

FAMILY VALUES @ WORK

is celebrating

14 YEARS OF WINS!



Congratulations,

**2017 FAMILY VALUES @ WORK
GAMECHANGER AWARDEES:**

Policy Champion
**REP. MAXINE
WATERS**

Culture Champion
KY DICKENS

Business Champion
**MOLLY MOON
NEITZEL**

Labor Champion
**UNITED FOOD AND
COMMERCIAL
WORKERS**

Community Partner
**MI FAMILIA
VOTA**

Worker Activist
**BARBARA
TUNSTALL**



MAINE extends unemployment insurance to include part-time workers



WASHINGTON introduces a bill for minimum paid leave for illness, family care, bereavement, or vacation



CALIFORNIA launches the country's first paid family leave program



MAINE passes the Act to Care for Families expanding use of paid sick time to care for sick family members





SAN FRANCISCO wins the country's first paid sick days law at the ballot



WASHINGTON amends state FMLA to protect workers in the state from threatened federal rollbacks in FMLA rules.

WASHINGTON reintroduces a bill for minimum paid leave for illness, family care, bereavement, or vacation



MAINE expands FMLA to allow for intermittent leave and to include domestic partners and their children

WASHINGTON passes the Family Leave Insurance Act





NEW JERSEY wins Family Leave Insurance



WASHINGTON, DC wins the
Accrued Sick and Safe Leave Act



MILWAUKEE wins Paid Sick Leave at the ballot
(later overturned by state preemption law)



COLORADO passes Workplace
Accommodations for Nursing Mothers



MAINE expands FMLA to cover siblings



PHILADELPHIA passes unpaid
domestic violence leave



WASHINGTON appropriates general
funds for the start-up of their
Family Leave Insurance program
(implementation frozen when economy collapsed)





COLORADO passes unemployment insurance reforms covering more part-time, women and low-wage workers

COLORADO passes Parental Leave Act allowing use of FMLA leave for school activities



GEORGIA expands unemployment insurance to include part-time workers

NORTH CAROLINA introduces the Healthy Families and Healthy Workplaces Act and holds the first legislative committee hearings in the South on earned paid sick days legislation



ILLINOIS introduces the Healthy Workplaces Act

WISCONSIN expands definition of family under FMLA to include domestic partners and parents-in-law



WASHINGTON expands the Family Care Act allowing use of any paid leave to care for domestic partners in addition to children, spouse, parents, and grandparents

2010



NORTH CAROLINA appoints a Joint Select Committee on Work and Family Balance with a broad agenda including earned paid sick days, FMLA expansions, and family leave insurance

2011



CALIFORNIA wins health insurance coverage for women while on pregnancy disability leave

CONNECTICUT wins the country's first statewide paid sick days law

PHILADELPHIA passes earned sick days; two votes shy of overturning mayoral veto

PHILADELPHIA adds earned sick days to its city's minimum wage and benefits standard



WISCONSIN State Court upholds Milwaukee's Paid Sick Leave Ordinance

SEATTLE wins paid sick days



ORANGE COUNTY runs the first successful campaign to collect enough petitions to put paid sick days on the ballot

LONG BEACH wins living wage and paid sick days for hotel workers at the ballot



MICHIGAN introduces paid sick days bill for the first time





2013



CALIFORNIA expands Paid Family Leave to include care for additional family members

CALIFORNIA wins workplace accommodations and job protection for victims of domestic violence



VERMONT wins the country's first "Right to Request" flexible work arrangement law

SAN FRANCISCO passes a "Right to Request" Family Friendly Workplace Ordinance



COLORADO passes, with bipartisan support, the Family Care Act bill expanding FMLA coverage to domestic partners and civil unions

CONNECTICUT stops bills threatening to weaken its paid sick days law



MINNESOTA expands its Parenting Leave Act allowing those with paid sick days to care for additional family members

WISCONSIN stops efforts to weaken FMLA



GEORGIA's Family Care Act allowing those with paid sick leave to care for a sick child passes, with strong bipartisan support, House committee for the first time

MICHIGAN stalls a paid sick days preemption bill



MARYLAND introduces paid sick days bill for the first time

VERMONT establishes a paid family leave study committee



CONNECTICUT establishes a task force to study family medical leave insurance

NEW YORK CITY wins paid sick days, overriding a mayoral veto



PORTLAND wins paid sick days

PHILADELPHIA passes earned sick days and paid domestic violence leave for the second time, one vote short of overturning a mayoral veto



RHODE ISLAND wins Temporary Caregiver Insurance, the first state to win job protection for all leave-takers



WASHINGTON blocks four bills threatening to diminish family-friendly workplace policies



NEW YORK CITY wins the Pregnant Workers Fairness Act



JERSEY CITY wins paid sick days



MASSACHUSETTS' all-volunteer canvass collects 250,000 signatures to put Earned Sick Time on the ballot in 2014



MASSACHUSETTS' State Senate passes bill to expand maternity leave into parenting leave



NEW JERSEY passes Safe Act extending job-protected unpaid leave to victims of domestic violence and sexual assault



VERMONT launches statewide paid sick days campaign



ILLINOIS considers a municipal earned sick time campaign



WISCONSIN introduces Pregnant Workers Fairness Act with bipartisan support



SEATAC wins \$15 minimum wage and paid sick days for airport and hospitality workers



Bills to expand and fund FMLI and for statewide sick and safe leave pass **WASHINGTON** House Labor committee





SAN DIEGO passes paid sick days



CALIFORNIA passes a paid sick days bill covering 6.5 million workers



OAKLAND passes Measure FF—\$12.25 minimum wage and 5 to 9 paid sick days



LOS ANGELES increases minimum wage to \$15.37 for hotel workers and provides up to 12 paid sick days



SAN FRANCISCO Board of Supervisors/City Council votes unanimously to pass the Retail Workers Bill of Rights—Predictable Scheduling



COLORADO introduces the FAMLI Act, a family and medical leave insurance bill, which passes the Senate State Affairs Committee



CONNECTICUT becomes the first state to raise the minimum wage to \$10.10 by 2017

CONNECTICUT task force studies and issues a report on paid family leave



CONNECTICUT research on paid sick days law shows it is working and not negatively impacting businesses



WASHINGTON, DC expands paid sick days law to include tipped workers and wins \$11.50 minimum wage



WASHINGTON, DC begins providing 8 weeks paid family leave to 30,000 local government employees



WASHINGTON, DC approves \$150,000 to fund 2 positions in the Department of Employment Services to enforce paid sick days expansion



WASHINGTON, DC'S Department of Employment Services is awarded \$96,281 from the US Department of Labor to study the benefits of a paid family and medical leave program



FLORIDA passes non-enforceable earned sick time in Orange County with 64% of vote



GEORGIA introduces Family Care Act with bipartisan support; will allow workers to use earned sick time to care for family members



CHICAGO City Council passes increase in minimum wage, including coverage for domestic workers, starting at \$10 in July and rising to \$13 in 2019, followed by a COLA



CHICAGO City Council introduces earned sick days ordinance; question asking whether voters support it will be on the February municipal election ballot



ILLINOIS passes pregnancy fairness law for reasonable, temporary accommodations



MAINE defeats a “Right to Work” proposal

MAINE defeats An Act to Protect Religious Freedom, which would have allowed employers to claim exemption from state laws on the basis of religious beliefs



MARYLAND’s Earned Sick and Safe Leave Act is introduced with 66 House and 19 Senate co-sponsors



