



Winning
Justice *for*
Working
Women



Moving Forward Making Change

2014 **annual report**



From the Director



To all our 9to5 members, activists, supporters and allies: **THANK YOU!** 9to5 celebrated many important victories and much progress in 2014, and our success wouldn't have been possible without your involvement and support.

9to5 has brought the voices and stories of our members and other low-wage working women into campaigns for family and medical leave insurance, paid sick days, accommodations for pregnant workers, equal opportunity, a strong safety net. Through our organizing and traditional and social media, 9to5 helped shape the debate on these and many more critical issues that directly affect our members.

The first-ever **White House Summit on Working Families** brought together 1,500 delegates, including two dozen 9to5 members, staff and allies sporting our stickers and distributing our materials. President Obama had lunch with and shared the personal story of 9to5 Colorado member Shelby Ramirez Martinez about caring for family and needing paid leave. Our Fall delegation to the national **Vote, Run Lead** training wowed participants with remarks by Georgia state director Charmaine Davis and more than a dozen 9to5 activists from across the county who distributed English and Spanish copies of our *Working Women Vote Our Values* voter guides.

Our 2014 **civic engagement program** reached, educated and mobilized tens of thousands of voters in the mid-term elections. We tested turnout methods and messages, and used work-family issue messages to motivate voters of color, young voters and single women voters. We conducted peer-to-peer voter registration projects among the formerly incarcerated in Georgia and TANF participants in California. We lifted up the leadership of low-wage women, expanding our local and regional leadership training programs.

We're also pleased to report many victories in the states, immediately improving the lives of millions of women and families, and building the support and momentum for lasting national-level change.

In **California**, 9to5 helped pass statewide paid sick days legislation and led efforts that eliminated a double penalty for TANF parents whose children are truant from school. In Colorado, 9to5 helped expand access to low-income child care and increase enforcement against wage theft; won reinstatement of a major bus route in low-income Denver communities; and launched long-term campaigns for family and medical leave insurance and affordable income-based bus fares.

In **Georgia**, 9to5 won Ban the Box victories in new communities including the City of East Point and Fulton County; secured a pledge from the Governor to take the question about past convictions off state applications; and moved the Family Care Act forward in the state legislature.

In **Wisconsin**, 9to5 helped win an improved living wage ordinance in Milwaukee County and defeat a state effort to preempt it; and launched new campaigns for family and medical leave insurance and Ban the Box. 9to5 engaged **Action Network members** across the country to take action on local policy campaigns and on three successful National Days of Action on minimum wage, equal pay and workplace flexibility.

We couldn't do this without you. 9to5 is truly grateful for our member activists and leaders, and our generous funders and donors who make our success possible. Thank you for being such an important part in 9to5's movement to win justice for working women.

Charmaine Davis



Election Connection Highlights

Election Connection 2014: 9to5 Gets Out the Vote!

We all know that the act of voting is one of the foundations of a healthy democracy. Throughout 2014, 9to5 led non-partisan get-out-the-vote efforts to help voters exercise their critical right to vote.

We made an impact, reaching tens of thousands of voters through canvassing, door-knocking, mailings, phone banking and one-on-one conversations.

Our work helped ensure voters not only knew their rights, but also had the information they needed to get to the polls. We focused our work in historically disenfranchised communities and on those most affected by recent changes in voter ID laws.

9to5 Colorado member and canvasser Lauren Anderson relates our impact:

“We get to have face-to-face conversations with voters, which has a much greater impact than sending an email or making a phone call.”

Dawn Marquante, a 9to5 member in Colorado, on why voting matters to her:

“I vote because it is my right as a woman of color. It’s my obligation as a citizen, and my parental commitment to model the expectations I have set for my children.”



9to5 members demand justice for disenfranchised voters in Georgia

from top to bottom: 9to5 Los Angeles member Nicole Bucaro gets out the vote in her community, Members of 9to5 Colorado’s GOTV canvass team, A 9to5 canvasser in Wisconsin helps a voter understand her rights

Media Highlights

From progressive to mainstream blogs and from national to international news sources, issues of paid leave, equal access and women's economic security made headline news throughout 2014. Not only was 9to5's work and agenda highlighted but many members also made their voices heard through guest columns, media interviews and letters to the editor. A few highlights of our coverage follow:

Suburbs and the New American Poverty *The Atlantic*

Obama Wants Federal Workers to Have More Family Time *Time Magazine*

Court Refuses To Intervene In Case of 40,000 Missing Voters In Georgia *Think Progress*

