

**FAMILY VALUES @ WORK**

**15 YEARS  
OF CHANGING  
THE GAME**

*Congratulations* FAMILY VALUES @ WORK  
GAMECHANGER AWARDEES

**POLICY CHAMPION**

Senator Karen  
Keiser (D), WA

**LABOR CHAMPION**

American  
Federation of  
Teachers

**WORKER ACTIVIST**

Kris Garcia  
Denver, CO

**BUSINESS CHAMPION**

Libby Spehar  
Snooty Fox  
Duluth, MN

**COMMUNITY PARTNER**

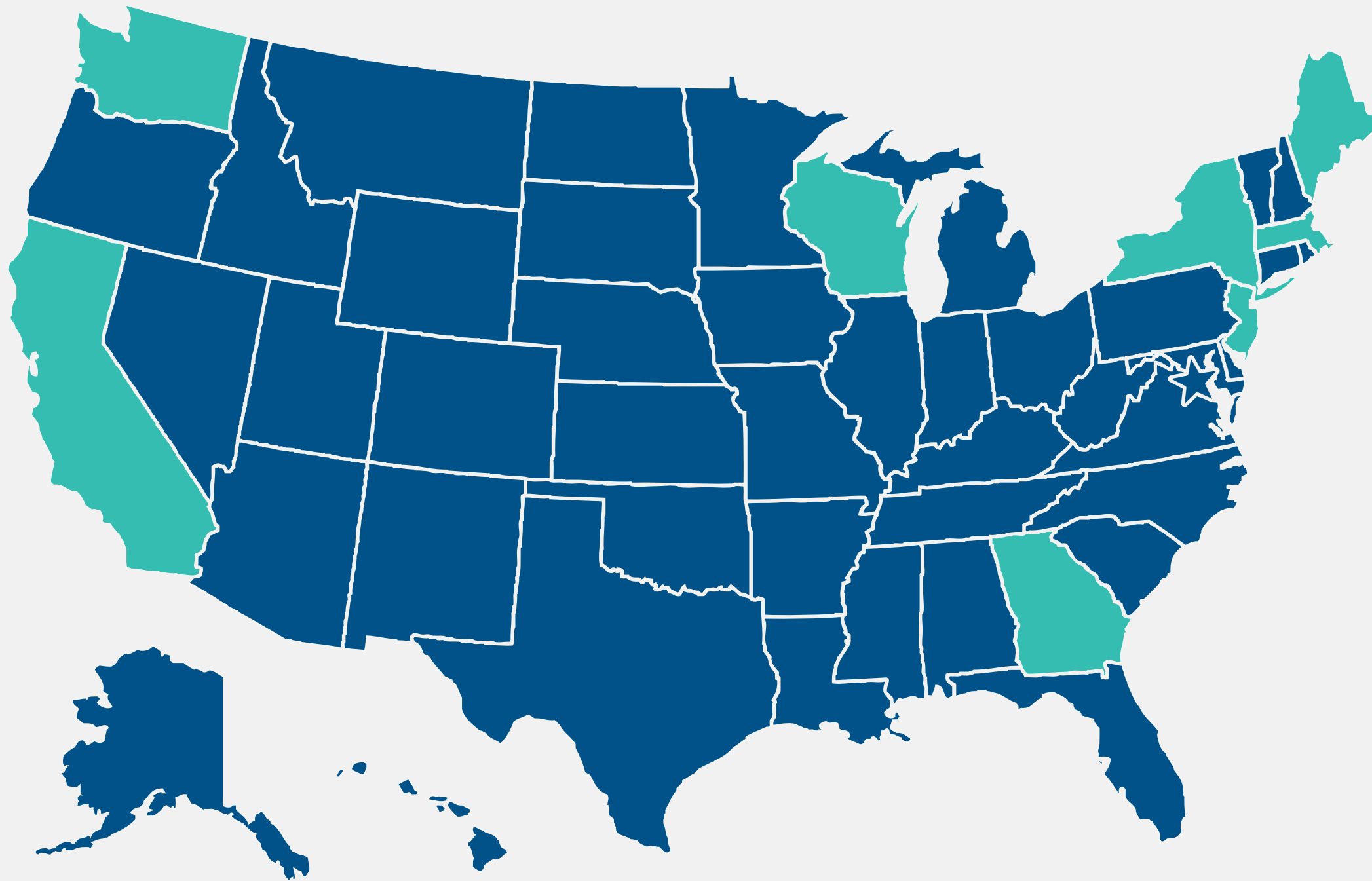
National Hispanic  
Council on Aging

# 2003

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## THIS YEAR

The network that becomes Family Values @ Work launches with 8 state coalitions.