MONTGOMERY COUNTY Earned Sick and Safe Leave bill is introduced



MASSACHUSETTS Governor Deval Patrick signs minimum wage increase to \$11/hour by 2017, recognizes Raise Up Massachusetts’ work as critical to the bill’s passage



MASSACHUSETTS ballot initiative on earned sick time wins decisively thanks to the work of more than 250 organizations and hundreds of business leaders



MASSACHUSETTS’ Department of Labor Standards is awarded \$117,651 to study the benefits of paid family and medical leave programs



MICHIGAN puts a minimum wage increase on the ballot, thanks to the Raise Michigan Coalition, and the legislature raises the minimum wage to \$9.25 over several years, with indexing



MICHIGAN State House introduces a paid sick leave act



MICHIGAN State Senate introduces a predictable scheduling bill



MINNESOTA passes Women's Economic Security Act, expanding the use of earned sick time to include caring for sick grandkids or in-laws and dealing with stalking and sexual/domestic violence



MINNESOTA House and Senate committees pass statewide Earned Sick and Safe Days bill



MINNESOTA makes it illegal to penalize workers for using the paid sick time they earn



MINNESOTA state FMLA allows new parents to take 12 weeks of unpaid leave, up from 6



MINNESOTA requires employers to provide reasonable accommodations for pregnant and nursing employees



NEW JERSEY passes Pregnancy Discrimination Act



NEW JERSEY earned sick days bill is voted out of Assembly Labor Committee



NEWARK, PASSAIC CITY, EAST ORANGE, PATERSON and **IRVINGTON TOWNSHIP** pass earned sick days ordinances



TRENTON & MONTCLAIR pass paid sick days ballot measures



NEW YORK CITY Pregnant Workers Fairness Act goes into effect February 1



NEW YORK CITY Council passes expanded paid sick time law proposed by Mayor Bill de Blasio and Council Speaker Melissa Mark-Viverito



NEW YORK STATE Paid Family Leave Insurance passes the Assembly by overwhelming 89 to 44 vote



NORTH CAROLINA recruits business owners to testify at hearing on paid leave held by Senator Hagan



DURHAM launches voluntary living wage employer certification campaign; wage levels specified reflect whether or not employer provides paid leave



EUGENE City Council passes a paid sick days law covering all who work for area employees



PORTLAND rolls out paid sick time ordinance with help from Coalition



PENNSYLVANIA coalition stops a bill that would block local paid sick days laws



PHILADELPHIA mayor launches Paid Sick Days Task Force with goal of passing legislation



RHODE ISLAND passes pregnancy accommodations legislation on the Senate floor



RHODE ISLAND is awarded \$161,417 from the US Department of Labor to study the benefits of a paid family and medical leave program for the state



RHODE ISLAND Temporary Caregivers Insurance goes into effect



PROVIDENCE & CENTRAL FALLS pass ordinances to strengthen protections for pregnant women



VERMONT Legislative Study Committee produces recommendations for a paid family leave program



VERMONT Earned Sick Days bill is introduced in House with 35 sponsors; Senate bill with 10 sponsors; passes House Committee on General Housing and Military Affairs



WASHINGTON Paid Sick and Safe Leave bill passes the State House



WASHINGTON coalition stops bill in the Senate that would block local wins on paid sick days and minimum wage



SEATTLE City Council includes funds in 2015 budget to implement paid parental leave for city employees (following recommendations of the Gender Pay Equity Task Force)



SEATTLE City Council approves funds for new labor standards enforcement division to strengthen enforcement of paid sick and safe leave and minimum wage laws



MILWAUKEE Council increases city living wage from \$9.59 to \$10.10 in September and in March 2015 will raise it to \$10.88



MILWAUKEE Raise Up MKE coalition wins living wage at county level for contract employees and stops a preemption bill from being introduced at the state level

MILWAUKEE “Ban the Box” campaign is organizing to remove “Have you ever been convicted in the courts?” from employment applications within the city



LOS ANGELES passes a bill to raise the minimum wage to \$15 over several years

EMERYVILLE passes minimum wage and paid sick days

Bill to expand **CALIFORNIA** FMLA job protection to more workers passes, but Governor Brown vetoes

CALIFORNIA passes a bill extending job protection to parents facing a child care emergency or in-person sign-up

CALIFORNIA paid sick days bill is implemented in July



OAKLAND City Council approves funding for community-based outreach and education on paid sick days and minimum wage laws



The **COLORADO** FAMLI Act is introduced in the Colorado House of Representatives and passes three key House committees.



COLORADO House of Representatives passes the Parental Involvement Act (time off for parents to attend school activities)



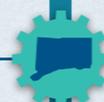
COLORADO House of Representatives passes a bill allowing municipalities to increase their minimum wages



CONNECTICUT legislature introduces a paid family medical leave insurance bill in the Joint Committee on Labor and Public Employees



CONNECTICUT receives a Department of Labor \$140,000 grant to create an implementation plan for FMLI



CONNECTICUT legislature stops a bill for tax credits to employers offering paid family leave



WASHINGTON, DC public sector workers become eligible to receive eight weeks of fully paid family leave.



WASHINGTON, DC'S Wage Theft Prevention Amendment Act of 2014 goes into effect



WASHINGTON, DC'S minimum wage goes up to \$10.50



A majority of the **WASHINGTON, DC** City Council introduces The Universal Paid Leave Act of 2015, up to 16 weeks of paid family and medical leave



The coalition in **ORLANDO** introduces paid sick days language in living wage policy for city employees and contractors



MIAMI-DADE County Commission passes an ordinance reflecting CEDAW principles to improve status of women and girls



MIAMI area women's commissions pass resolutions urging the County Commission to support the Healthy Families Act and the FAMILY Act



A Senator from the majority party agrees to sponsor a Senate version of the **GEORGIA** Family Care Act



New coalition and business partners testify at a hearing for the **GEORGIA** Family Care Act



Community Leadership Academy trains leaders in **COLUMBUS** and **ATHENS**



ILLINOIS law for reasonable pregnancy accommodation goes into effect, covering employers of any size



CHICAGO ballot referendum generates 82% voter support to pass paid sick time



Legislature amends **ILLINOIS** Equal Pay Act to cover employers of any size



ILLINOIS Domestic Workers Bill of Rights passes the Illinois House of Representatives



ILLINOIS Senate and House introduce the Healthy Workplace Act



ILLINOIS House introduces the Family Leave Insurance Program Act



ILLINOIS House introduces a right to request a change in work schedule



MAINE strengthens the right of victims of domestic or sexual violence to take necessary leave



PORTLAND, ME City Council votes to increase the minimum wage to \$10.68 by 2017, with CPI indexing in 2018



All three candidates for mayor of **PORTLAND, ME** publicly commit to support a paid sick days policy



MONTGOMERY COUNTY Council passes one of nation's strongest paid sick and safe days statutes



MARYLAND'S Healthy Working Families Act is reintroduced with nearly 100 cosponsors



MONTGOMERY COUNTY receives a US Department of Labor grant to conduct a paid leave feasibility study



MASSACHUSETTS Attorney General implements earned sick time statewide after a dozen hearings across the state



MASSACHUSETTS legislature considers a bill for paid family leave and temporary disability insurance



A hearing for the **MASSACHUSETTS** paid leave bill hears from several dozen supporters, no opponents

MICHIGAN introduces paid sick days legislation



MICHIGAN Time to Care Coalition launches a paid sick days 2016 ballot initiative

MINNESOTA Senate President and House Minority Leader include Earned Sick & Safe Time bill in Working Parent omnibus bill



