Workplace Fairness is a nonprofit organization that provides information, education and assistance to individual workers and their advocates nationwide and promotes public policies that advance employee rights. The organization’s mission is to educate workers and their advocates about workplace rights and options for resolving workplace problems and to promote the position with policymakers, members of the business community, and the public that the fair treatment of workers is both good business practice and sound public policy.

We advance our mission through our website that serves as the #1 most comprehensive online resource for free information about workplace rights.

Make a donation today to Workplace Fairness. Check out our new video by clicking the image below!
Dear Friends,

This has been a difficult year, marked by the global COVID-19 pandemic that has forced many workers to adjust to a new normal. Out of necessity, people have learned to work effectively from home, while some have balanced child care and home schooling as schools across America closed to mitigate the spread of the virus. Other workers have faced devastating consequences from the pandemic, losing their jobs and filing for unemployment benefits for the first time and educating themselves on new federal and state regulations. We thank all the dedicated workers who risked their lives to help keep us safe and to ensure that essential institutions remained opened.

Workplace Fairness (WF) has been an anchor for workers nationwide since 1994 when Paul Tobias and I co-founded the organization. Since 2001, with its dynamic, award-winning website, WF has provided the #1 most comprehensive online source of free information about workplace rights and about resolving workplace problems. In addition, whether you are a worker or an employment lawyer, Workplace Fairness is on the front lines with you to advocate for fair and just workplaces!

Our wonderful staff has worked diligently this year to provide new resources, such as our COVID-19 and Voting Rights pages, and to update our discrimination and harassment pages as systemic racism is addressed in our country. Just visit our website to see all the amazing work we do. We are dedicated to educating workers about their workplace rights, how to enforce them, and when and how to seek help from an attorney.

Whether or not you’ve supported Workplace Fairness in the past, we deeply value every person who helps us advance our mission. Please make a donation today! Any amount helps, whether it’s $5 or $5,000; all donations are tax-deductible to the fullest extent of the law. The work we do is increasingly important, as workers adjust to these challenging times and fight for fairness and justice. We need your help to continue updating and expanding the content on our website and to implement our plans to upgrade our platform to ensure the best possible user experience. We need your help to provide our (paid) interns - new lawyers and law students - with hands-on work experience and exposure to worker’ rights issues, as we cultivate the next generation of advocates. And we would love your support for our new endowment that will help ensure the financial strength of our organization, so we can continue to advance our mission. Visit www.workplacefairness.org to make a donation today!

On behalf of our Board of Directors and staff, we thank you in advance for your contributions, and we wish you and your family a happy and safe holiday season!
Dear Friends,

This year has been transformative for Workplace Fairness! Thank you for doing your part in helping the organization through this journey. This year marked an important chapter in the organization’s history. Our dedicated staff has done an incredible job at expanding Workplace Fairness’ outreach while strengthening programs and services.

The upcoming year is a new beginning for us as an organization while also building upon the foundation that has sustained Workplace Fairness in the past. The organization has started the process of making significant improvements that will improve its ability to carry out its mission:

- **Website Improvements:** We are working to make substantial improvements to our website to make it even more user friendly to visitors which will improve the user experience.
- **Communications:** We are embracing newer forms of media such as video and creating strategic partnerships to enhance our ability to educate the public on workplace rights and to be a megaphone for the worker experience.
- **Web Services:** We are in the process of revamping our web services offerings for law firms and organizations that advocate for workers’ rights, including, but not limited to, increased exposure to increased lead generation and updating our attorney listings.
- **Volunteer Engagement:** We are reinvigorating our volunteer program by adding new ways for both lawyers and non-lawyers to contribute to the organization.

We are excited about how the new changes will help propel Workplace Fairness into a new chapter. The ultimate goal is to position Workplace Fairness as a recognized leader in the field of workers’ rights advocacy through the use of technology and worker engagement.

We look forward to your continued support in the new year!
We continue to see how important our workplace rights content is by our web analytics. Each year, more visitors come to Workplace Fairness to find information to learn how to ensure that their rights are protected. This year, we have had 3.3 million unique visitors to the Workplace Fairness website. Thank you to Midwest New Media, LLC for all of their support in maintaining our website.
The number of users in the months of March and November spikes due to our new content related to COVID-19 and voting rights, respectively.
AWARD-WINNING WEBSITE IS A VALUABLE ASSET

NUMBERS & STATISTICS

January - November 2020

5,050,963 = Total Page Views

331,982 Page Views
Voting Rights & Time Off Work

158,974 Page Views
Unemployment Amount

TO P PAGES & PAGE VIEWS

Each year, visitors come to Workplace Fairness to find information to learn how to ensure that their rights are protected.

The top page views relate to information about unemployment, medical privacy, and voting rights - as we provide relevant and timely content related to COVID-19 and other top workers' issues.

