

Membership Guide

Who We Are

CWC is the national association of U.S. employers committed to effective labor and employment compliance, lawful diversity and inclusion efforts, and the sensible regulation of the U.S. workplace.

Our members are leading employers in workplace compliance, risk management, and diversity and inclusion. They employ millions of workers in the United States – and even more globally – and include Fortune 500 companies, educational institutions, and nonprofit businesses from every major industry and economic sector.

For more than 40 years, CWC has served our members by providing practical research, analysis, and guidance on the key issues affecting workplace compliance and risk, including pay equity, federal contracting rules, equal employment opportunity, workplace immigration, joint employment, state standards, talent acquisition, labor relations, worker classification, and workplace harassment.

These member employers count on CWC to help them better understand and manage compliance and risk, to support their development of fully compliant D&I programs, and to advocate on their behalf for sensible workplace rules and requirements.

CWC members are represented in the association by their senior-level HR leaders, in-house employment counsel, ethics and compliance officers, D&I executives, talent acquisition professionals, and compensation principals. They are served by an experienced team of labor and employment attorneys, policy analysts, compliance specialists, and member services professionals strategically headquartered in Washington, DC.

OUR MISSION

- **Help members understand and manage their workplace compliance requirements and risks.**
- **Facilitate the exchange of practical solutions to common compliance and diversity challenges.**
- **Advance the sensible and efficient regulation of the U.S. workplace.**

CWC's membership is a networked community of employers representing all major U.S. industries and economic sectors, including:

Aerospace	Hotels, Restaurants and Leisure
Apparel	Household Products
Business Services	Industrials
Chemicals	Materials
Construction	Media
Education	Motor Vehicles and Parts
Energy	Non-Profit
Engineering	Retailing
Financials	Technology
Food and Drug Stores	Telecommunications
Food, Beverages, and Tobacco	Transportation
Healthcare	Wholesalers



“hard to imagine doing this job without the practical guidance they provide”

Director, Employment Law and HR Compliance at a Fortune 100 Aerospace and Defense Company

Member Benefits

CWC's member employers have access to a comprehensive suite of resources for managing workplace compliance and risk, including:



Practical Tools and Templates – to streamline and simplify compliance and diversity tasks.



Accurate Information and Analysis – to stay informed on changing requirements and risks.



Proprietary Best Practices and Benchmarks – to learn from proven strategies and tactics.



National Network of Peers – to connect with fellow HR leaders, in-house employment counsel, compliance professionals, and diversity practitioners.



Comprehensive Education and Training Programs – to keep on top of important legal and compliance requirements.



Ready Access to Subject Matter Experts – to talk through situations involving regulation, policy, enforcement, risk management, D&I, best practices, or anything else related to workplace compliance, diversity, and risk management.

WEEKLY MEMOS

CWC's weekly memos analyze and explain the latest regulatory, legislative, judicial, and policy developments affecting employer compliance and diversity programs. Written in plain English and always with a practical perspective in mind, our memos help members filter out the noise and focus on what's most important, zeroing in on *what* needs to be done, and *when*, to effectively manage compliance and risk.

TOOLS AND TEMPLATES

Having served thousands of members over the course of more than 40 years, CWC has curated hundreds of policies, procedures, checklists, forms, and tools to help our members implement effective compliance and diversity programs. Accessible through a dedicated section of our website or via our secure online member community, these tools and templates save our members time and resources and help them stay current on emerging best-in-class practices.

ADVOCACY

CWC serves members in the public policy arena by filing friend-of-the-court briefs in important employment-related cases and by submitting written comments on major regulatory proposals. Our briefs and comments have established CWC as a highly credible advocate for sensible workplace regulation. CWC members also benefit from the access our staff have to policymakers, regulators, and other government officials who influence workplace regulation and enforcement.

Member Benefits

CWC'S DATA CENTER

CWC members have online access to an expanding array of compliance and diversity benchmark data, including:



Workforce Demographics – chart and graph demographic diversity data from the U.S. Census Bureau, the U.S. Equal Employment Opportunity Commission, and the U.S. Departments of Labor and Defense.



Educational Attainment Demographics – research and analyze college and university graduate diversity data collected each year by the U.S. Department of Education, including detailed statistics on the race, ethnicity, and gender demographics of the nation's graduates by degree, award level, and even specific educational institution. Need help finding specific schools graduating certain demographic groups with specific degrees? Our Graduate Diversity Finder tool can help.



State Standards – use our interactive map to identify the latest state-specific workplace requirements, including paid leave, minimum wage, pay equity, overtime, and credit and salary history bans.



Enforcement Agency Performance – access data on the enforcement, charge, audit, and resolution activities of workplace regulators including the U.S. Equal Employment Opportunity Commission, and the U.S. Department of Labor.