MINNEAPOLIS Mayor Betsy Hodges features Earned Sick & Safe Time in her "State of the City" address

Earned Sick & Safe Time bill receives first ever hearing in the **MINNESOTA** Senate Jobs Committee



MINNESOTA State Legislature defeats a proposed bill to preempt municipal action on earned sick and safe time



BLOOMFIELD passes Earned Sick Time ordinance



NEW JERSEY Superior Court dismisses a lawsuit against Earned Sick Time ordinance in Trenton

Rutgers Center for Women and Work issues a 1-year evaluation of the impact of **JERSEY CITY'S** Earned Sick Time ordinance



NEW JERSEY Senate Labor Committee passes Earned Sick and Safe Days Legislation

JERSEY CITY Council amends Earned Sick Days Ordinance to include all businesses



ELIZABETH residents vote to require private sector businesses to offer earned sick days

NEW YORK assembly passes a paid family leave insurance bill



NEW YORK senate holds its first paid family leave hearing in eight years

NEW YORK passes a pregnancy accommodation law



NEW YORK CITY wins US Department of Labor grant of \$211, 385 to study paid family leave



NORTH CAROLINA legislators introduce paid sick days, FMLA expansion, and minimum wage bills



GREENVILLE enacts a living wage ordinance raising city employee wages to \$15 an hour by 2020



NORTH CAROLINA General Assembly defeats a preemption bill



OREGON passes a statewide paid sick days bill



OREGON passes a domestic workers bill of rights for child care workers



OREGON passes a pay transparency bill that allows people to discuss wages without penalty



OREGON expands the Oregon Family Leave Act to protect health insurance coverage during leave



OREGON passes Ban the Box, a bill to end police profiling, and a state-run retirement program



OREGON legislature defeats a bill preempting local governments from passing wage and benefit laws



PHILADELPHIA passes a citywide paid sick days law



Bill to preempt local paid sick days laws stalls in the **PENNSYLVANIA** House of Representatives



PITTSBURGH passes a citywide paid sick days law



PENNSYLVANIA legislators introduce the Pregnant Workers Fairness Act in the State Senate and in the Pennsylvania House of Representatives



PENNSYLVANIA legislators introduce the Workplace Accommodations for Nursing Mothers Act in the State House



RHODE ISLAND is a stop on the Department of Labor #LeadOnLeave Tour



RHODE ISLAND raises minimum wage to \$9.60, effective January 1, 2016



RHODE ISLAND passes reasonable accommodations for pregnant/postpartum employees



RHODE ISLAND raises tipped minimum wage by \$1 over two years, the first in more than 20 years



RHODE ISLAND receives a second Department of Labor grant to analyze expanded, progressive payout for TCI



VERMONT House of Representatives passes paid sick days legislation



VERMONT wins a Department of Labor paid family leave grant



VERMONT is awarded \$170,000 by the USDOL for feasibility studies for a statewide family and medical leave insurance program



TACOMA passes paid sick and safe leave



WASHINGTON House passes paid sick and safe leave



WASHINGTON bill to expand and fund FMLI passes the House Labor Committee



SEATTLE implements four weeks of paid parental leave for city employees



KING COUNTY commits to 12 weeks paid parental leave for county employees



PORT OF SEATTLE adopts four weeks of paid parental leave for port employees



WASHINGTON wins USDOL PFL research grant



Keep Families First coalition stops a move to gut more generous provisions of the **WISCONSIN** Family Medical Leave Act



Champions introduce the **WISCONSIN** Family Insurance (WIFI) Program to make paid leave available to 2.6 million workers

Champions introduce a statewide paid sick days bill in **WISCONSIN**



5 council members from 3 cities, 22 state representatives and 10 state senators in **ARIZONA** files suit challenging the constitutionality of a bill preventing cities from passing earned sick days

ARIZONA ballot initiative, organized by the Arizonans for Fair Wages & Healthy Families Coalition, will guarantee state workers earned sick days and an incremental increase in the minimum wage

SAN FRANCISCO passes first fully paid family leave law, requiring employers to pay the difference between the state Paid Family Leave program and full pay

CALIFORNIA Governor Brown signs a law raising the percentage of wage replacement for Paid Family Leave to 60% in general and 70% for low-wage workers

LOS ANGELES City Council passes a 6-day paid sick days law with an inclusive definition of family, those related by blood or affinity

SAN DIEGO passes a ballot initiative guaranteeing a higher minimum wage and 5 paid sick days

BERKELEY passes a paid sick days law guaranteeing 9 paid sick days for workers in firms of 10 or more, 5 for those in smaller firms



CALIFORNIA State Assembly passes the New Parent Leave Act, job protection for all private sector workers taking bonding leave



COLORADO passes the Pregnant Workers Fairness Act with bipartisan support



The **COLORADO** House passes the Parental Involvement Act, under which parents could use FMLA to attend school activities



The City of **DENVER** receives a USDOL grant to study and improve paid family leave for its employees



COLORADO voters pass a ballot initiative that will increase the state minimum wage to \$12 by 2020



The Labor Committee in **CONNECTICUT** passes the Paid Family and Medical Leave in Connecticut



The **WASHINGTON, DC** Council hosts three hearings on the Universal Paid Leave Act. At the open/public hearing, 87% of witnesses testified in favor of the legislation



WASHINGTON, DC Council unanimously votes to raise the minimum wage to \$15/hour by 2020; tipped wages would increase from \$2.77 to \$5/hour over that same period of time



The Hours and Scheduling Stability Act advances out of committee in the **WASHINGTON, DC** Council



Illegal suppression of earned sick time ballot in **ORANGE COUNTY** becomes an issue in county commission elections, leading to the ouster of a key participant



GEORGIA Senate introduces the Family Care Act with bipartisan support

Family Care Act passes out of **GEORGIA** Senate committee on an 8-2 vote, with support from the Director of the Georgia Restaurant Association



ILLINOIS Senate Executive Committee passes the Healthy Workplace Act

CHICAGO City Council passes citywide earned sick time ordinance



ILLINOIS Senate introduces Family Leave Insurance Act

ILLINOIS Governor signs the Domestic Workers Bill of Rights into law



COOK COUNTY passes earned sick time ordinance

The minimum wage in **PORTLAND, ME** increases to \$10.10, setting the stage for a statewide ballot initiative



MAINE voters approve a ballot initiative in November increasing the state's minimum wage to \$12.00 by 2020, and phase out the tipped wage by 2024

MARYLAND'S Healthy Working Families Act passes House of Delegates.



