's Tom Wolf was the first governor to order his labor department to lock in the Obama overtime pay expansion**, with assistance from NELP, the Keystone Research Center and the Economic Policy Institute.

Throughout the year, NELP **provided research, communications**, and strategic support to allies to beat back proposals in states that would have cut workers' compensation benefits, putting injured workers at risk of falling into poverty. NELP played a major role, for example, in **defeating an effort in Ohio to deny workers' compensation to undocumented immigrants**.



NELP is working with allies at the state and federal levels to **improve safety protections for vulnerable workers**. We partnered with allies in Boston to pass and implement the **first of its kind safety ordinance** requiring construction companies applying for building permits to submit their record of OSHA violations and denying permits to those with egregious violation records.

In California, NELP is facilitating an **innovative partnership model between worker organizations and the state's labor standards enforcement agency** to combat wage theft and protect low-wage workers from retaliation.

NELP worked closely with the Economic Policy Institute, the Center on Budget and Policy Priorities, the Fight for \$15, and Civic Ventures to **challenge and discredit a much-hyped and deeply flawed study by opponents of Seattle's minimum wage increase**.

NELP is partnering with local advocates and legislators in Massachusetts to **improve safety through legislation** requiring companies that contract with the state to submit their history of workplace safety violations as part of the bidding process.

SOCIAL INSURANCE

NELP is committed to ensuring that all working people receive benefits and social insurance guarantees they and their families need to achieve and sustain economic security over their lifetimes.



Vilma and Dee, from the documentary, "CARE."

NELP is fighting for fair treatment of home care workers: **helping to litigate against wage theft, providing policy support for New York City's home care model standards, and advocating for the creation of a home care task force in New Mexico.**



Marking the tenth year after the start of the Great Recession, NELP released **Closing Doors on the Unemployed**, summarizing how the nation's unemployment insurance program responded to unprecedented demands imposed by the Great Recession—and how many states later responded in ways that will seriously compromise the program's ability to boost the economy when the next recession hits.

NELP produced **Drug Testing Unemployment Insurance Applicants: An Unconstitutional Solution in Search of a Problem**, demonstrating how drug-testing applicants is a hurdle designed to be so stigmatizing that it discourages people from even applying for a benefit they have already earned.

NELP played the lead role **challenging Congressional action to repeal Obama-era protections** that limited the ability of states to drug test unemployment insurance applicants.

NELP has continued to **push for good implementation of the USDOL home care rule**, which in 2015, granted home care workers federal minimum wage and overtime protections. We continue to work with partners to advocate for greater investments in home care and justice for these workers.

NELP provided extensive support to a national coalition of paid family and medical leave advocates in opposition to the Trump administration's paid family leave proposal, which would finance a limited package of paid family leave benefits using state unemployment insurance trust funds. NELP also has been **working across the aisle with legislative offices seeking to expand reemployment services for unemployed workers.**

We developed a fact sheet, **Responding at the Federal and State Levels to the Needs of Unemployed Families Resulting From Hurricanes Harvey and Irma**, that promotes reforms necessary to expand access to disaster unemployment insurance.

NELP has been in close **contact with legal services advocates, unions, and worker centers in states affected by natural disasters, updating them on federal developments** and providing direct assistance in individual cases. NELP has also helped generate press coverage to support local advocacy.



Thousands were left without work in Puerto Rico after Hurricane Maria struck in September 2017.



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WORK EQUITY

NELP is committed to ensuring that all people who work or aspire to do so have the right to work, grow, and improve regardless of their background or circumstance.



Workers fight back against Mississippi's cap of 450 weeks for permanent disability—the least amount of time in the nation.

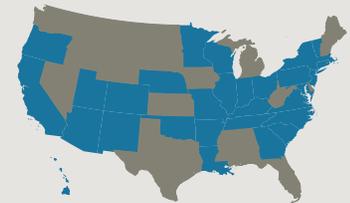
With groups led by the formerly incarcerated, NELP **sponsored successful legislation (AB1008) making California the 10th state to ban the box** in the private sector and creating perhaps **the strongest fair-chance state law in the nation.**



NELP produced and broadly disseminated a new toolkit, **Fair Chance Licensing Reform: Opening Pathways for People With Records to Join Licensed Professions**, to provide advocates and state policymakers around the nation with the resources necessary to create change.

NELP, with partners the Center for American Progress and Community Legal Services of Philadelphia, kicked off a **three-year initiative to expand “clean slate” and “fair-chance licensing” reforms** by convening criminal-justice-reform and economic-justice advocates for the Unlocking Opportunity for People with Records and Their Families conference.

NELP's **Ban-the-Box Guide documents the latest state and local reforms** that help ensure a fair chance at employment for people with records by removing conviction and arrest history questions from job applications and delaying background checks until later in the hiring process.



7 states adopted fair-chance hiring policies in 2017; **30 states total adopted fair-chance hiring policies by the end of 2017.**



NELP and the Mississippi Workers' Center for Human Rights issued a new report, documenting the state's shamefully high on-the-job fatality rate and recommending strategies to better protect workers.

NELP and the New Orleans Worker Center for Racial Justice partnered together to **document how fines and fees levied by the local traffic courts create economic hardship for low-income families** and to lay the foundation for necessary policy reforms.



Dorsey Nunn, cofounder of All of Us or None, speaks at rally for AB1008.

NELP is partnering with the Stanford Criminal Justice Center and the Opportunity Institute on a **new initiative to extend fair-chance employment to California community colleges and California State University campuses.**



“ **We cannot do this work without you.** As workers, you understand why we are fighting to build worker power and to make every job a good job, with dignity and full opportunity for all. ”



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†Staff began in 2018.*

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TAKE ACTION

Connect with NELP's Campaigns



**Supporting
Workers
Affected by
Disasters**



**Ensuring
People with
Convictions
Have a Fair
Chance to Work**



**Raising the
Minimum Wage**



**Building Safe
and Healthy
Workplaces for
Every Worker in
America**



**Turning "Gig"
Jobs Into Good
Jobs**



**Designing
Worker
Protections
for Cities and
States**



**Stopping
Misclassification
and Low-Road
Outsourcing**



**Strengthening
Support for the
Unemployed**



**Advancing
Home Care
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