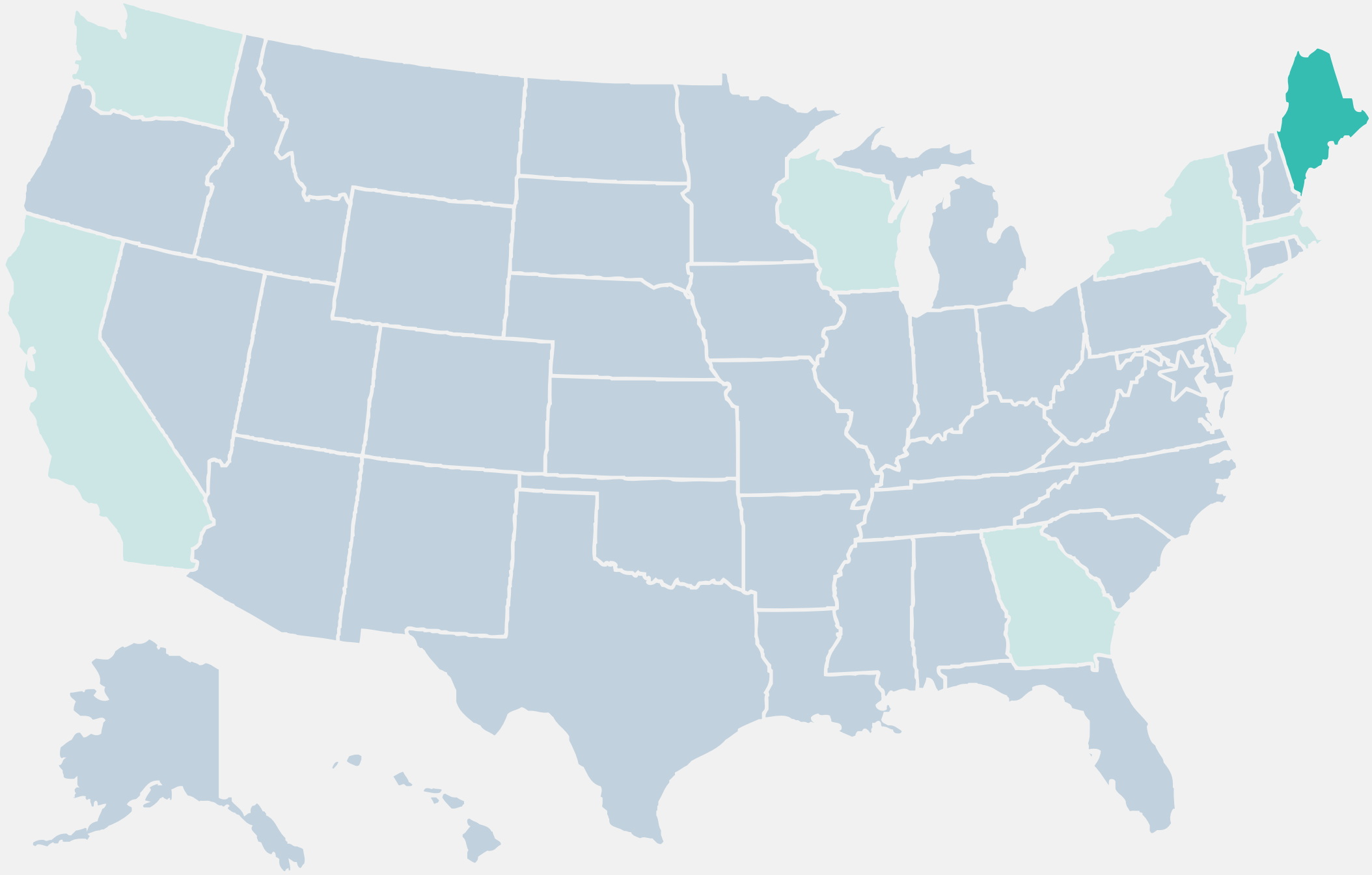


# 2003

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## WINS IN MAINE

Unemployment insurance extended to include part-time workers.

