



Winning
Justice *for*
Working
Women

Amplifying
Voices,
Expanding
Reach



Annual Report 2013

From the Director



Thank you, thank you, thank you! 9to5 had a momentous 2013, celebrating our 40th anniversary of winning justice for working women. You – our members, activists, supporters and allies – have been critical to our success throughout the years and today.

In 2013, 9to5 amplified the voices of low-wage working women in local, state and federal policy debates about issues that directly affect them and their families. Our members' stories were featured in traditional and social media, at city council meetings, state capitols, and in Congress on issues including minimum wage, paycheck fairness, paid sick days, family and medical leave, protection against discrimination, unemployment insurance and economic security.

We also expanded 9to5's reach in 2013. We broadened our organizing agenda to include job access for the formerly incarcerated, affordable transit, and comprehensive immigration reform.

We continue to bring a gender analysis and understanding based on our members' life experiences to all of our work. We lifted up the leadership of low-wage women, expanding our local and regional training programs.

9to5's reach expanded geographically as well. Our Milwaukee chapter expanded statewide. We engaged more Action Network members than ever to take action on local policy campaigns. This nationwide network of activists joined our chapter members on 9to5's three successful National Days of Action on minimum wage, equal pay and workplace flexibility.

And we won! 9to5 led campaigns and helped win policies that improve the lives of our members and constituents today and build momentum for broader change in the future. Our 2013 victories included:

- Expanding our successful "Ban the Box" campaign to new cities, counties and statewide in Georgia to remove questions about past criminal convictions from employment applications;
- Winning new living wage protections in Milwaukee County, Wisconsin;
- Passing new Colorado state laws to protect against workplace discrimination, expand the use of family and medical leave, and strengthen the safety net for low-income families;
- Helping raise California's state minimum wage; and
- Mobilizing thousands of women in dozens of cities to speak out and take action for lasting change.

9to5 couldn't have accomplished all this without your support and involvement. We are truly grateful for our member activists and leaders, and our generous funders and donors who make our success possible. Thank you for being an important part in 9to5's movement to win justice for working women.

In solidarity,

Linda A. Meric

Linda A. Meric, National Executive Director

40th Anniversary Celebration Highlights



In 2013 9to5 celebrated 40 years of winning justice for working women. We held special events in Atlanta, Denver, Los Angeles and Milwaukee to commemorate this milestone—check out photo highlights here. Thank you to all the members, donors and sponsors who contributed generously toward our 40th anniversary fundraising campaign! Your support ensures a sustainable, successful future for 9to5.



For more on 9to5's history, see a short video highlighting our 40 years of accomplishments and what's in store for the future at 9to5.org/40thvideo.

Media Highlights

Our work and our member stories were covered widely in the press in 2013, including the following outlets:

Atlanta Journal-Constitution	Milwaukee Journal-Sentinel	The Union Edge: Labor's Talk Radio
CNNMoney.com	Ms. Magazine	Wall Street Journal
The Daily Beast	MSNBC	Wisconsin State Journal
Denver Business Journal	New York Times	Womenetics
Denver Post	Newsday	WomensRadio.com
Fox News	Public Broadcasting Service	Working Mother Media
The Huffington Post	The Progressive	
Inter Press Service News Agency	Sex, Politics and Religion Radio Hour	

9to5 Members Speak Out on the National Stage



In March 2013, 9to5 Atlanta member **Carolle Fleurio** testified before the Senate Health, Education, Labor, and Pensions Committee on the importance of an indexed minimum wage.

9to5 Atlanta member **Julie Nguyen** joined hundreds of other women leaders in June 2013 to demand immigration reform that prioritizes safe communities, healthy children and a strong economy.

Jackie Parkins, a 9to5 Colorado board member, shared her experiences as a tipped minimum wage worker at a US Dept. of Labor event marking the 75th anniversary of the Fair Labor Standards Act. Jackie is pictured here to the viewer's immediate right of Vice President Joe Biden, who also made remarks.

Why I Support 9to5

Member Profile: Shanese Moore

Shanese Moore first became involved with 9to5 during a year of service as a Lutheran Volunteer in 2011, when Shanese was placed at 9to5 Atlanta as a chapter organizer. During that year she helped build community support for Georgia's Family Care Act and staffed the 9to5 Job Survival Helpline.