MONTGOMERY COUNTY paid sick days law takes effect



MASSACHUSETTS researchers release their paid leave grant report on the 7th Anniversary of the Lilly Ledbetter Act, summarizing models for setting up a fund



MASSACHUSETTS Senate passes Paid Family Medical Leave and Temporary Disability Insurance



MICHIGAN Senate and House introduces a statewide bill for paid sick days



The Economic Justice Alliance of **MICHIGAN** collects over 130,000 signatures in support of earned sick time



INGHAM COUNTY, MI extends its earned sick days policy for County employees to include part-time, seasonal and temporary workers



The Workplace Partnership Group in **MINNEAPOLIS** holds 16 community listening sessions on earned sick time, drawing the participation of over 550 city residents



SAINT PAUL mayor and City Council appoints a 29-member stakeholder group that meets for three months to craft ordinance recommendations



DULUTH Mayor Emily Larson presents the need for Earned Sick Time in her State of the City address and announces the city will cover all of its own employees



MINNEAPOLIS passes a citywide paid sick days ordinance



DULUTH City Council creates a task force to develop their own recommendations for a city ordinance



SAINT PAUL passes a citywide paid sick days ordinance



MISSOULA COUNTY extends 6 weeks of paid parental leave to county employees



MONTANA Equal Pay for Equal Work Task Force considers recommendations of statewide paid family leave program to help address gender pay gap



MISSOULA City Council considers funds in 2017 budget to develop paid parental leave policy for city employees



MONTANA advocates secure sponsor to introduce a statewide FMLI proposal in 2017



NEW BRUNSWICK Council approves and implements Earned Sick Days ordinance



NEW JERSEY State Senate Labor Committee votes Earned Sick and Safe legislation out of committee



PLAINFIELD Council approves and implements Earned Sick Days ordinance



NEW JERSEY Legislature approves \$15/hour minimum wage phased in over 5 years (Governor vetoes)



NEW JERSEY Legislature approves budget resolution for \$3.5 million for NJ Family Leave Insurance outreach and education (Governor line-item vetoes)



MORRISTOWN, NJ Council approves and implements Earned Sick Day ordinance



As part of the Healthy Workforce ABQ Coalition, Strong Families **NEW MEXICO** collects over 24,000 signatures for paid sick days in 2016



Paid sick days will be on the October 2017 ballot in **NEW MEXICO**



NEW YORK CITY mayor signs Executive Order to provide Paid Parental Leave to 20,000 managers and non-unionized workers



NEW YORK passes the strongest Paid Family Leave Insurance bill in the country



NEW YORK CITY introduces bill to expand Paid Sick Days law to include health and safety reasons related to domestic violence



NEW YORK introduces predictable and stable scheduling bill in both houses



CITY OF GREENSBORO passes 6 weeks paid parental leave for City government employees



DURHAM COUNTY passes 12 weeks of paid parental leave for County government employees



WAKE COUNTY passes 6 weeks paid parental leave for County government employees



OREGON legislators defeat several bills that would have rolled back or eliminated sick time protections for agricultural and certain other workers



Time for Oregon launches—a broad coalition of community, labor and business groups working to enact paid family and medical leave in **OREGON**



Paid family and medical leave goes on the 2017-2018 Fair Shot agenda in **OREGON**



Family Forward **OREGON** and SEIU 503 create Careworks to focus on all aspects of the caregiving economy from child care to senior care



PENNSYLVANIA receives a state paid leave grant from the Department of Labor



The **PHILADELPHIA** Wage Theft law takes effect



Champions introduce a statewide paid sick days bill in **RHODE ISLAND**



Champions introduce a bill to improve the **RHODE ISLAND** Temporary Caregiver Insurance program to increase participation and fairness for lower wage workers



Researchers release a report on **RHODE ISLAND** Temporary Caregivers Insurance: Findings from the First Year, funded by a grant from the U.S. Department of Labor



RHODE ISLAND releases a new website for Temporary Caregiver Insurance, www.RIPaidLeave.net, paid for by the Department of Labor grant



VERMONT wins statewide paid sick days bill



VERMONT coalition launches the Vermont FaMLI Campaign to pass a statewide paid family and medical leave bill



SPOKANE passes sick and safe leave



WASHINGTON'S House and Senate each pass pregnancy accommodation bills, but fail to reconcile for final passage



WASHINGTON completes DOL research grant, including analysis of impact on TANF usage



Initiative 1433 to raise **WASHINGTON'S** minimum wage (\$13.50 in 2020) and adopt statewide sick and safe leave passes on November ballot



Employees of King County, **WASHINGTON** can now take up to 12 weeks of paid parental leave



The statewide engagement prompts paid leave campaigns for city employees in **MADISON** and **EAU CLAIRE**

MADISON, WI County Board approves a minimum of \$15 per hour beginning in 2021 for employees of the county and of companies awarded contracts

WISCONSIN Family Medical Leave Expansion bill to create a statewide paid leave fund receives a public hearing in the Senate Government and Labor Committee

MADISON, WI receives a \$150,000 grant from the Department of Labor to conduct a paid family leave study



UFCW wins stronger contracts based on paid sick days ballot initiative in **ARIZONA**

ARIZONA Superior Court strikes down law banning cities from passing stronger benefit protections than state law

Legislature passes and the governor signs the New Parent Leave Act, 12 weeks of job protection for new parents (birth, adoption, foster) who work in companies of 20+, benefitting 2.7 million **CALIFORNIA** workers

With funds the **CALIFORNIA** Work & Family Coalition helped win in the state budget, the Employment Development Department launches “Moments Matter,” an advertising campaign to spread the word about paid leave

The FMLI Act passes the House, the first time a paid family medical leave bill passes out of a **COLORADO** state legislative chamber

CONNECTICUT Labor and Public Employees Committee approves paid leave legislation for the third consecutive year

A poll by BLS Research & Consulting finds 77% of small business owners in **CONNECTICUT** support paid family and medical leave legislation

CONNECTICUT House passes pay equity bill with bipartisan support

CALIFORNIA creates an elder care/aging workforce committee to work on caregiving education/outreach and job protection

CONNECTICUT Senate president makes paid leave his “Senate Bill No. 1” for the 2017 legislative session

CONNECTICUT Senate formally debates paid leave on the floor, where several senators share their stories and offer support for the issue

CONNECTICUT legislature passes and governor signs Public Act No. 17-11, which will improve workplace protections for pregnant women

WASHINGTON, DC, City Council, by a vote of 9-4, approves the Universal Paid Leave Act

WASHINGTON, DC, government allocates \$40M to launch Universal Paid Leave program



WASHINGTON, DC, Paid Leave Coalition mobilizes to stop efforts to repeal and replace UPLA with a weaker version



PALM BEACH COUNTY, TAMPA and **WELLINGTON** begin offering paid parental leave for local government employees



GEORGIA legislature passes the Family Care Act (FCA), ensuring those workers who earn paid sick days can use up to five of those days to care for an ill family member



GEORGIA Job/Family Collaborative launches campaign to educate families about the FCA



Governor approves expanded definition of immediate family in use of sick leave by state employees to include grandparents, grandchildren, and step and in-law relationships in **GEORGIA**



ILLINOIS Healthy Workplace Act passes the House and Senate



ILLINOIS No Salary History Act passes the House and Senate



ILLINOIS \$15 Minimum Wage Act passes the House and Senate



House Majority Leader Erin Herbig, a Democrat, and Senator Amy Volk, a Republican, cosponsor a bill to create a paid family leave program in **MAINE**



PORTLAND Mayor Ethan Strimling submits an ordinance for earned paid sick days in response to a growing coalition led by Southern Maine Workers Center and Maine Women's Policy Center



MARYLAND legislature passes earned sick days bill; governor vetoes



Working Matters launches statewide effort in **MARYLAND** to win override of the governor's veto in 2018



MASSACHUSETTS introduces a paid family and medical leave bill with 94 House co-sponsors and 24 Senate sponsors



Raise Up **MASSACHUSETTS** gets approval for a paid family and medical leave petition to gather signatures showing support for a 2018 ballot initiative



State attorney general secures \$235,000 in earned sick time violations, 2/3 for restitution (unpaid sick time) and 1/3 for penalties in **MASSACHUSETTS**



MICHIGAN state House and Senate introduce earned sick time legislation



MICHIGAN Time to Care Coalition launches a 2018 ballot initiative to win earned sick time



A broad coalition co-led by TakeAction MN, ISAIAH, and the AFL-CIO stops a statewide bill in **MINNESOTA** to prevent local governments from passing earned sick days