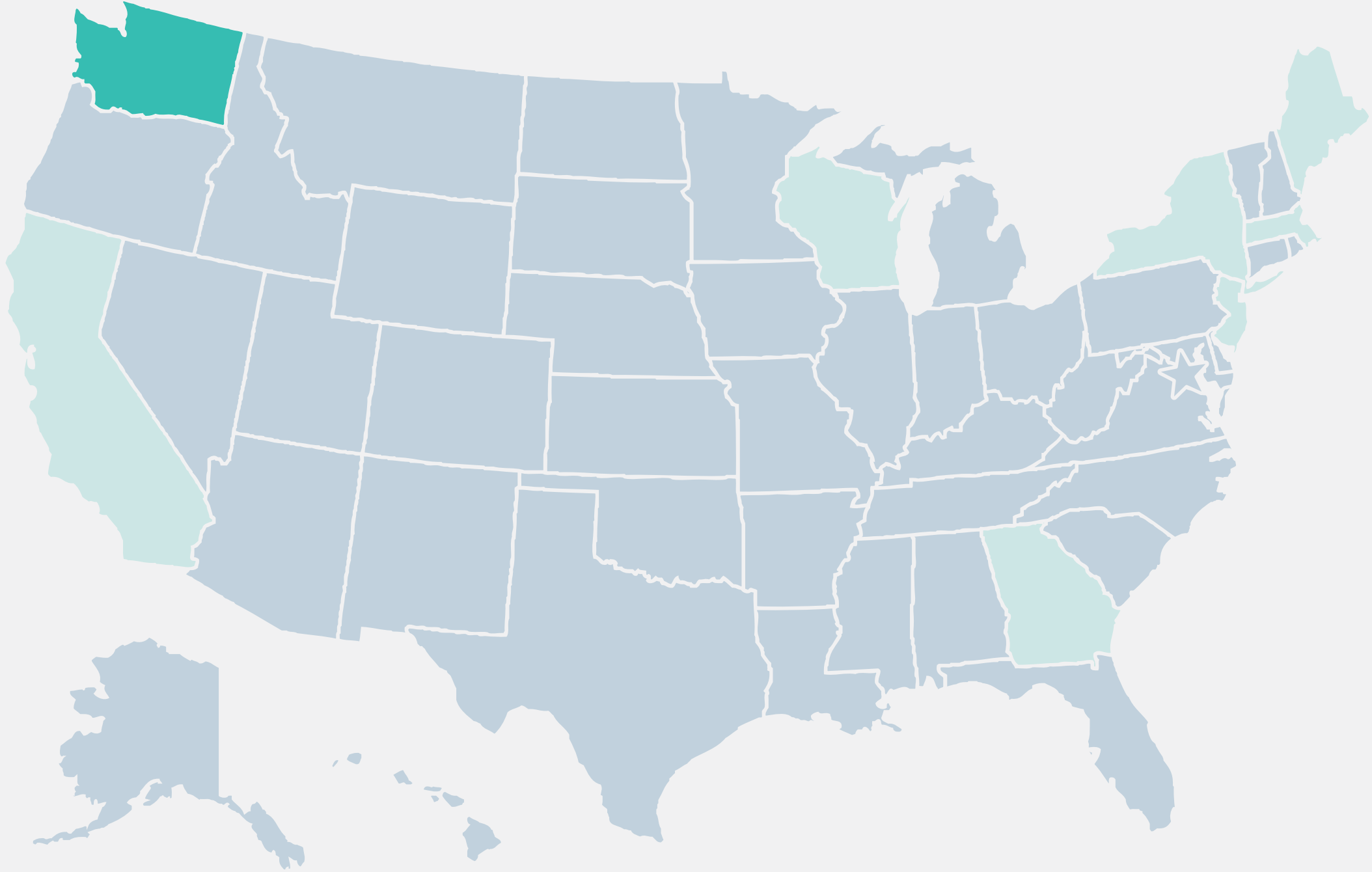


# 2003

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## WINS IN WASHINGTON

Introduces a bill for minimum paid leave for illness, family care, bereavement, or vacation.