After leaving Atlanta, Shanese has continued her involvement with 9to5 as an Action Network member in her home state of Ohio. Now Shanese reaches out to working women in her community to engage them in 9to5's national campaigns.

When asked what being a member means to her, she says, "I am a 9to5 member because there are far too many women who are unfairly treated in the workplace. I am them and they are me, therefore I must speak out and support women nationally and locally. **I want to speak for the woman who thinks her voice doesn't matter. I want to support and fight for the woman who thinks she doesn't matter.** 9to5 gives me the opportunity to support women and national campaigns through community outreach and giving monthly monetary donations."



Donor Profile: Shigueru Tsuha

Shigueru Tsuha is a Movement Builder in Gardena, CA. Originally from Peru, Shigueru immigrated to the U.S. at the age of 11. He is the Executive Director of the Dolores Huerta Labor Institute, which educates students in the 9-campus Los Angeles Community College District about workers and unions in America.

As an immigrant from a working-class family, Shigueru is a passionate advocate for workers', immigrants' and students' rights. Through the Institute, he educates working-class students on the history and goals of the labor movement. 9to5 has partnered with the Institute since 2008, regularly presenting to classes and events.

"After seeing the good work of 9to5, I wanted to show my support," says Shigueru. "I decided I could help by giving a little bit each month." Each year around Equal Pay Day, 9to5

works with the Institute to educate students on the pay gap. **"9to5 helps our students to understand that women make \$0.77 for each dollar that men make, and how that pay gap adds up to a lifetime of disadvantage."**

Shigueru understands the value of organizing for equal opportunity, economic security and family-supporting jobs. "My community deals with these issues every day, and they are usually not represented by a union. We need groups like 9to5 that are able to speak up and win rights for workers."

"I am a 9to5 Movement Builder because even giving a small amount each month gives a big return," reflects Shigueru. "9to5 is an important part of the working class movement in the 21st century. The value of my monthly gift is multiplied endlessly through the dedication and effectiveness of the members, activists and staff."



Expanding Our Reach

MLK Day of Action to End Workplace Discrimination

On Martin Luther King Jr. Day in January, 9to5 members nationwide hit the streets to honor the legacy of this civil rights hero and continue his struggle for justice and equality. 9to5 members in 13 cities participated in MLK Day events and rallies, distributing factsheets and pledge cards, sharing the message that we must work to end all forms of workplace discrimination.



9to5 Atlanta members creating signs to carry at the MLK Day March, highlighting our Ban the Box campaign



Equal Pay Day of Action

What would it look like in your life if women earned the same wages that men do? That's the question 9to5 members answered through our Equal Pay = photo project, to recognize Equal Pay Day in April. We collected 75 images of people in 15 states sharing their personal motivation for fighting to close the wage gap. Putting this inspiration in action, members contacted their legislators, held press conferences, and wrote letters to the editor of their local newspapers in support of the Paycheck Fairness Act.

A North Carolina Action Network member shares what equal pay would mean in her life

Day of Action for Workplace Flexibility

In honor of Women's Equality Day on August 26, 9to5 members in 23 cities took part in a national day of action to secure access to family-flexible policies including paid sick days, family care days, and paid family and medical leave insurance. 9to5 members brought this issue to the attention of policy-makers and the public, asking members of their communities "what would having Time to Care mean for you"? 9to5 Wisconsin delivered over 1200 petition signatures to the headquarters of an employer association that had been lobbying to repeal Wisconsin's Family and Medical Leave Act.



9to5 Wisconsin members deliver petition signatures in strollers to emphasize that family and medical leave is crucial to working women and families

Amplifying Our Voices

Nicole Zayhowski
and Shelby Ramirez-
2014 CO CIP Graduates



9to5's **Community Internship Program (CIP)** is a paid, 10 week community organizing apprenticeship for 9to5 leaders. The curriculum includes power analysis, community organizing and strategies for social justice movement building, as well as hands-on involvement in 9to5 campaigns.

Colorado CIP interns worked on immigration reform and paid family leave insurance campaigns.

Atlanta CIP's focused on the chapter's successful Ban the Box Campaign. Monica Brittain describes her experience this way: *The greatest reward for me as a CIP, was to understand that a community coming together for a common cause can produce the change that will improve lives and strengthen families for years to come.*

9to5's Regional Leadership Conferences in California, Georgia and Wisconsin provided two days of workshops, panels, networking, skills training and direct action for more than 60 grassroots leaders in 2013.