A **MINNESOTA** Appeals Court upholds the Minneapolis paid sick days ordinance



DULUTH's Earned Sick & Safe Time Task Force sends recommendations for a strong ordinance to the City Council



Time for **MONTANA** coalition introduces the Montana Family and Medical Leave Insurance (FAMLI) Act in the 2017 legislative session, engaging thousands of Montanans in support of family and medical leave



MONTANA successfully expands definition of parent in current state employee parental leave policy



NEW JERSEY legislature passes a budget resolution for \$3 million to fund education and outreach to the public and employers about the NJ Family Leave Insurance program; governor vetoes



NEW JERSEY legislature passes bill to expand and improve NJ Family Leave Insurance; governor vetoes



NEW JERSEY Time to Care Coalition launches the Families That Work campaign to educate voters and candidates about need for state paid sick days and improvement to the state paid leave program



NEW MEXICO legislature passes Caregiver Leave bill; governor vetoes



NEW MEXICO legislature passes Pregnant Worker Accommodation bill; governor vetoes



ALBUQUERQUE continues fight for paid sick days after dirty tricks keep many voters from noticing the tiny print on the back of the ballot



NEW YORK CITY Council expands paid sick days to include safe days to deal with aftermath of domestic or sexual violence, and broadens the definition of family to include those whose close relationship is the equivalent of family



Department of Financial Services and Workers' Compensation Board issue final regulations in **NEW YORK** for the NYS Paid Family Leave Benefits Law



NEW YORK CITY Council passes Salary History Ban



Governor issues executive order banning salary history question in hiring by state agencies in **NEW YORK**



MECKLENBURG COUNTY, home to the largest city in NC, passes six weeks of paid family medical leave for county employees



ROLESVILLE, CARY, MORRISVILLE, CHARLOTTE and **CHAPEL HILL** pass six weeks, and **DURHAM** passes 12 weeks, of paid parental leave for municipal employees



ORANGE COUNTY approves six weeks of paid parental leave for county employees



OREGON legislature introduces paid family and medical leave legislation



OREGON expands equal pay protections to all protected classes and prohibits employers from asking applicants about salary history prior to making a job offer



The Time for **OREGON** Coalition defeats two inadequate approaches to paid leave, tax credits and medical leave savings accounts



The Everybody Benefits coalition defeats attempts to roll back paid sick time legislation to exclude agricultural and construction workers, repeal all sick time (except for safe time), and exempt all LLC owners from the law in **OREGON**



PHILADELPHIA City Council passes a pay equity bill preventing employers from asking prospective employees their previous wage in December 2016; it has not yet taken effect due to a lawsuit

RHODE ISLAND legislature passes paid sick days, making it the 4th state in the country to have both paid family leave and statewide paid sick days laws

Coalition supports legislation to improve **RHODE ISLAND** Temporary Caregiver Insurance program to increase participation and fairness for lower-wage workers

Work Strong Austin launches earned sick days campaign in **AUSTIN**

The **VERMONT** House passes a family leave bill with tri-partisan support

The Campaign for Paid Family Leave launches in **PENNSYLVANIA**

RHODE ISLAND passes minimum wage increase to \$10.10 in 2018 and \$10.50 in 2019

PROVIDENCE, RI, implements paid parental leave for municipal employees

City Council votes to set up stakeholder process to explore earned sick days for **AUSTIN** residents

The **VERMONT** legislature passes Pregnancy Accommodation

The **WASHINGTON** legislature unanimously enacts Healthy Starts Act to protect pregnant workers and reduce maternal health disparities



WASHINGTON adopts a comprehensive paid family and medical leave program with bipartisan support



Keep Families First Coalition stops hidden repeals of the WI FMLA and WI Fair Employment Act in the 2017 budget in **WISCONSIN**



WISCONSIN legislators introduce the Wisconsin Family Leave Insurance bill (WIFI)



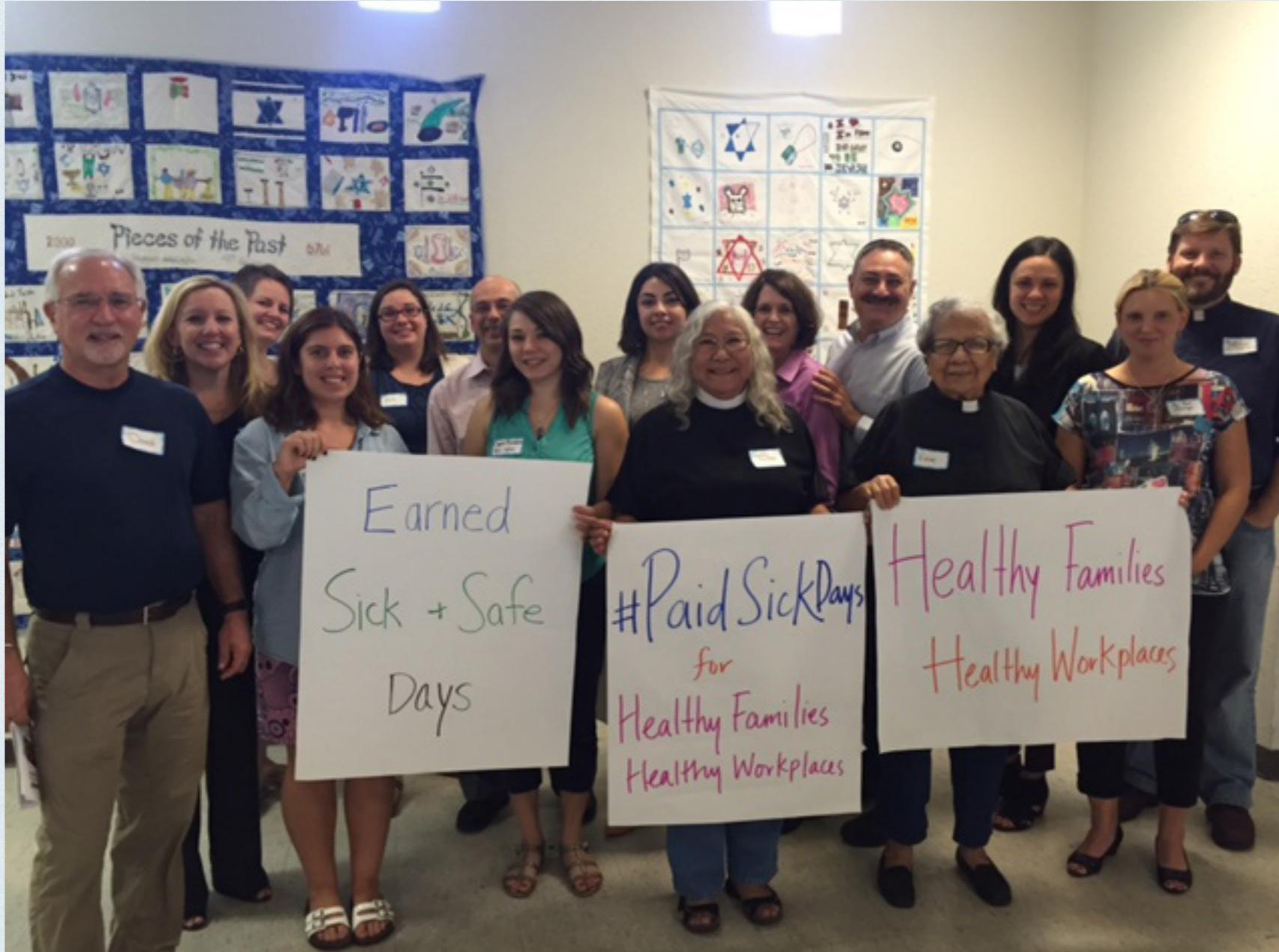
MILWAUKEE City Council pursues an ordinance to award extra points to contractors providing paid sick days, ban the box, and breastfeeding accommodations



MADISON adopts 10 weeks of paid parental leave for city employees



**FAMILY
VALUES
@ WORK**



Arizona



California



the work and family legal center

A Better Balance is proud to partner with Family Values @ Work on our joint LGBTQ Work/Family Project. We congratulate our friends and partners at UFCW , on this well-deserved honor and salute Ky Dickens, Molly Moon Neitzel and Mi Familia Vota for their leadership.



