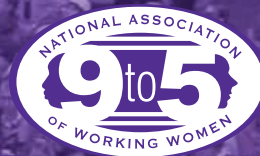


annual report 2011



Top: 9to5's Action Network organized members from the east to west coast for a National Day of Action on August 26, 2011, focusing on Paid Sick Days.

Bottom: 9to5 Colorado organized two Equal Pay Day events with more than 150 people in attendance.

9to5 Elevates Women Working for Change

9to5 activists and chapters held twelve events in eight states during our National Day of Action, focusing on Paid Sick Days. Thousands heard the message that 44 million Americans don't have a single paid sick day.

- In **Philadelphia, Pennsylvania**, members celebrated at a local restaurant that supports Paid Sick Days.
- In the **Bay Area of California**, members passed out over 250 Paid Sick Day postcards at the annual Women's Equality Day Breakfast.
- Despite a hurricane approaching, activists in **Washington, DC**, gathered to write letters to members of Congress in support of the Healthy Families Act.
- **Minneapolis** members passed out paid sick days postcards at the State Fair.
- **San Antonio, Texas**, held two events that were covered by local media.
- Members hit the streets in **Iowa City** to collect petition signatures for the Healthy Families Act.

The mission of 9to5 is to build a movement to achieve economic justice, by engaging directly affected women to improve working conditions.

Locally, 9to5 chapters changed public opinion and continued to build strength in 2011:

- 9to5 continues to lead the Half in Ten Campaign in Colorado, a national campaign to cut poverty in half in ten years. 9to5 Colorado helped **educate over 3,000 Coloradans** about Half in Ten policy priorities.
- The successful Paid Sick Days referendum in Milwaukee was challenged in the courts. 9to5 Milwaukee prevailed and **set a national legal precedent for future paid sick day laws.**

- Atlanta **9to5 trained more than 30 community activists** in three counties across north Georgia in citizen advocacy and media skills, to promote public support for the Family Care Act.
- In a collaborative effort, 9to5 California and its allies had an important policy win on a **bill to prevent pregnancy discrimination.** Employers can no longer legally cancel a woman's health insurance when she takes pregnancy leave.



Celebrating Success

Dear Friends,

Thank you!

Your support and involvement helped 9to5 grow our capacity to make change happen for working women and their families in 2011.

Together, we elevated women's leadership and brought the voices of low-wage women into debates on workplace and safety net issues that directly affect them – paid sick days, pay equity, wage theft, workplace discrimination, minimum wage, child care, unemployment, immigration, voting rights and more.

We changed public opinion, built strong coalitions and won new policies for low-income women and families. **We reached tens of thousands of people through our national and local policy campaigns, leadership trainings, community outreach, and media coverage of our work.**

Throughout 2011, with your donations, membership and involvement, we

- grew our grassroots membership by 51 percent and added 100 new Movement Builders,
- established a new chapter in Sacramento, further strengthening our work in California,
- expanded our National Day of Action on paid sick days—leading actions and events in 8 states across the country, and
- embarked on a year-long strategic planning process to strengthen 9to5 and advance progressive policy changes.

Because of you, we made a difference in the lives of working women. We could not do this without you! We look forward to continuing our work together in this important election year to build our political power and deliver the policy change that our members and all workers need. Thank you for all the ways you support 9to5.

In solidarity,

A handwritten signature in purple ink that reads "Linda Q. Meric". The signature is written in a cursive, flowing style.

Linda Meric, *Executive Director*

Why I am a Movement Builder

I became a 9to5 Movement Builder, contributing to 9to5 each month, after seeing the extraordinary dedication and passion of its members and staff.

I struggled to find employment for two years, even though I had a college degree and work experience. During this time, I depended on social welfare programs like food assistance and unemployment insurance for necessities.

I got to know 9to5 as a temporary membership engagement canvasser in the Denver office. I was inspired by 9to5's efforts to ensure Colorado jobs were fair and sustainable, even in these tough economic times. I was impressed by 9to5's

"I was impressed by 9to5's work to guarantee that the voices of working women—like me—were being heard throughout Colorado."

work to guarantee that the voices of working women—like me—were being heard throughout Colorado.

I am a Movement Builder because 9to5 is



Regan Byrd is a current board member of the 9to5 Colorado chapter. She is an administrative assistant at The Arc – Jefferson, Clear Creek & Gilpin Counties in Colorado. Regan is a University of Denver graduate.

an essential advocate for families who need a voice now more than ever in the face of big business interests and government complacency. As a Movement Builder, I can help 9to5 represent working families like myself, who are the foundation of Colorado and our country. ~ Regan Byrd



Pictured left to right: Lisa Adler with son Elias and Cheyenne Johnson, participating in a National Day of Action in Atlanta.

