

# Strengthening Our Movement Together



*Photo credit: Missouri Jobs with Justice*

Across the country, workers and advocates are demonstrating extraordinary strength and resilience. During a year marked by federal rollbacks, an escalating cost-of-living crisis, and growing corporate influence, NELP defended hard-won workers' rights and advanced our affirmative vision for a good-jobs economy where all workers can thrive.

## 2025 Milestones

**29****policy wins**

We secured 29 policy wins for workers in collaboration with our national network of partners.

**75****worker centers**

We strengthened movement infrastructure by partnering and building capacity with over 75 worker centers.

**245****partners**

We collaborated with 245 partner organizations advancing worker justice across 41 states.

Charting  
our path to  
a good-jobs  
economy



*Photo credit: Los Deliveristas Unidos*

## Highlights

Credit: Sonia Guifansaca & Rommy Torrico

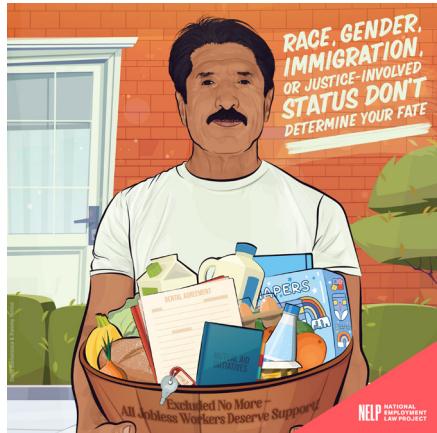


Photo credit: NELP



Credit: Sonia Guifansaca & Rommy Torrico



NELP NATIONAL EMPLOYMENT LAW PROJECT

### Responding to Federal Attacks

In response to mass firings of federal workers, we collaborated with partners to build the **Federal Workers Legal Defense Network**. We launched the **Worker Policy Watch** to monitor policy changes and share reliable information with advocates. NELP supported worker organizations navigating immigration enforcement actions at worksites and in communities.

Photo credit: AFGE



### Advancing Contracted Worker Justice & Corporate Accountability

NELP was a key partner in driver and delivery worker pay standard campaigns in Connecticut, Oregon, and New York City. We exposed corporate technology abuses in two groundbreaking reports, **When 'Bossware' Manages Workers** and **Delivering Precarity**, and led efforts to secure the introduction of the **Empowering App-Based Workers Act** in the U.S. House and Senate. The bill would require increased corporate transparency and impact millions of workers.

### Raising Wages

We supported minimum wage campaigns in 6 states and localities and will continue to **advance bold living wage campaigns** over the next several years. With the ongoing and worsening cost-of-living crisis, the need for states to move above a \$15 minimum wage is urgent. NELP also filed extensive comments opposing the federal rollback of homecare worker wage and overtime protections in coordination with allies.

## Amplifying worker voices

NELP's **Worker Voices** series features firsthand stories of workers and the courageous ways they're organizing to improve workplaces across the country.

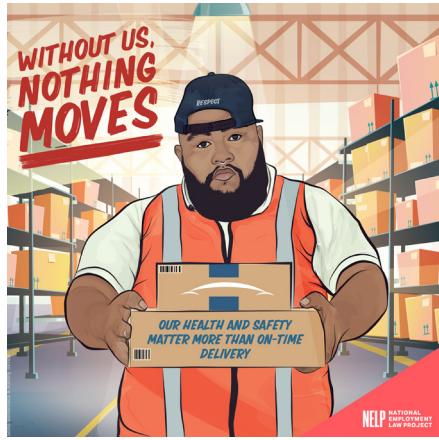
Our work was featured in *Business Insider*, *Fast Company*, *The Guardian*, *The Hill*, *Law360*, *Marketplace*, *The New York Times*, *Newsweek*, *USA Today*, *The Washington Post*, and many more.



Photo credit: Laborers Local 79



Credit: Sonia Guiñansaca & Rommy Torrico



## Strengthening Unemployment Insurance

We made significant progress with our unemployment insurance reform advocacy. In Virginia, we led a coalition to increase the UI benefit amount by \$52 a week for 4 million workers and helped expand UI to Amazon Flex workers. Additionally, we supported successful state campaigns in Washington and Oregon to secure UI for striking workers.

## Building Capacity with Worker Centers

We partnered with over 75 worker centers, strengthening a resilient ecosystem of movement organizations. We provided tailored legal and technical assistance, risk assessment, and convened spaces for peer learning. In addition to protecting worker centers from immediate threats, we supported organizational development, enhanced worker organizing through multi-entity structures, helped advance affirmative campaigns addressing issues in the restaurant and construction industries, and bolstered collaboration between worker organizations and state labor agencies.

## Advocating for Safe Workplaces

As climate change increasingly endangers worker safety across the country, we advocated alongside **worker and environmental organizations** in 9 states for workplace heat standards. We also supported the implementation and enforcement of the Warehouse Worker Injury Reduction Act in New York to keep warehouse workers safe.



## Fighting Workplace Discrimination

NELP worked closely with allies to strengthen Washington's fair chance hiring law, impacting the 1.3 million people estimated to have conviction or arrest records in that state. To understand and amplify retail worker experiences, **we surveyed more than 200 workers** across 10 unionized REI stores, with workers sharing examples of racial discrimination and inequities across the company.



## 2024 Audited Financials

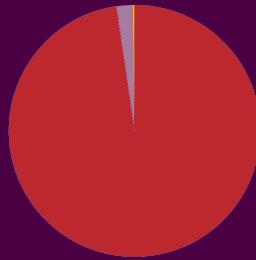
### Revenue

Grants and Contributions: \$6,125,992

Fee for Services: \$131,983

Other Revenue: \$13,538

**Total: \$6,271,513**



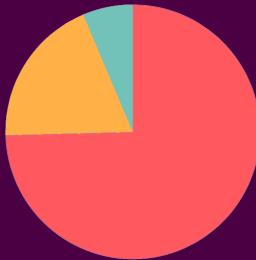
### Expenses

Program Services: \$9,832,414

Management and General: \$2,511,019

Fundraising: \$838,339

**Total: \$13,181,772**



*\*The revenue total does not include prior year revenue from multi-year grants used to cover 2024 expenses.*



*Photo credit: Colorado Independent Drivers United*

### Looking Ahead

In 2026, NELP will launch our 2026-2030 Strategic Plan, charting the path to higher pay and improved working conditions, expanded opportunity, stronger labor enforcement, and increased worker power – no matter the political environment.



*Photo credit: Amazon Teamsters, ALIGN NY*