Colorado



Connecticut



Rights, Recognition and Resources
for All Families

Forward Together congratulates
Family Values @ Work
on another great year!



   @fwdtogether

www.forwardtogether.org



Congratulations!

The Center for Community Change joins Family Values @ Work
in celebrating this year's Game Changer honorees,
whose steadfastness and strength serve as an example to us all.

Way to go, GameChangers!

Deepak Bhargava, President
Dorian Warren, Vice President
Mary Lassen, Managing Director
Deepak Pateriya, Chief of Staff

www.communitychange.org

*CLASP is grateful for and inspired by
the leadership and dedication of this
year's GameChangers.*

*We applaud Family Values @ Work for
their vision and strategy as we continue
to build an effective sick days and paid
family medical leave movement.*

CLASP

Policy solutions that work for low-income people



Congratulations, Game Changers!

You inspire us all.

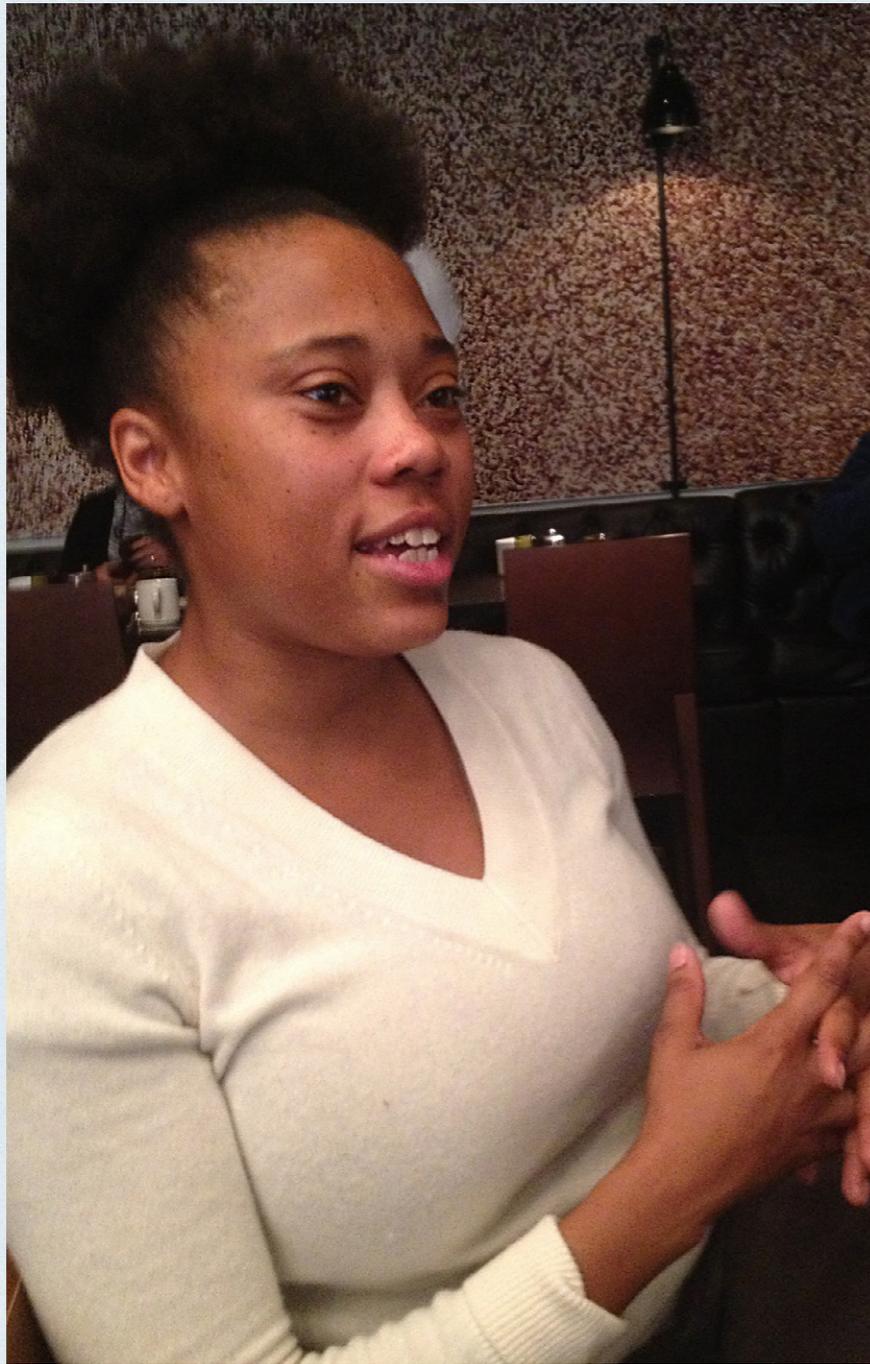
All of us at the Center for Parental Leave
Leadership send our gratitude to Family
Values @ Work and all of tonight's Game
Changer Award winners. You motivate
us -- and so many others -- to work even
harder for working families.



CENTER FOR
Parental Leave
Leadership

- strategic consulting
- employee and manager training
- maternity and paternity coaching

cplleadership.com



Florida

Georgia





**WE SUPPORT FVAW
AND THE WOMEN
THEY FIGHT FOR**



with gratitude for FV@W and in solidarity with all who stand up for our families and communities!
JEWS UNITED FOR JUSTICE ♥♥ jujf.org ♥♥ local grassroots organizing in DC and Maryland



Ms. Foundation for Women
forwomen.org | info@ms.foundation.org
 Twitter | Instagram: [@msfoundation](https://www.instagram.com/msfoundation)



IWPR is pleased to join
Family Values @ Work
 to honor its 2017 GameChangers
 for their efforts to support women
 and their families.



For reliable research that addresses the needs of women and families please visit www.iwpr.org.

[/IWPRResearch](https://www.facebook.com/IWPRResearch)

[@IWPRResearch](https://twitter.com/IWPRResearch)

YOU BELONG WITH US!

MomsRising.org

Where mothers
 and those who love
 them go to change
 their world.

It's time to put on
 your superhero
 cape and join us!

<http://join.momsrising.org>

MomsRising.org
MamásConPoder.org



Illinois



**CONGRATULATIONS TO THE
2017 GAMECHANGERS!**



**THANK YOU FOR YOUR
LEADERSHIP**

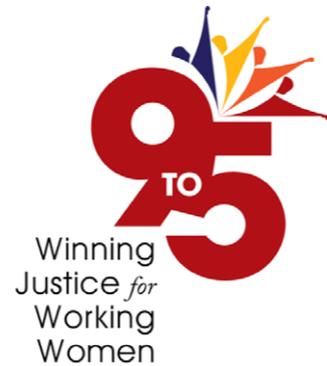


Maine

Congratulations

to tonight's Game Changer Awards honorees

*Thank you for
championing
paid family leave
in 2017*



CONGRATULATIONS

Ky Dickens
Molly Moon Neitzel
Mi Familia Vota
UFCW

**You Are GameChangers!
We Are Proud
To Stand With You!**





Maryland



Massachusetts

ZERO TO THREE congratulates Family Values @ Work and the GameChangers for helping to advance paid family leave across the country!