Carrie Boyd, from Asheville NC, who attended the Atlanta conference says, "It was awesome to hear about how these strong women have dealt with adversity and challenges even when things were stacked against them. I feel like I have the ability now to make a difference."



Action Network Building Broader and Deeper

A woman in Houston, TX pledges action after talking with Action Network leader Yolanda Bucio.

In 2013 the Action Network, made up of 9to5 members who live in states without a 9to5 office, found new ways to make a powerful difference in their communities. Online tools enabled the Action Network to go broader, alerting members to campaign updates and ways to take action in their own states.

- 9to5 members in Massachusetts signed online petitions for a Domestic Workers Bill of Rights.

- In Pennsylvania members took action, supporting a bill to protect moms and dads from workplace discrimination.

- Florida 9to5ers spoke out for paid sick days.

In states including MN, AZ, TX and OH, Action Network members reached out in their communities; going deeper, to build relationships and make personal connections. They called their legislators, set up tables at farmer's markets, wrote letters to the editors of their local newspapers, and spread the word to family, friends, neighbors, and strangers.

"I choose to be engaged in the Action Network because 9to5's work is crucial to supporting working families, women's rights, and making or changing laws that impact our daily lives. When I inform people about 9to5's work, it is so well received, and it reminds me that I am not alone in hoping to create change." --Yolanda Bucio, Action Network Leader, Houston, TX

Focus on 9to5 Chapters

California

San Jose and Los Angeles Chapters Fight to Raise the Minimum Wage

9to5's volunteer-led chapters in California made their voices heard in 2013 as they called for a raise to the minimum wage. Marching in San Jose at the 50th Anniversary of the March on Washington, doing outreach at farmer's markets, and showing solidarity for striking Walmart workers, these chapters spread the word and collected hundreds of petition signatures, rallying around the slogan "Time for a Raise."



9to5 member Rosalinda Alfaro educates the community about the need to raise the minimum wage

Over the summer, chapter leaders organized town hall meetings in both San Jose and Los Angeles, inviting Congressional representatives to listen as community members shared personal stories about the need to raise the minimum wage. Their efforts contributed to the movement that pressured the California Assembly and Governor Jerry Brown to pass Assembly Bill 10, which will raise the state minimum wage to \$10.00/hour by 2016! 9to5 Los Angeles and 9to5 San Jose know their work is not over – they continue to organize around raising the federal minimum wage and indexing it to the cost of living.

Colorado



Melanie Horton and Caitlin DeLap, 9to5 members rallying for transit justice in Denver

9to5 Colorado Takes on Transit Justice

In 2013, 9to5 Colorado set out to work with constituents along the west corridor of the FasTracks buildout. FasTracks is a multi-billion dollar public transportation expansion being built in the Denver Metro Region. Our goal is to ensure that low-income communities and communities of color have a voice in the transit planning process, and are able to access high-quality affordable public transportation.

We spent months speaking with community members at their homes, bus stops and neighborhood hubs. This process gave us an understanding of key issues—affordability, safety, community displacement—that community members were ready to organize around. When we learned that a key bus route—the 16L—was cancelled and that riders depending on it were struggling, 9to5 sprang into action and launched a successful campaign to restore its service. In 2014, we will work on a campaign for an Income-Based Bus Pass as well as neighborhood campaigns to increase bus service, address safety concerns, and ensure that all communities benefit from public transit.



Focus on 9to5 Chapters

Georgia

Advancing Family Sick Days in Georgia

In 2013 9to5 Atlanta members led a coalition effort to pass the Family Care Act through the Georgia legislature. The bill would allow workers to use sick days they have earned to care for a child, spouse or parent without fear of losing pay – or their job. Along with dozens of partner organizations in the Georgia JobFamily Collaborative, 9to5 members developed a target list of moderate Republican and Democratic legislators. We engaged over 1,000 grassroots constituents in Capitol visits: wearing stickers, handing out factsheets and meeting with legislators about the bill. Coalition members across the state wrote letters, made phone calls and got articles and op-eds in local papers.



Chapter leader Renitta Shannon (on the left) with her Georgia Rep. Karla Drenner

As a result of our efforts the Family Care Act received a passing vote out of the House Human Relations Committee. 9to5 members and coalition partners remain committed to seeing the Family Care Act signed into law in Georgia.