<table>
<thead>
<tr>
<th>Topic</th>
<th>Page Views</th>
</tr>
</thead>
<tbody>
<tr>
<td>Voting rights and time off work</td>
<td>331,982</td>
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<tr>
<td>Unemployment amount</td>
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<td>Final pay</td>
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<td>Workplace surveillance</td>
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<td>Drug testing and the workplace</td>
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</table>
Workplace Fairness serves as a resource for the media on all issues workers’ rights-related. Reporters and writers contact our staff, seeking expert commentary on workplace trends or employee rights for business, career, and/or labor stories. Since our inception in 1994, we have received compliments and mentions each year from some of the world’s most influential publications and writers. The *Economist, Christian Science Monitor, CNN, Smart Money, AARP, The New York Times,* and *The Washington Post* frequently mention and interview the thought leaders at Workplace Fairness.

Below is a sample of our recent media mentions for 2020. Click the titles to read the articles!

### What is Required of Employers on Election Day?
October 27, 2020 – *Ascentis*

### Can You Miss Work To Vote? Here Are The Details For Election Day
October 20, 2020 – *Elite Daily*

### Are You Entitled to Time Off From Work to Vote? Depends Where You Live
October 19, 2020 – *Fortune*

### Labor Law: Employers Should Communicate Policies on Time Off for Voting
October 18, 2020 – *Richmond Times Dispatch*

### How to Get Your Employer to Give You Election Day Off
October 10, 2020 – *The Ascent*

### How to Request Time Off to Vote
October 9, 2020 – *Pop Sugar*

### Gov. Andrew Cuomo Issues Executive Order Giving New Yorkers More Options For Voting In Presidential Election
September 8, 2020 – *CBS New York*

### More Employees with Health Conditions Demand Workplace Accommodations under the Americans with Disabilities Act
August 28, 2020 – *The Center For Public Integrity*

### More Companies Pledge to Give Workers Time to Vote
August 27, 2020 – *Star Tribune*

### What to Do If Work Calls You Back to the Office and You’re Not Ready to Go
August 12, 2020 – *Newsweek*

### Employed But Overworked: Working in a Pandemic
August 4, 2020 – *The Toggl Track*

### Could New Shutdowns, Lower Unemployment Benefits Drag Down the Hot Housing Market?
July 22, 2020 – *The Telegraph*
A major source of revenue for Workplace Fairness is providing website services through our 0123 Program to law firms and nonprofit organizations in the United States that represent workers. One program we offer consists of expanding a law firm’s web presence by providing them with our award-winning, syndicated workers’ rights content; another program consists of building a law firm’s website, including the syndicated content. Law firms support our mission by paying an annual fee for these services, and we are grateful for their commitment to protecting workers across America.

If you are an employment law firm or an advocacy organization interested in our web services, please contact us at office@workplacefairness.org!
Darnley D. Stewart has served as Vice President for Workplace Fairness since 2013. She is Of Counsel at Outten & Golden LLP in New York. As a former partner at that firm, she co-chaired the Discrimination & Retaliation Practice Group and the Lesbian, Gay, Bisexual, Transgender & Queer (LGBTQ) Workplace Rights Practice Group. Darnley is admitted to practice in New York and is a member of the American Bar Association, the National Employment Lawyers Association (“NELA”) and its New York affiliate (“NELA/NY”).

Frederick M. Gittes is Vice President of the Board of Workplace Fairness and has been with the organization for 16 years, lending his expertise in both employment law topics and board leadership. He is former president of the National Employment Lawyers Association and the Ohio Association for Justice. He was appointed Chair of the Civil Rights Committee of the Ohio State Bar Association for five years and elected Chairperson of the OSBA’s Labor and Employment Law Section. He has been selected by his peers for inclusion in Best Lawyers in America for over twenty years, in areas of practice including Employment Law, First Amendment Law and Communications Law. Fred has been honored in Ohio Super Lawyers for over a decade, including selections as one of the top 100 lawyers in Ohio and top 50 in Columbus.

Wayne N. Outten is the President and one of the founders of Workplace Fairness, formerly known as the National Employee Rights Institute and has remained involved in various capacities since 1994. Wayne has committed himself, through Workplace Fairness and many other organizations, to advocating for workers’ rights nationwide. Wayne is the Founder and Chair (and former Managing Partner) of Outten & Golden LLP. His practice focuses exclusively on representing employees. He co-chairs the firm’s Executives and Professionals Practice Group. His practice focuses on representing senior employees and professionals in all aspects of employment, including negotiation of employment, compensation, severance, expatriate, and secondment agreements. His notable recoveries include $12 million in a discrimination/retaliation case, $18.9 million in a breach-of-contract case, and $72.0 million in a compensation case.

Walt Auvil is another long-time member of the board and supporter of Workplace Fairness. He is the current Managing Attorney of The Employment Law Center, PLLC, since 1989. His practice is focused on representation of employees in employment-related litigation. He was Law Clerk at the West Virginia Supreme Court of Appeals from 1981 to 1983. Publications include Employment at Will, A State-by-State Survey. Walt is also Chair, WV State Bar Employment Law Committee of the West Virginia State Bar.
Heidi M. Allison is a leading authority in the career and employment arena, serving on the Workplace Fairness board for the last 10 years. She has 17 plus years of expertise in developing sustainable businesses and websites, and has combined her Internet and strategic communications experience with her desire to help those in professional need with their employment and travel-related issues. While she has counseled countless world-class clients in their efforts to build and enhance beneficial relationships with their respective publics, Heidi sees Workplace Fairness as a critical organization receiving a vast amount of media inquiries due to their extraordinary mission. She currently manages several firms including Allison & Taylor, Inc. The Career Company, CruiseCompete and Shane PR. She is an accomplished author, international consultant and avid traveler who is a recognized expert on the subject of eco-tourism.