All babies deserve a strong start in life. And all parents should have time to bond with their babies without jeopardizing their economic security.

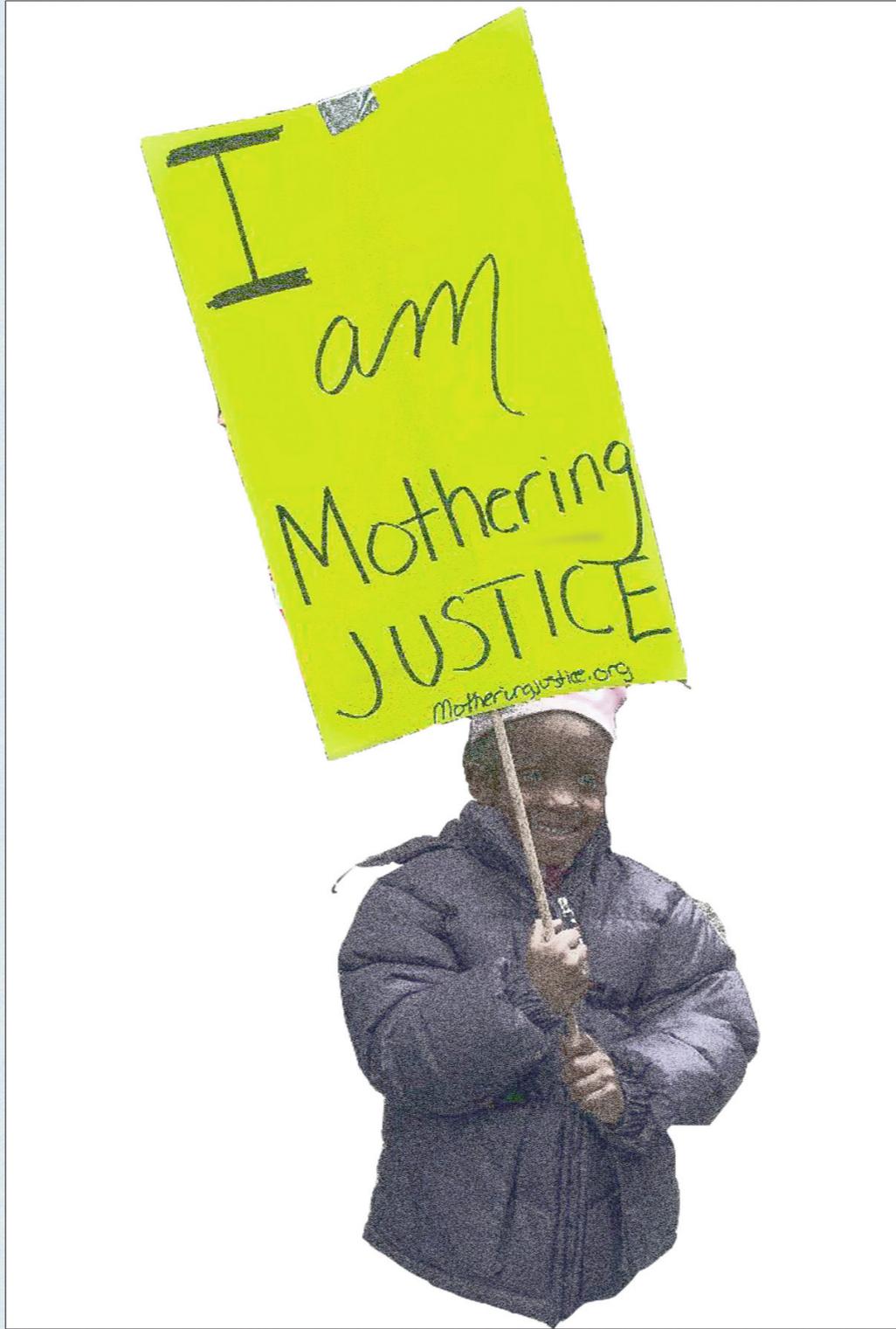
We are proud to partner with you in this effort!



ZERO TO THREE
Early connections last a lifetime

www.zerotothree.org





Michigan



Minnesota

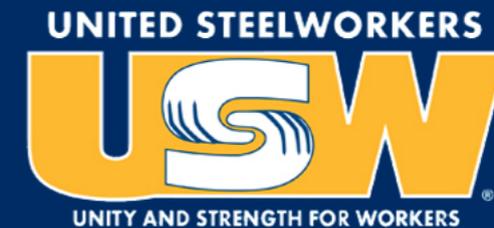


**PEOPLE'S
ACTION**

CONGRATULATIONS!

People's Action congratulates
Family Values @ Work
and the
2017 GameChanger Award Recipients!

The United Steelworkers
celebrate
Family Values at Work
and the
Labor Project for Working Families



*Congratulations to the
2017 Game Changer Honorees*



Family Values @ Work
*and the GameChangers
who put families first in the fight
for paid leave.*

*With special gratitude to Wendy
Chun-Hoon & her colleagues for
consistently advocating for
working families.*



www.nelp.org

BENITEZ STRATEGIES

¡Felicidades y Gracias!
Congratulations to Mi
Familia Vota, and all of
the 2017 "Game Changer"
awardees, with heartfelt
gratitude for all of your
efforts to help working
families around the country.



To connect with Latino audiences:
www.benitezstrategies.com



Montana



New Jersey





Anthony M. Perrone
International President

Esther R. López
International Secretary-Treasurer

Paul R. Meinema
Executive Vice President

Stuart H. Appelbaum
Executive Vice President

Shaun Barclay
Executive Vice President

CONGRATULATIONS

The United Food and Commercial Workers International Union (UFCW) proudly supports the Family Values @ Work 2017 Game Changer Awards.

We would like to thank Family Values @ Work for honoring UFCW as this year's Labor Champion and salute them and the other honorees for their commitment to putting families first and changing the game for all of us in the fight for paid leave.

www.ufcw.org

United Food and Commercial Workers International Union, AFL-CIO, CLC
1775 K Street, NW, Washington, DC 20006-1598