Georgia Becomes First Southern State to "Ban the Box" for Criminal Records on Government Job Applications *PolicyLink*

Colorado Healthcare System Preps for Surge of Seniors *Colorado Public Radio*

Asking former prisoners about past conviction history on job applications is a barrier to re-entry *Creative Loafing*

On Women's Equality Day, a Call for Paid Leave *Journal Sentinel*

The Wage Gap: Why Do Women Make Less Than Men? *Georgia Public Broadcast Media*

Paid leave proposal could mean big changes for Colorado workers, businesses *National Public Radio*

20 U.S. States Raise Per Hour Minimum Wage *CCTV News*

Walmart's Inhumane Policies for Pregnant Workers *In These Times*

Blogs

14 blogs on *Huffington Post* by Linda Meric published in 2014

Proposition 2: A bad idea for California *People's World*

Ladies Everywhere: Let's Get Registered and Vote *Women's Enews*

Time to Raise the Wage so Nobody Has to Live the Wage *Talk Poverty*

For more media coverage, [click here](#).



On the Move for Paid Leave

In 2014 9to5 pushed forward for paid sick days and family leave at the state and national levels. Our members are telling their stories, taking action and leading campaigns.

In **Georgia** we have built bi-partisan and statewide support, trained leaders and educated our elected officials to advance family sick days.

In **Colorado** 9to5's organizing helped win an important expansion of state FMLA law, allowing employees to use their leave to care for a partner in a civil union or a domestic partner. In 2014, 9to5 Colorado launched a multi-year, statewide campaign for family and medical leave insurance.

In **Wisconsin**, we've expanded our base, our leaders and our coalition statewide, and laid the groundwork for advancing a statewide family and medical leave insurance program.

In **California**, 9to5 helped win a new paid sick days policy which allows most part and full time public and private workers to earn three days of paid sick leave per year. While the bill that passed was significantly weaker than the original, we will continue to work towards paid sick days for all.

9to5 Members on the National Stage



Part of 9to5's delegation to the White House Summit on Working Families



Valencia Campbell at the White House Summit

Making Our Voices Heard: White House Summit on Working Families

On June 23, with support from **Family Values @ Work**, a delegation of almost two dozen 9to5 staff, leaders and local allies joined nearly 1,500 participants for the first-ever **White House Summit on Working Families**. Our 9to5 delegation spent the day with other activists, advocates, and elected officials discussing equal pay, family-flexible workplaces, and an end to workplace discrimination.

9to5 DC member Valencia Campbell was there:

"I loved the Summit's emphasis on the importance of changing workplace culture to foster greater support for family-friendly workplace policies in companies all across the country. It was incredible to hear from the President, Vice President, Mrs. Biden and Mrs. Obama all in one day! I plan to continue meeting with my legislators—old and new—on these critical issues. As Valerie Jarrett said, the summit is 'not just a moment, it is a movement.'"

Taking Action to Create Change

Dr. Martin Luther King Jr. Day of Action

Each January, 9to5 holds a nationwide Day of Action to honor the legacy of Dr. Martin Luther King Jr.

In 2014 9to5 members across the country turned out in force to carry on the struggle for racial and economic justice, fighting to guarantee wages and workplace conditions that provide dignity and security to all workers.

We raised our voices in the fight to end to employment discrimination against the formerly incarcerated (GA), collect petition signatures in support of paid family and medical leave (WI), raise awareness about local wage theft ordinances (CA) and support racial justice efforts (CO).

Across the country, 9to5 Action Network members used our **MLK Day of Action** toolkit to build support for raising the minimum wage at rallies and church services, by writing to their legislators, and by submitting letters to the editors of their local newspapers.

“This is no time for apathy or complacency. This is a time for vigorous and positive action.”

—Dr. Martin Luther King Jr., 1967

on cover: 9to5 members in Atlanta march for economic justice and equal opportunity.

Equal Pay Day: Building Power to End the Wage Gap

Equal Pay Day, the second Tuesday in April, is the day that represents how far into each new year women must work to earn what men earned just in the previous year.

In 2014, we asked six 9to5 members to share their personal experiences with the wage gap. The resulting blog series *“The Face of the Wage Gap,”* includes stories of discrimination against single moms and Latinas, the undervaluing of traditionally female work, having no choice but to take unpaid time off work to care for seriously ill family members, and systems that keep women in the dark about pay inequities.