Fran Rudich serves on the board for Workplace Fairness, lending her unique expertise in employment law, particularly in the class action arena. Fran concentrates her practice in complex litigation and class action matters, with a particular emphasis in representing employees in all aspects of employment law, particularly sexual harassment, various issues of discrimination, and cases involving violations of the Family and Medical Leave Act (FMLA), the Fair Labor Standards Act, and state wage and hour statutes. Fran has been the lead attorney in numerous multi-million dollar employment discrimination jury verdicts against major national entities and corporations.

Shannon Rusz is a practicing attorney in Maryland and has been affiliated with Workplace Fairness for many years in various capacities. In addition to her law practice she was on the staff of Workplace Fairness for five years, helping to grow the organization and reach the workers that can use our services. Shannon believes that workers need and deserve access to free, easy to ready information about their rights in the workplace. As a member of the board she hopes she can help to expand the reach of WF’s services and continue helping workers across the country.

Shireen Mitchell offers Workplace Fairness her expertise as a non-profit board member, as well as in digital communications and social media. She is an award winning technological woman of color, founder, author, speaker, social entrepreneur, nonprofit leader, advocate, diversity analyst, and a political, digital & social strategist. Shireen is a native New Yorker who spent time playing video games, and designing BBS boards and gopher sites before the Web went worldwide. Shireen has served as a nonprofit board member for over a decade. She is currently on the boards of Workplace Fairness, Center for Partnership Studies, and Chair of the National Council of Women's Organizations.
Workplace Fairness has volunteer opportunities available for you! We welcome individuals interested in board service or serving on our Advisory Council. We also select law students each semester from colleges and universities across the country to gain hands-on work experience and exposure to workers’ rights issues through internship and externship program. Please visit our website to learn more!

Barry Seng brings his expertise in development, digital strategy, and youth outreach to Workplace Fairness. Barry currently works as a Business Transformation Consultant at EY, helping clients solve their pressing needs to better serve their customers. Barry has experience officiating microgrant programs, revamping organizations’ digital strategies, and connecting youth advocates with resources and organizations. Barry graduated from the University of North Carolina at Chapel Hill with a Bachelor of Science in Business Administration and Minors in Spanish and Art History. At Workplace Fairness, Barry plans to expand programming and resources, connect with labor rights activists, and support workers.

Rebecca M. Hamburg is the founder and principal consultant for Rebecca Hamburg Consulting. Through strategic planning, workshops, and project management support, Rebecca enables both nonprofits/foundations to be change agents. She assists grant makers in understanding how they can support and engage in advocacy and other nonprofits to engage their communities in public policy efforts through an understanding of federal tax and election law. Recognizing that systemic change is a long-term investment, Rebecca emboldens nonprofits to put their vision into action by developing goals to maximize their capacity to serve as change agents. She supports organizations to design, develop, analyze, and evaluate programs, projects, and activities through setting specific goals and meeting criteria for success.

Grant P. Thompson provides advice and guidance to the board and leadership of Workplace Fairness based on his 50-year career combining practice of law, nonprofit leadership, board membership, and executive coaching. A graduate of Oxford University and Yale Law School, he has served as Chair of the Board of Trustees of Sidwell Friends School, Executive Director of the League of Women Voters of the United States, and coach to the head of a Fortune 50 corporation. An active member of the Religious Society of Friends (Quakers), he provides his services to Workplace Fairness at no cost as part of giving back in gratitude for a good life.
THANK YOU TO OUR NATIONAL STAFF

Edgar Ndjatou
Executive Director

Carole Bernard
Administrative and Development Director

Jamie LeBrun
Communications Coordinator

Alexis Cook
Administrator

CONNECT WITH US

We invite you to connect with Workplace Fairness by signing up for our newsletter and visiting our social media sites!

Please take a moment and visit our pages and and "Like" or "Follow" us by clicking on the icons above. We look forward to bringing you lots of great information and keeping in touch. We hope you will comment on our posts, ask questions and share our content with your friends and family who would benefit from the information.

You can help us spread the word about WF with your network and a broad audience! We ask that you use these hashtag suggestions when sharing posts: #WorkersRights #WorkerAdvocacy #Workers #EmployeeRights #EmploymentLaw #WorkplaceRights #WorkerCommunity.

Mail Your Donation & Contact Us at:
Workplace Fairness
P. O. Box 47435
Forestville, MD 20753
202-350-0569
office@workplacefairness.org
**FINANCIAL INFORMATION**

**FY 2019 REVENUE:** $202,492

- Advertisement: 45.6%
- Website Services Program: 37.8%
- Donations: 16.6%

**FY 2019 EXPENSES:** $199,989

- Program - Website: 64%
- Administrative: 27.1%
- Legal Interns: 8.9%

*Financial Information Available Upon Request*