New Mexico





New York





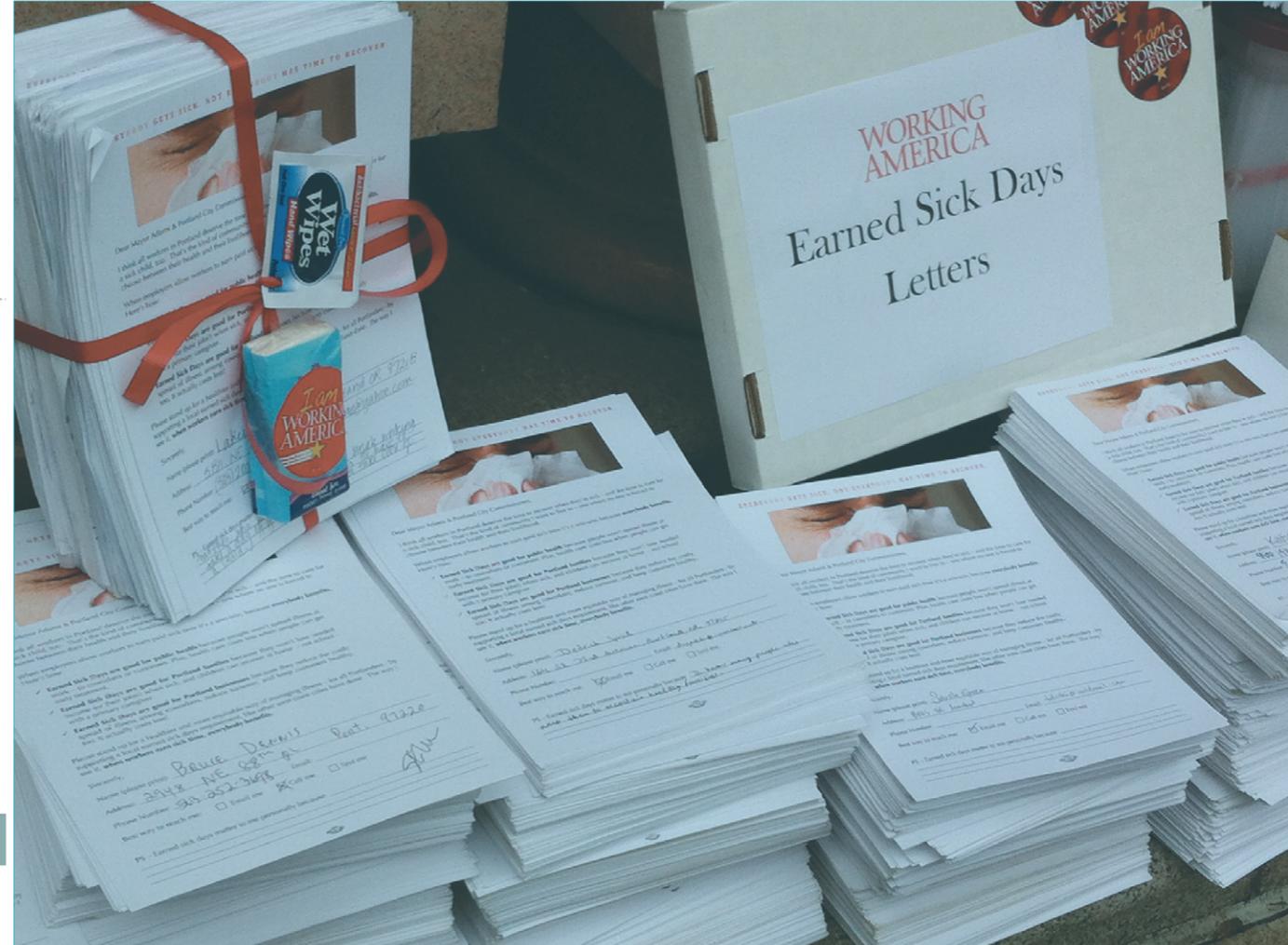
**RESTAURANT
OPPORTUNITIES
CENTERS UNITED**

275 7th Avenue Suite 1703 New York, New York 10001
www.rocunited.org info@rocunited.org 212.243.6900

ROC-UNITED congratulates
Family Values at Work for their amazing
contribution to the movement.

From:
Saru Jayaraman: President
Fekkek Mamdouh: CEO
Sekou Siby: Executive Director

ROCUNITED
212-343-6900
E-mail: Info@rocunited.org



congrats, game changers!

now more than ever, thanks for standing up
for working people and helping change policy,
business and culture to strengthen our nation.

we are proud to join you and family values @
work to celebrate another year of remarkable
paid sick days and paid leave achievements.



Good work, FV@W!

**We love what you do
and love doing it with you.**

**- Karen Nussbaum &
Working America**



 /WorkingAmerica
www.WorkingAmerica.org



North Carolina





Oregon

Kazan McClain Partners' Foundation

salutes

Family Values @ Work Game Changer Awards

and congratulates

AWARDEES

- **Congressmember Maxine Waters**
- **Ky Dickens • Molly Moon Neitzel**
 - **Mi Familia Vota • UFCW**

Jack London Market
55 Harrison Street #400
Oakland, CA 94607

We proudly support WORKSAFE at
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Pennsylvania



Rhode Island



berlin rosen

IS PROUD TO JOIN

FAMILY VALUES @ WORK

IN HONORING THE 2017 GAMECHANGERS

Rep. Maxine Waters

UFCW

Ky Dickens

Molly Moon Neitzel

Mi Familia Vota

Barbara Tunstall

berlin rosen

www.berlinrosen.com

New York • Washington, DC • California



Texas



Vermont





The Service Employees International Union is honored to stand with Family Values at Work and the Labor Project for Working Families as they celebrate the game-changing efforts of the people and organizations who are dedicated to expanding family-friendly workplace policies across the country.

Congratulations to this year's honorees:

Policy Champion
Rep. Maxine Waters

Community Partner
Mi Familia Vota

Culture Champion
Ky Dickens

Business Champion
Molly Moon Neitzel

Labor Champion
UFCW

Worker Activist
Barbara Tunstall



THE ROCKEFELLER FAMILY FUND
THANKS FAMILY VALUES @ WORK

FOR THEIR CONTINUED
PARTNERSHIP TO ACHIEVE

**PAID SICK LEAVE
AND PAID FAMILY LEAVE
FOR ALL AMERICANS.**

**CONGRATULATIONS TO
REP. MAXINE WATERS**

**CONGRATULATIONS
— TO THE 2017 —
GAMECHANGER HONOREES!**

Thank you for your leadership.



Washington



Washington, D.C.



“When you stop being scared of the math, and do the math, paid leave becomes more attainable to small businesses. This is especially true for the FAMILY Act, which would allow workers to draw on a pool of funds created by small payroll tax contributions, instead of requiring employers to foot the entire bill for workers’ leaves.”

- Molly Moon Neitzel, Owner of Molly Moon’s Homemade Ice Cream in Washington State



BWRI

BLACK WOMEN'S ROUNDTABLE

A signature program of the National Coalition on Black Civic Participation

Thanks Family Values @ Work and Labor Project for Working Families for your exceptional leadership in the fight for paid family leave, paid sick days and living wages for women and families

Congratulations to the 2017 Game Changers!

Blackwomensroundtable  @ncbcp_bwr 



Main Street Alliance congratulates Family Values @ Work and this year’s Game Changers Award recipients: Rep. Maxine Waters, Molly Moon Neitzel, Owner of Molly Moon’s Homemade Ice Cream and MSA member, Ky Dickens, filmmaker of Zero Weeks, Mi Familia Vota, and UFCW.



Wisconsin

The AFL-CIO congratulates
these Game Changers:

REP. MAXINE WATERS

KY DICKENS

UFCW

MI FAMILIA VOTA

MOLLY MOON NEITZEL

BARBARA TUNSTALL

We thank these
champions of change
who have put families first
in the fight for paid leave.

AFL-CIO

RICHARD L. TRUMKA
President

ELIZABETH H. SHULER
Secretary-Treasurer

TEFERE GEBRE
Executive Vice President



Early Donors to
FAMILY VALUES @ WORK

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Center for Law and Social Policy

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Center for Parental Leave Leadership

Forward Together

Holly Fechner

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Jews United for Justice

Judy Mann

MomsRising

Ms. Foundation

Stephanie Mueller



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National Domestic Workers Alliance
National Employment Law Project
Karen Nussbaum
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People's Action
Zeke Reich and Michelle Sternthal
Restaurant Opportunities Center-United
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