"My first 9to5 Day at the Capitol was fascinating and informative. I didn't realize how easy it would be to speak with elected officials. Within an hour I spoke with my House and Senate representatives, and gained commitments from both to vote in favor of the Family Care Act."



9to5 member Carla Marable working the phones to pass a living wage

Wisconsin

Building the Three-Legged Stool

Social and economic equality for women is a three legged stool, resting on pay equity, family flexible workplace policies and livable wages. Take away any of these legs, and we fall down. 9to5 Wisconsin kicked off state-wide expansion incorporating the three-legged stool into all of our organizing.

In 2013 we reengaged the Keep Families First Coalition to build on the historic success of our state's 25th anniversary of passing family and medical leave legislation, and to

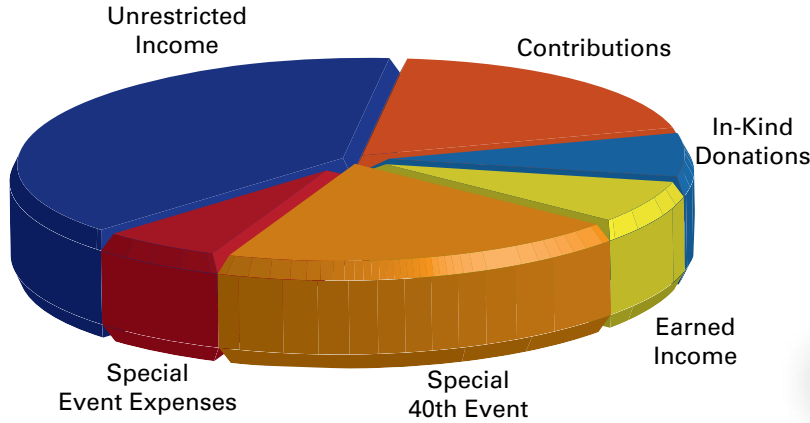
build support for our Family Leave Insurance campaign. Organizers visited 14 cities in 11 weeks; holding an ice cream social in Oshkosh, a town hall in Green Bay, and door to door canvassing in Wausau, among other events to engage women, the community and employers in this campaign.

Maintaining employment is just one piece of the puzzle, especially if you aren't paid a living wage. 9to5 WI partnered with more than 30 groups in Milwaukee County to pass a living wage ordinance. 9to5 members worked tirelessly to collect stories, knock on doors, and share their stories with elected officials.



Financial Overview

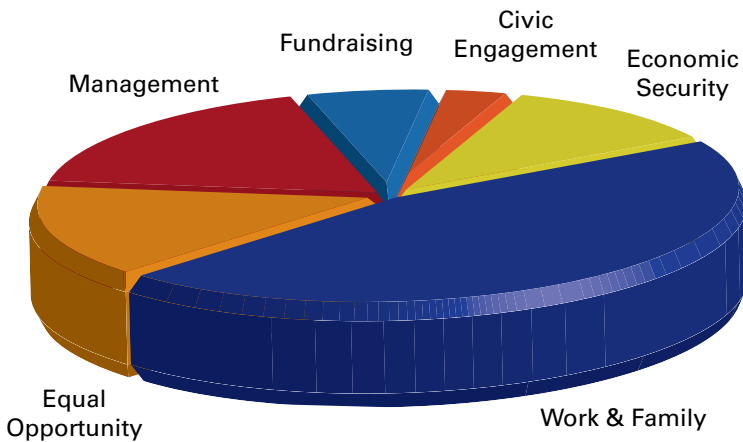
October 1, 2012
to September 30, 2013



Income:

Grants	\$1,224,578
Contributions	\$78,353
In-Kind Donations	\$30,987
Earned Income	\$30,987
Special 40th Event	\$82,284
Special Event Expenses	-\$26,795
Unrestricted Income	\$160,000

Total Income \$1,586,515



Expenses

Civic Engagement	\$60,307
Economic Security	\$180,920
Work & Family	\$723,678
Equal Opportunity	\$241,226
Management	\$282,446
Fundraising	\$96,992

Total Expense \$1,585,569

2012-2013

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Thank You!

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 To become a Movement Builder, call 404.222.0001
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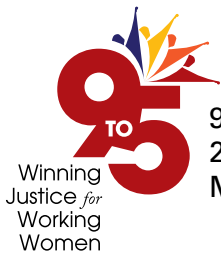
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Stay connected with 9to5 and get updates!



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



Winning
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