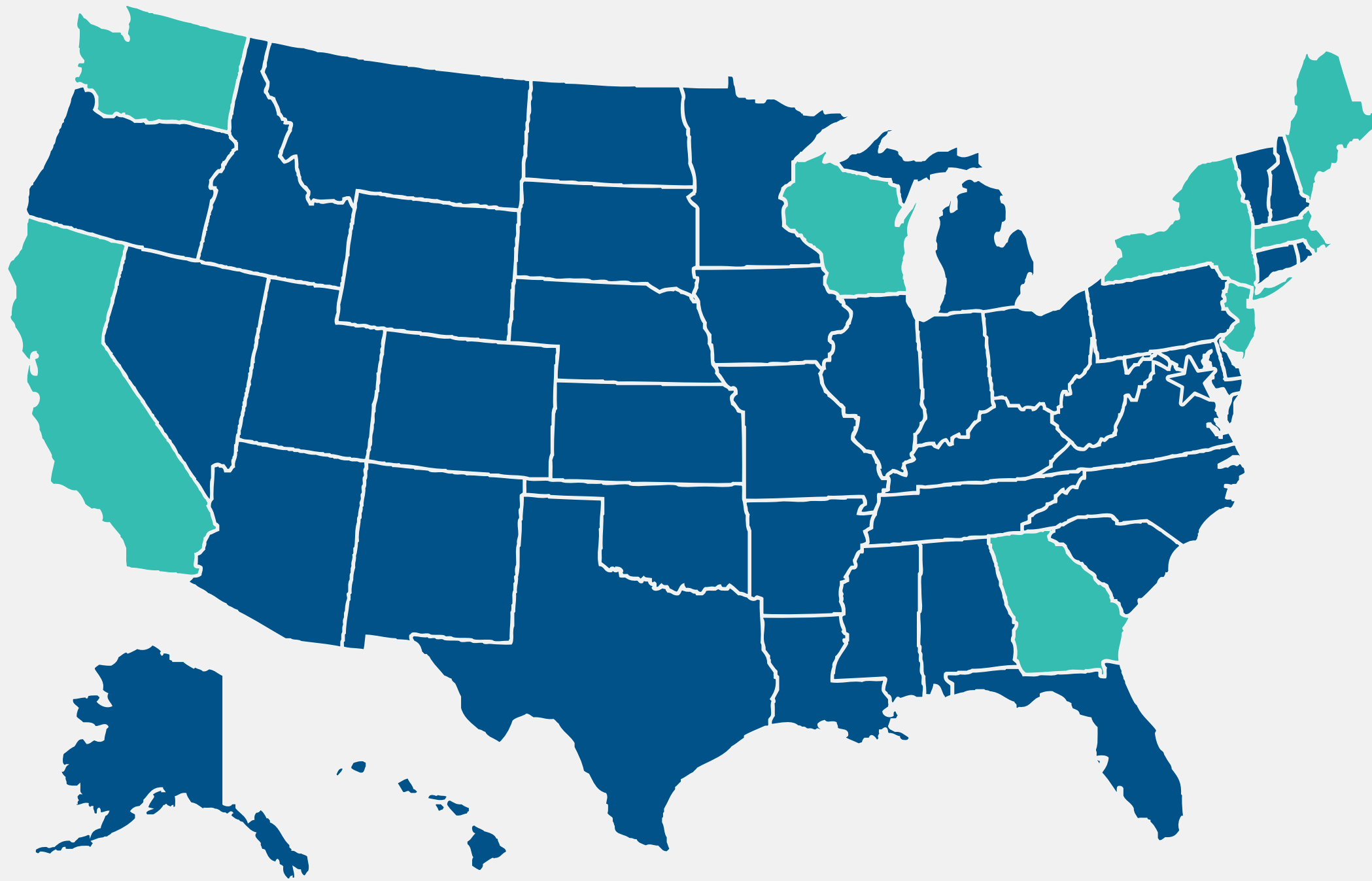


# 2004

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## THIS YEAR

California, the first state to add paid family leave, begins to implement its program.