CONNECT

CWC COLLABORATION CENTER

Benchmark and share ideas with fellow CWC member employers anytime through Connect, our members-only online collaboration center. Set your preferences on the topics you'd like to stay on top of and let Connect and your fellow CWC members take care of the rest.

MEMBER ASSIST

Through our *MemberAssist* service, members have access to CWC's team of subject matter experts to talk through situations involving regulation, policy, enforcement, risk management, diversity and inclusion, best practices, or anything else related to compliance, diversity, and risk management.



"MemberAssist alone is worth the price of membership, like having a team of compliance experts on call when we need them"

Senior Employment Practices Manager at a Fortune 1000 Health Care Company

Conferences

FOR CWC MEMBERS ONLY



CWC's members-only Policy Conference features briefings from senior-level enforcement officials, policymakers, and industry experts on the major focus areas of workplace regulators, including fair employment, wage and hour, contract compliance, diversity, immigration, labor relations, and state standards.



Reserved exclusively for members, CWC's Compliance Conference delivers practical solutions to everyday workplace compliance challenges, and features session led by attorneys, policy analysts, and CWC members experienced in designing, implementing, and defending workplace compliance, D&I, and enterprise risk management programs.

FOR CWC MEMBERS AND NON-MEMBERS



Open to both members and non-members, CWC's Talent Acquisition Compliance Summit brings together recruiters, talent acquisition managers, compliance practitioners, and in-house employment counsel to discuss practical strategies for managing talent acquisition compliance requirements and risks.



"an association powered by practicing lawyers and consultants with actual, 'real-world' experience"

EEO Compliance Manager at a Fortune 500 Energy Company



"our membership keeps us connected with best-in-class employers; the benchmarking and networking are invaluable"

Sr. Director, Employee Relations at a Fortune 50 Health Care Company

Education & Training

CWC offers a comprehensive curriculum of online, classroom, and customized training solutions to help employers deliver practical compliance training when, where, and how they need it.



ONLINE LEARNING

Our online curriculum provides flexible and cost-effective solutions to compliance training requirements.



CLASSROOM COURSES

Our classroom-based courses offer participants a focused, collaborative, and personal training experience.



CUSTOMIZED TRAINING

Our customized training solutions meet each employer's content, modality, and location requirements.



Our CIA "micro-learning" series features brief, interactive programs to help employees understand their compliance responsibilities. All CIA courses can be completed in less than 20 minutes using a computer, tablet, or mobile phone.

CERTIFICATION

Many of CWC's courses have met the HR Certification Institute's criteria to be pre-approved for recertification credit. CWC is also recognized by SHRM to offer professional development credits for SHRM-CPS® and SHRM-SCPM®.

For additional information on CWC's Education and Training offerings, call 202-629-5655 or email info@cw.org.



"an amazing organization that goes above and beyond to support us in any way they can"

Director of EEO and Affirmative Action at a \$20+ Billion Professional Services Firm

Membership Eligibility

CWC is a national nonprofit workplace compliance association whose member employers represent all major U.S. industries and economic sectors, including for-profit corporations, nonprofit organizations, and educational institutions.

Law firms, consulting firms, and other organizations providing workplace legal and compliance services are not eligible for membership.

CWC membership is organizational, meaning that all of a member employer's HR generalists and discipline specialists (compensation, talent acquisition, compliance, EEO/AA, diversity and inclusion, training and development, etc.), labor and employment attorneys, and other staff can be registered to access and take advantage of membership benefits, services, and privileges. Nonprofit organizations and educational institutions that elect to pay CWC's discounted nonprofit membership fee (available to certain nonprofit organizations) may designate up to three (3) staff members for access to membership benefits, services, and privileges.

CWC's bylaws require that all new members be approved by the Association's Board of Directors.

DUES

CWC annual membership dues are fully deductible as an ordinary and necessary business expense.

Regular Membership Rate: \$13,500

Non-Profit Membership Rate: \$7,500

First-year dues are prorated to reflect the member employer's first full month of membership. Renewals are billed annually in the 4th quarter for the next calendar year.

QUESTIONS?

For additional information about CWC, call **202-629-5655** or email **info@cw.org**.



"CWC consistently makes the complicated simple"

Diversity and Compliance Director at a National Engineering & Construction Firm



“a credible, persuasive, and unified voice for the employer community”

Senior Vice President and Chief Diversity Officer
at a Fortune 1000 Food and Beverage Company



“our legal, D&I, talent acquisition, and compensation departments all take advantage of CWC’s benefits and services”

Director of AA/EEO Programs at a
Fortune 100 Transportation Company



CENTER FOR
WORKPLACE
COMPLIANCE

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