9to5 members throughout the country turned out on Equal Pay Day to draw attention to the hard realities women face because of unequal pay, and promote solutions like the *Paycheck Fairness Act*. We coordinated flashmobs, educational installations, panel discussions with college students, Equal Pay “unhappy hour” events, and an “Equal Pay Equals” photo project to put faces to the issue of wage inequality.

Our actions, messages and member stories were featured widely in the media, including a *Huffington Post* blog by Linda Meric, as well as by CBS, ABC and FOX affiliates.



9to5 member Caroline Roers spells out how equal pay would impact her.

Day of Action for Workplace Flexibility

August 26 is **Women’s Equality Day**, and a 9to5 Day of Action to take action in support of workplace flexibility policies.

In 2014 9to5 members held events in ten cities across seven states—organizing letter drives to candidates and policymakers; rallying in front of city halls; writing letters to editors of their local newspapers and collecting pledge cards to build support for family-friendly workplace policies.

Our members got the word out nationwide about the need for paid family and medical leave insurance, as well as on lifting up 9to5’s state campaigns on paid sick days (CA), family care days (GA), and paid family leave insurance (CO, WI).

We also helped coordinate an effort by dozens of coalition partners to launch the *#WEmatter* campaign, to leverage Twitter and other social media in order to raise the profile of women’s economic security issues. On the day *#WEmatter* was launched, 9to5 members joined 11,660 twitter users to post with the hashtag over 28,000 times, with a collective reach of more than 85 million people.



9to5 Colorado members speak out for family leave.

Building Our Base: Action Network

Across the Country Network for Our Members

9to5's national **Action Network** is our network for members across the country to come together to work for change, to be on the ground in their communities, growing the movement. **Crystal Whetstone**, of Cincinnati, Ohio, is one Action Network leader who is raising the bar.

Since joining 9to5 one year ago, she has published an op-ed, spoken at a press conference on why we need a higher minimum wage, published a letter to editor of her local paper, and raised the visibility of workplace justice issues.

"I am proud that I can be a part of 9to5," says Crystal. "When I began my working life, I did not feel empowered. But thanks to 9to5, I realize that I can make a difference."



Cathy Bernardone

The 9to5 Action Network connects activists with other women and the resources they need to create change. Crystal has partnered with **Cathy Bernardone**, an Action Network member in Long Island, New York, to share tips and support for membership recruitment.

Cathy, who represents the Action Network on 9to5's National Board, says, "I think that real change in the workplace will happen when people's consciousness changes," say Cathy, who represents the Action Network on 9to5's National Board. "To me, participating in the [9to5] membership drive is helping to change consciousness. It's saying to those we try to recruit- 'Look ... there's an entire group of people fighting for change that is deserved'."



Crystal Whetstone

Why I Support 9to5



Brandy Gillery

For Brandy Gillery, being a 9to5 member is "just who I am". A lifelong

resident of Milwaukee, Brandy's family has a long history of organizing and union membership – she remembers attending union meetings as a young child. Brandy has registered voters and stood up for mistreated workers. Along with her aunt and 13-year-old son, Brandy recently phone-banked residents in her community to take a stand against Wisconsin's "right to work" law.

"I'm a woman—how can I not be a member of 9to5? I think of my own grandmother's struggles—she was born in 1919 in the South—and she overcame a lot of barriers to civil rights. 9to5 has a great presence here [in Milwaukee]. 9to5 lets people know women's struggles are real. We know 9to5 is going to fight for women."

9to5's work on issues like equal pay and family and medical leave are especially relevant for Brandy. In a former job, Brandy worked in the HR department, and she empathized with the hardships her fellow employees faced when they were unable to obtain the leave they needed to care for themselves or their families. At a different job, she was laid off in favor of lower-performing colleagues who fit into the "good ol' boys club."

"9to5 is helping me to grow as a woman and as a leader. In Wisconsin, working families have given so much. I am a member because we need to hold power accountable, and voice our opinions with our feet."



Focus on 9to5 Chapters

Colorado

9to5 Colorado and Westwood Unidos have been organizing for two years with the residents of Westwood, a Denver neighborhood made up predominantly of low-income immigrant families.

In April 2014, we led a procession to bring attention to the communities that are shut out from the light rail expansion due to cost. This special action coincided with One Day in Denver—a film project seeking to answer key questions about the future of the City. *Watch 9to5's video for the film project here.*

After the neighborhood struggled through three years without bus service, our coalition presented residents' concerns and needs to the Regional Transportation District. The RTD made several proposals, including a full-service bus route for Westwood. The service changes will go into effect in May 2015. We will continue to organize for an affordable fare structure, so that all can benefit from the new bus route..



