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**WORKERS' RIGHTS**  
**INVITATION ONLY APPLICATION**

***Proposals must be received no later than 5 p.m. EST on August 12, 2024***

**Overview and Eligibility**

Documented and undocumented workers in New York are covered by federal, state, and local employment and labor laws. Yet employers often violate these worker protections—from federal safety mandates and state wage and hour protections to local laws governing sick leave. An estimated 2.1 million New Yorkers are victims of wage theft annually, losing a cumulative \$3.2 billion in wages and benefits. Disproportionately, the victims are immigrants and workers who are paid in cash. Many workers are unaware of their rights or fearful of retaliation if they speak out. Language and cultural barriers also make it difficult for immigrant workers to protect their interests.

In recent years, advocates have won increased protection for workers, including the HERO Act, which gives workers the right to form workplace safety committees to address dangerous conditions, and a new city minimum wage law that guarantees delivery workers almost \$20 before tips. Immigrant groups also are organizing their peers to advocate for increased job protections and have designed effective know-your-rights and training programs in fields from cosmetology to construction. With the recent arrival in the city of more than 180,000 migrants, many of whom are destitute, all immigrant workers need to know their rights to avoid exploitation.

The New York Community Trust is pleased to invite proposals from six nonprofits fighting to protect the employment rights of workers. The review and selection process will be competitive, and some groups may not receive funding. This invitation is open to the following organizations:

- Adhikaar
- African Communities Together
- New Immigrant Community Empowerment
- La Colmena (aka Staten Island Community Job Center)
- Worker's Justice Project
- One Fair Wage

**Grantmaking Focus**

We recognize the role nonprofits play in preparing immigrants to work as well as ensuring that workers are treated fairly on the job. Through this Request for Proposals (RFP), we seek proposals consistent with one or more of the following goals:

1. Preparing immigrants for high-quality occupations.
2. Designing new or re-designing existing training to meet the needs of workers.
3. Addressing income inequality, especially for very low wage workers.
4. Ensuring that workers know their rights, can organize to improve industry conditions, and have access to assistance when they fall victim to employment violations.

### **Submission Dates and Review Criteria**

1. Project proposals will be evaluated on a competitive basis using the following criteria:
  - a. clarity of project description;
  - b. potential to empower workers to avoid workplace mistreatment and address such mistreatment if it occurs;
  - c. consistency with the grantmaking focus described above.
2. All proposals must be submitted electronically through The Trust's Grant Portal and are due by 5:00 pm (EST) on Monday, August 12, 2024.
3. Grant will range from \$100,000 to \$125,000 for two years (\$50,000 to \$62,000 per year) for projects beginning December 2024.

### **Submission Materials**

Each submission must include:

1. A narrative, no more than five pages in length, including:
  - a. Organization(s) involved (proposals may include subgrants to allied nonprofits);
  - b. Summary of mission, history, and record of accomplishment;
  - c. Description of proposed project, major project activities, and project goals;
  - d. Description of intended impact;
  - e. Plan for measuring and evaluating outcomes; and
  - f. Plan for sustaining the project beyond the grant period.
2. A project budget listing personnel, program, and administrative expenses and sources of revenue, including foundation, government, and corporate funders. Please specify the name and amount of each revenue source and whether the grant award is secured or pending. Project budgets may include expenses for direct lobbying only. We cannot support grassroots lobbying at this time.
3. A current operating budget.

4. A list of the Board of Directors.

### **Submission Process**

1. Combine items 1-4 listed in the Submission Materials section into a single PDF no more than 25 MB. Save the file using the naming format “Organization Name.pdf”.
2. Complete a [Cover Sheet](#) for the New York City: Workers’ Rights (Invitation Only) RFP and upload the combined PDF.
3. Once uploaded, check the certification box at the end of the cover sheet and click submit. You will get an email confirming the proposal has been received. This email will include—as a PDF attachment—the Cover Sheet you just completed. The email will be sent to the email address entered in the “Information about Person Completing this Form” field on the Cover Sheet.
4. Please note that The Trust’s communications about the result of your submission will be by email, whether notification of a decline or grant. Please add [noreply@thenytrust.org](mailto:noreply@thenytrust.org) to your address book so important communications do not get caught in spam filters.

Applications must be uploaded by 5 p.m. ET on Monday, August 12. Grant decisions will be announced in winter 2024. Please direct all questions to Roderick Jenkins ([rjenkins@thenytrust.org](mailto:rjenkins@thenytrust.org)) or Eve Stotland ([estotland@thenytrust.org](mailto:estotland@thenytrust.org)).