



NATIONAL
EMPLOYMENT
LAW
PROJECT

BUILDING A GOOD JOBS ECONOMY

IMPACT REPORT 2022 & 2023



NELP is dedicated to building Black and immigrant worker power, collectively shaping job conditions to ensure our communities rise together. Our vision of a good jobs economy means workers have economic security over a lifetime, equity is embedded into policies, and employers are held accountable.

Photo: The Awood Center

Our National Reach

255

We collaborated with 255 partners in 42 states, plus the District of Columbia and Puerto Rico.

We provided 857 technical assistance sessions to partners.

857

66

We built capacity with 66 worker centers.

We regranted over \$6.8M to 63 organizations advocating for workers.

**\$6.8
MIL**

Highlights



Photo: RaiseUpNY

The *NonProfit Times* recognized our Executive Director, Rebecca Dixon, as a Top 50 Leader in the 2022 Power and Influence List.



Photo: The Rockefeller Foundation

As a key member of the Raise Up New York campaign, we moved New York to raise the minimum wage, increasing pay for an estimated 1.8 million workers statewide.

NELP worked in coalition in New Jersey to help pass the strongest temp worker legislation in the country.

We Raised the Floor for Just Wages, Benefits, and Working Conditions

NELP developed a set of proposed performance standards for equitable access to unemployment insurance (UI) and launched the [UI Policy Hub](#) to support state campaigns.

We led the charge to get the U.S. Department of Labor (US DOL) to introduce a new and stronger overtime regulation.

We defended the US DOL's pending independent contractor rule and created a fact sheet clarifying its scope and approach.

We testified before Congress: recommending [permanent reforms to the UI system](#) and raising concern about the [harms of misclassifying workers](#).

We Built Worker Power



- ▶ We explored new ways to support worker centers: convening worker center lawyers and helping partners become multi-entity organizations in compliance with tax and labor laws.
- ▶ NELP provided in-depth capacity building to 66 worker centers, including legal advice, resources for worksite organizing, and campaign assistance.
- ▶ We worked with partners to launch [Project Hustle](#), a transformative organizing project in Southeast Louisiana that centers Black women, femmes, and queer workers.

We Strengthened Worker Protections

Based on our successful California model, NELP established a community-government collaboration with the US DOL to increase the [recovery of stolen wages](#), foster healthy and safe workplaces, and improve employer practices in high violation industries.

We played a critical role in the research, development, and passage of the Minnesota Warehouse Worker Protection Act.

We supported advocacy for and the implementation of deferred action protections for immigrant workers, including co-authoring a first of its kind [guide for worker advocates](#).

Following our report on retaliation in California, we spoke at legislative hearings for SB 497, a law we co-sponsored to expand protections for workers in the state.



Photo: New York Fund Excluded Workers Coalition

A Good Living

Amazon Can and Must Make a Middle-Income Livelihood Possible for the People Who Work in Its Warehouses

Fair Chance Hiring for Employers

Understanding the Importance of Fair Chance Hiring

The Right to Refuse Unsafe Work

Empowering Workers to Choose Life and Livelihood in an Era of Climate Change

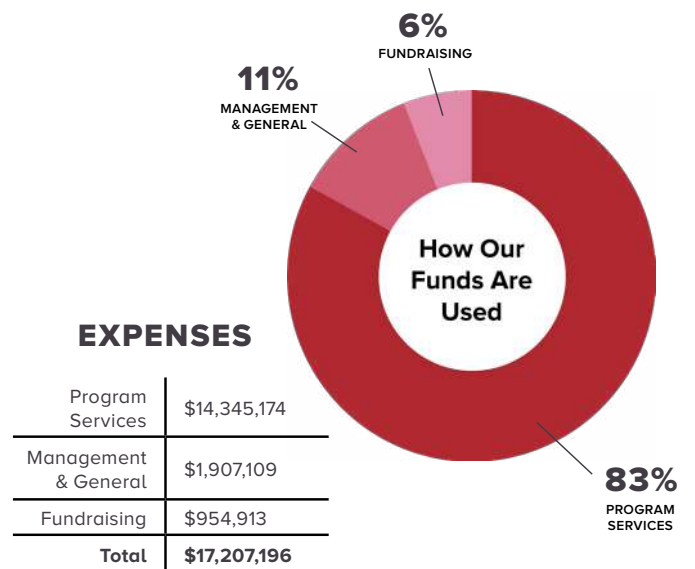
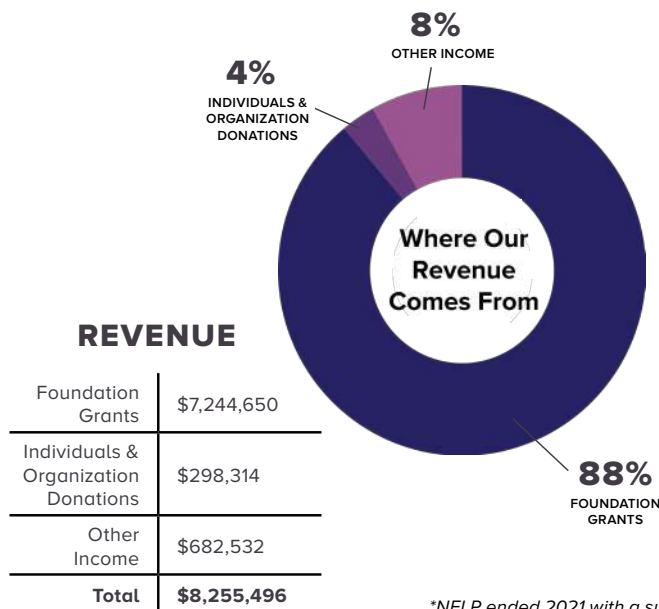
Shifting the Burden of Proof

Using Audit Testing to Proactively Root Out Workplace Discrimination

10-Year Legacy

The Fight for \$15 and a Union Movement

2022 Audited Financials



*NELP ended 2021 with a surplus, including multi-year grants not reflected above that covered expenses in 2022.

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NELP ESTABLISHED 1969