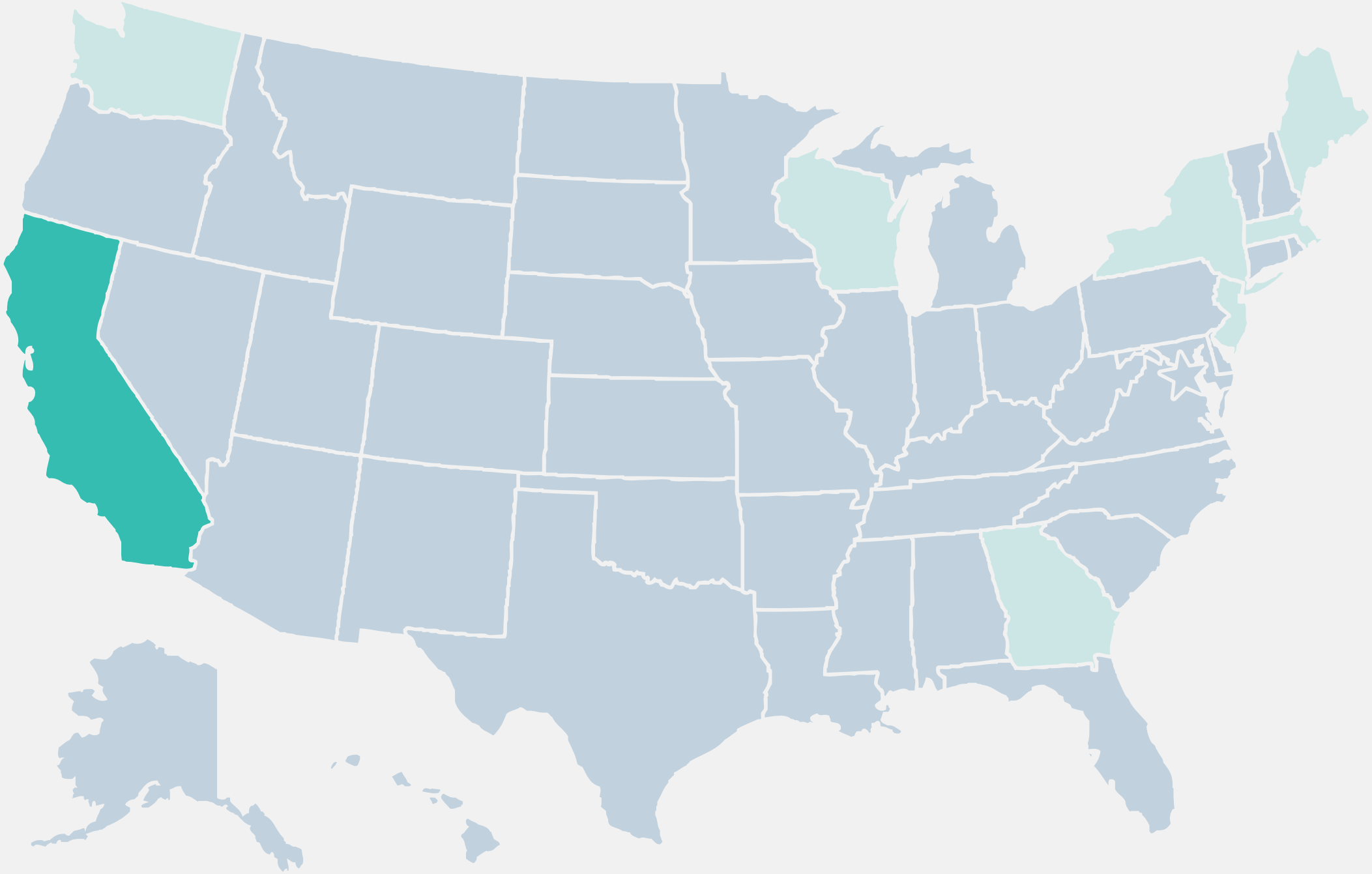


# 2004

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## WINS IN CALIFORNIA

Country's first paid family leave program launched.