9to5 Members are Powerful

9to5 members speak out when they see injustice, organize for change and invest in the organization to make a difference in the lives of working women.

"Joining 9to5 is life-changing. We really have an impact on the world." ~ Claudia Lewis, Atlanta

"I feel excited and grateful to belong to an organization that strives to teach and train members to be active participants and leaders." ~ Angelica Ramirez, Denver

"By affiliating with 9to5, we will finally have the resources we need to win rights, raises and respect for women in the workplace." ~ Roberta Diephouse, Sacramento

"No one else is doing the work that we are doing. 9to5 is a really unique and important organization." ~ Laura Kendellen, Milwaukee



Healthy Denver Canvass Team prepares to canvass on Halloween for Trick or Vote.

Prognosis for Paid Sick Days is Improving

In 2011, 9to5 Colorado led a paid sick days ballot initiative campaign, called the Campaign for a Healthy Denver. Though the initiative did not pass, significant progress was made moving the issue of paid sick days forward. **Over 37,000 voters supported paid sick days on Election Day, and a conversation about the need for family-flexible workplaces was started.**

9to5 built a coalition of more than 160 organizations, including 49 businesses, 60 faith-based organizations and 19 labor groups. We collected nearly 100 personal stories of those directly affected by the issue. Overall, we secured more than **200 earned media hits**

throughout the campaign, many featuring the stories of our leaders. Within three months, the Campaign conducted a robust field program, contacting 111,588 voters over 826,000 times through canvassing, phone banking and mail.

9to5 and the Campaign for a Healthy Denver are now in a much stronger position. We are committed to continuing the fight for paid sick days to improve the lives of working families and protect the public health of our community.

Could You Live on \$2.13/hr?

We can't either—that's why Atlanta 9to5's Fair Eats Campaign is working to increase the minimum wage for tipped workers. The federal minimum wage for tipped workers has been frozen at \$2.13 an hour for two decades. Women and women of color are particularly affected by these low-wages.

Member activists surveyed 60 restaurants and identified nine restaurants that pay over \$3.00/hour. Restaurants that pay over \$3.00 are championed as a **"Restaurant with a Heart."**

Campaign leaders have contacted 40 restaurant workers about their working conditions and concerns, and to invite them to join the campaign. The Fair Eats Campaign has been featured in local media, including **WABE 90.1 (NPR), The Atlanta-Journal Constitution and Creative Loafing.**



Childcare = Women at Work

Torrie Moffett, 9to5 Milwaukee apprentice organizer, shared her story in Washington D.C., on the challenges of raising three children, working and going to school. Wisconsin's Temporary Assistance for Needy Families (W2) program was not willing to pay her benefits to attend college, but would pay for her to find a low-wage job.

Unfortunately without a college degree, finding a job that pays a decent living wage would be difficult. So Torrie decided to attend night school while working during the day to meet W2 requirements. **Working and going to school created an additional barrier for Torrie and other mothers like her – accessing affordable, quality childcare.**

Based on Torrie's experience, 9to5 Milwaukee created a workgroup to fight for changes to the state's public assistance program. The proposed changes would require childcare providers to keep their businesses open after 5:00 pm and provide W2 participants the opportunity to receive job training and a higher education. **9to5 is ending the cycle of poverty by lifting up women's voices to make changes that work for them.**



9to5 Fights for Fair Wages

In northern California, **400 employees working for Santa Clara County as dependent contractors are being deprived of their rights.** Misclassified as contractors, these employees are denied union representation, job security, health insurance and paid time off.

Last March 2011, **9to5 Bay Area kicked off a Wage Theft campaign to end this discriminatory practice.** 9to5 members traveled to Washington DC and met with U.S. Dept. of Labor officials to ask for an investigation.

Activists organized a phone-in to County Supervisors and turned out members to a televised Board of Supervisors meeting covered by local media. 9to5 attended legislative hearings, sent out email alerts and collected letters for a Wage Theft Prevention Bill.

A community intern was recently hired and 9to5 will launch a project to collect wage theft testimonies for an educational forum targeting local elected officials. **The campaign is advancing to win fair wages and work standards for these employees.**

2010-2011 National Board of Directors

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Who We Are

9to5 is one of the largest national membership-based organizations of working women in the U.S., creating a powerful force for change. Founded in 1973, 9to5 empowers women to organize and lead campaigns on family-friendly workplace policies, equal opportunity and economic security issues.