Marching for transit justice in Denver, CO.

Georgia

9to5 is making history with our member-led Ban the Box campaign, part of the nationwide movement to end employment discrimination against the formerly incarcerated. This campaign helps end workplace discrimination by banning questions from employment applications that require formerly incarcerated applicants to disclose their criminal history.

9to5 members have built strong support among community allies, testified at hearings, met with elected officials, delivered letters, participated in grassroots lobby events, and generated public awareness and support through media interviews.

Last year in Georgia, 9to5 won new ban the box measures in Macon/Bibb County, Fulton County and the City of East Point, adding to our prior victories in the city of Atlanta and Dekalb County. We followed up these wins with the Feb. 2015 Executive Order by Gov. Deal, which bans the box on state employment applications – making Georgia the first state in the south to do so!

In 2014 we expanded the movement statewide by partnering with allies in Albany and Savannah (pictured) to train new grassroots leaders to complete 9to5's Community Internship Program and lead local Ban the Box campaigns.



9to5 leaders in Georgia are making history with our Ban the Box campaign.

California

9to5 members in California are proud of a new law that is restoring a measure of justice to low-income families.

In 2012 9to5 member Nicole Baldonado shared her personal story at our California Leadership Conference, and in doing so launched a new campaign. Nicole's experiences inspired the creation of a bill to end the unfair "double truancy" penalty faced by mothers on CalWORKs (California's TANF program).

Since then, 9to5 members and our partners have worked hard to get the bill passed through both chambers of California's legislature.

As Nicole explains, "All Californians are subject to penalties if their kids are truant. But poor families have an additional penalty—we are denied the CalWORKs grant money we depend on. The leading cause of truancy is poverty, so how is making a poor family POORER going to help? It is unfair and unjust to inflict a double penalty on a family just because they are living in poverty."

The legislation ending this unfair penalty was passed by the legislature and signed by Gov. Brown in the fall of 2014—proving that when women work together to fight injustice, we are unstoppable.

9to5's Community Internship Program launches in Long Beach

Wisconsin

In 2014, 9to5 Wisconsin helped lead a coalition effort to pass a living wage ordinance in Milwaukee County. 9to5 members collected stories, knocked on doors, and shared their stories with elected officials. Home health care workers, the majority of whom are women, are the largest group of workers to benefit from the new law.

9to5 Wisconsin and our allies also carried out some “disruptive justice” at the state Capitol as lawmakers were preparing to roll back the Milwaukee county living wage ordinance which 9to5 and a broad coalition representing working families had worked for months to pass.

Activists dumped old sneakers on the tables where legislators were meeting in committee, chanting “Walk in our shoes!” Due to this public pressure, the roll-back legislation was defeated, and county workers received a wage increase.



“Walk in our shoes!” action at the capitol in Wisconsin.

In July 2014, our Los Angeles chapter kicked off a **Community Internship Program** focusing on **Election Connection**—voter education, outreach and mobilization. 9to5’s Community Internship is an intensive, paid learning-and-action project focusing on community organizing.

The team, with project organizer Lizzie Naameh and two interns from our membership base, registered voters through door-to-door canvassing, presented workshops to our constituents, and coordinated phone banking with community allies. They worked with LA chapter members on a coordinated “get out the vote” phone banking campaign, reaching over 6,000 members and contacts in LA County.



9to5 Los Angeles member Nicole Baldonado.

Since both interns, Nicole Baldonado and Delisa King, live in the Long Beach area, the project focused on engaging 9to5 members and doing voter outreach in their community.

“Working in these elections has given me the opportunity to feel more connected to my own community,” says Nicole. The people we reached were more under-represented and had a lower turnout for voting, so it felt great to know that we made a difference by increasing the number of voters!”

As a result of this Community Internship Program, a new 9to5 Long Beach group is in action! In January 2015 they marched in the local MLK Day parade, and held a local meeting to plan their participation in the Long Beach wage theft campaign.



Members of 9to5 California, including Long Beach leaders.

Why I Support 9to5



Alison Suzukamo

Originally from Minnesota, Alison Suzukamo attended college in Colorado

Springs, Colorado, moving to Denver after graduation. In Denver, Alison worked for the Bell Policy Center, which has collaborated with 9to5 on several reports on issues including childcare, caregiving, and the “cliff effect.”