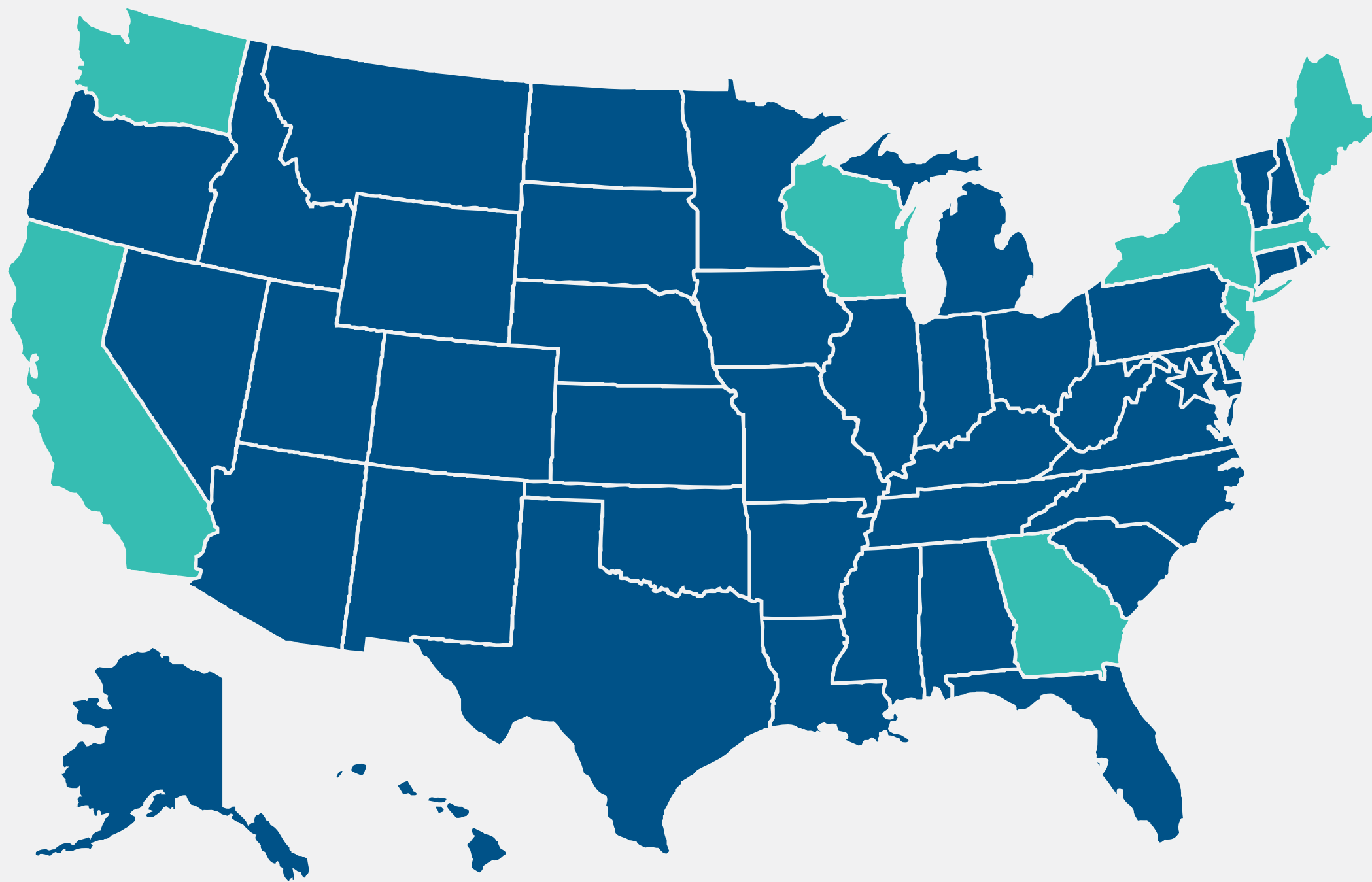


# 2005

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## THIS YEAR

Maine is first state to require that those earning paid sick days may use the time to care for a sick family member.