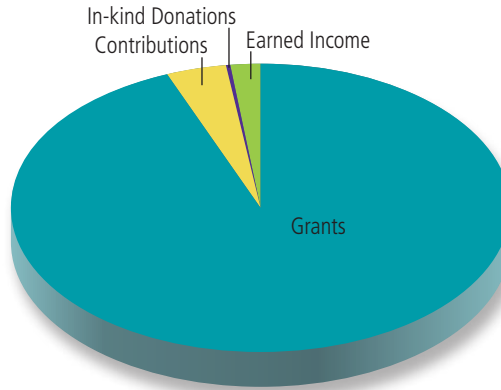
9to5's member-led chapters and Action Network have, over the last 40 years, worked to pass the Civil Rights Act of 1991, the Family and Medical Leave Act, the Lilly Ledbetter Fair Pay Act, state health and safety laws, living wage legislation and anti-discrimination measures across the country. A leading expert on economic justice for low-wage earning women, 9to5 has helped thousands of individuals win improved policies.

Winning Workplace Justice

Join 9to5! For more information about becoming a member and activist, please contact us at **404.222.0001** or visit **www.9to5.org**.

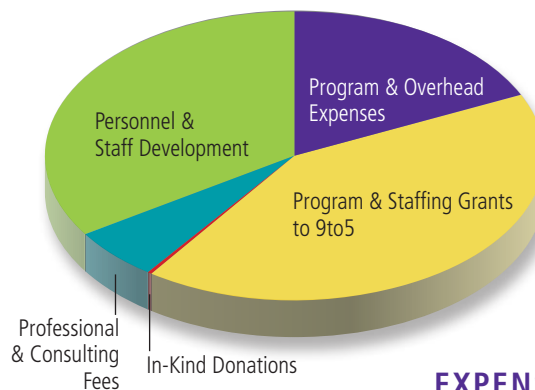
Financial Overview

for October 1, 2010 – September 30, 2011



INCOME

Grants	\$ 1,914,203
Contributions	80,703
In-kind Donations	6,274
Earned Income	36,026
Total Income	\$2,037,206



EXPENSES

Program & Overhead Expenses	\$ 318,785
Program & Staffing Grants to 9to5	733,119
In-Kind Donations	6,274
Professional & Consulting Fees	100,967
Personnel & Staff Development	596,828
Total Expenses	\$1,755,973

OCTOBER 1, 2010, through FEBRUARY 29, 2012

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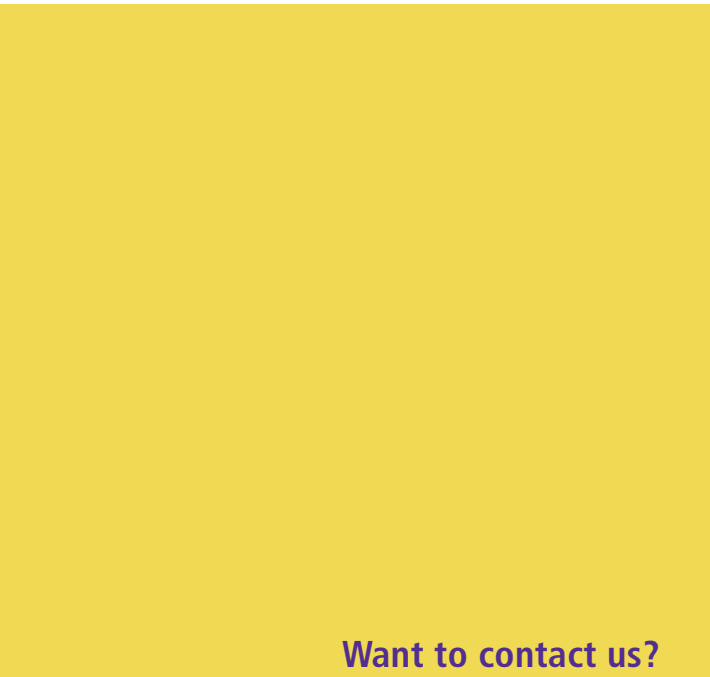
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9to5's vision is an economically just world where poverty and discrimination have been eliminated, the contributions of women are recognized and valued, and all women and their families thrive. To learn how you can become a 9to5 Movement Builder, visit www.9to5.org/movement.