Alison is not someone with just one passion. She values the interconnectedness between complex issues, and a strong progressive network of community groups who come together to make changes on a spectrum of issues—which is why she supports 9to5. She became a supporter after seeing 9to5 and our members’ strong presence at the state capitol.

“I support 9to5 because the organization works really intensely on many issues, to build a matrix of support for working families. 9to5’s work to achieve systematic, societal change is impactful for the long term. Issues like family medical leave, sick leave and transit are all really important and play into my experiences.”

Alison has chosen to donate to 9to5 via Colorado Gives Day, which promotes philanthropy statewide through online giving. As Alison says, “Colorado Gives Day is an easy way to donate to multiple organizations at once.”

Although she has recently moved to Chicago, Alison will continue to support 9to5 Colorado: “I want to continue my support in a key battleground state. It is important for Colorado to lead on these issues, as it is a testing ground for the rest of the country.”

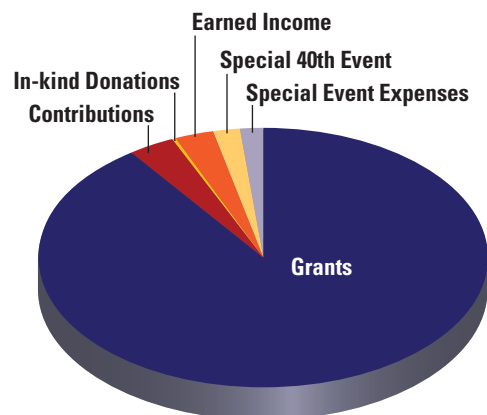


Financial Overview

for October 1, 2013 – September 30, 2014

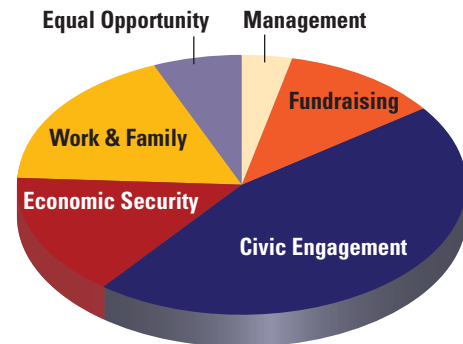
INCOME

Grants	\$ 1,470,185
Contributions	57,199
In-kind Donations	944
Earned Income	47,742
Special 40th Event	30,051
Special Event Expenses	- 25,963
Total Income	\$ 1,580,158



EXPENSES

Civic Engagement	\$ 59,769
Economic Security	179,307
Work & Family	717,226
Equal Opportunity	239,075
Management	282,219
Fundraising	97,171
Total Expenses	\$ 1,574,767



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Janet Wilson
Sarah Young
Erin Yourtz
JoCasta Zamarripa
Dace Zeps

Please accept our apologies if any errors have been made and contact us at 404-222-0001 so that we may make corrections.



Need Health Care?

9to5 is partnering with **Working America** and **Union Plus**, working with recommended licensed agents at **GoHealth** to guide you and your family through the insurance enrollment process and provide advice on your eligibility for tax credits and subsidies.

As a 9to5 member, by enrolling in a qualified health plan through the **9to5 Working America Health Care** program, you will also have access to several exclusive health-related member benefits, including a Health Advocate service* to help you coordinate your care, resolve claims, and answer questions about coverage.

You can also take advantage of **Union Plus Dental Care** discounts and vision care savings to expand your coverage and help make your health care affordable.

We encourage you to take advantage of this unique opportunity! 9to5 members can visit www.WorkingAmericaHealthCare.org/9to5 or call 1-888-228-5470 to find an insurance plan that fits your needs and your budget. (If you live in Oregon or Washington State, call 1-800-560-7114).

**Your eligibility for the personal health advocate service is based on your 9to5 membership and your completed enrollment in a qualified health plan through the 9to5 Working America Health Care program.*



Contact Us

For more information about becoming a member, call **404-222-0001** or visit **9to5.org**.

For information about job problems and workplace rights, call our Job Survival Helpline at **800-522-0925** or email **helpline@9to5.org**.

Stay connected with 9to5 and get updates!



Our mission is to build a movement to achieve economic justice, by engaging directly affected women to improve working conditions.

Our 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.

National Association of Working Women
207 E. Buffalo Street # 211
Milwaukee, Wisconsin 53202