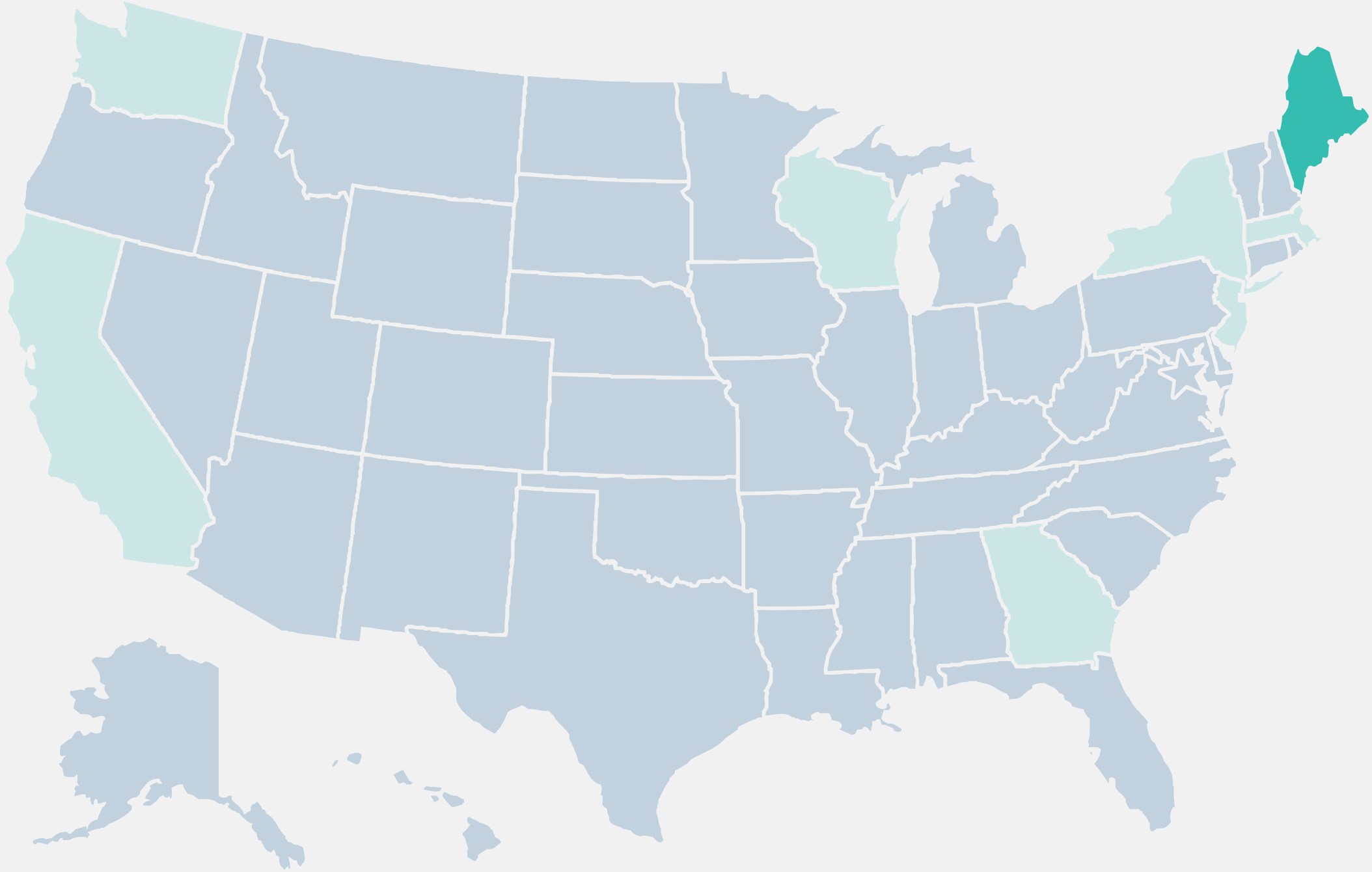


# 2005

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## WINS IN MAINE

Act to Care for Families passed, expanding use of paid sick time to care for sick family members.

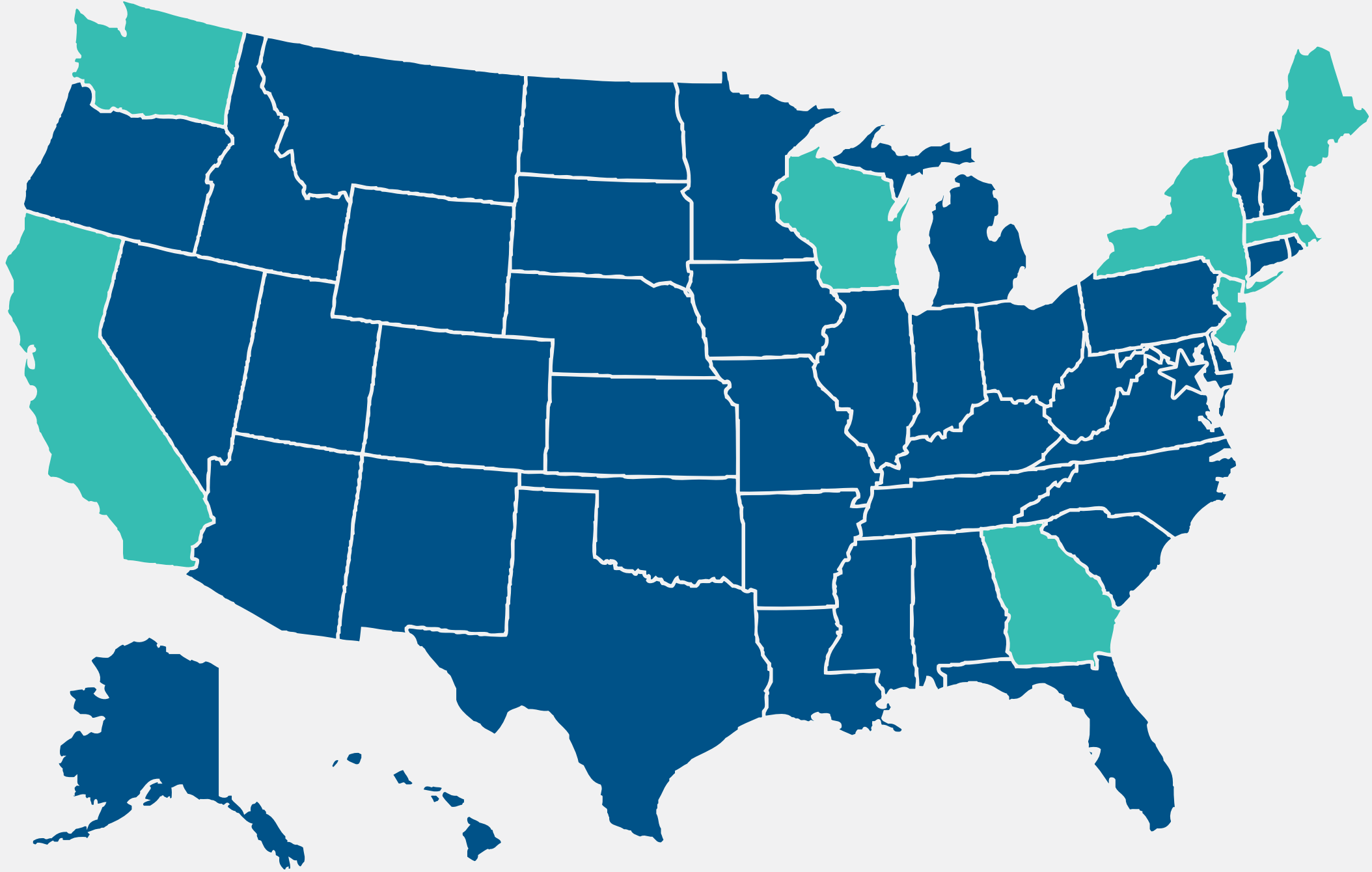


# 2006

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## THIS YEAR

San Francisco by ballot initiative becomes the first U.S. city to win paid sick days.

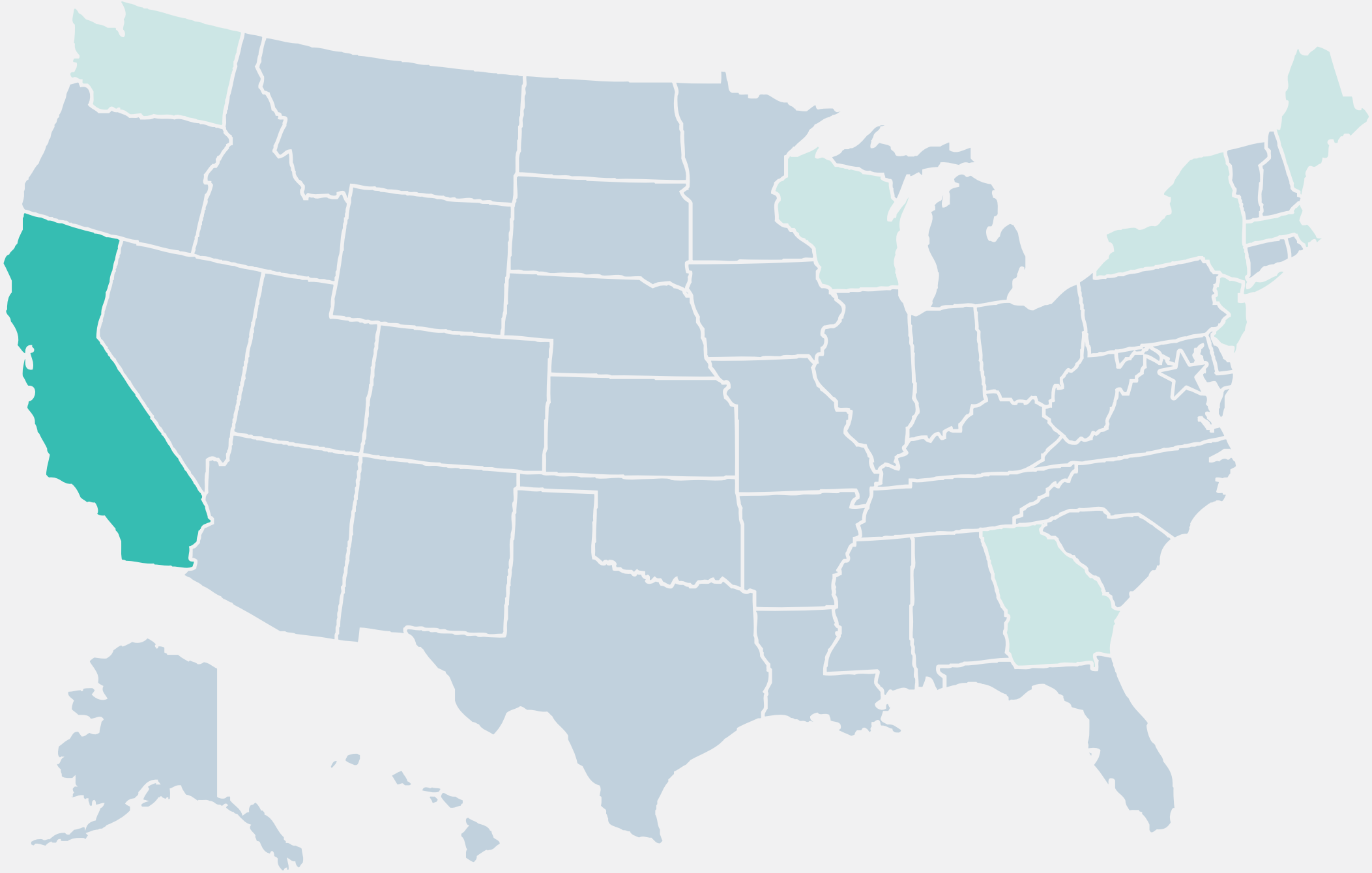


# 2006

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## WINS IN CALIFORNIA

San Francisco wins the country's first paid sick days law at the ballot.



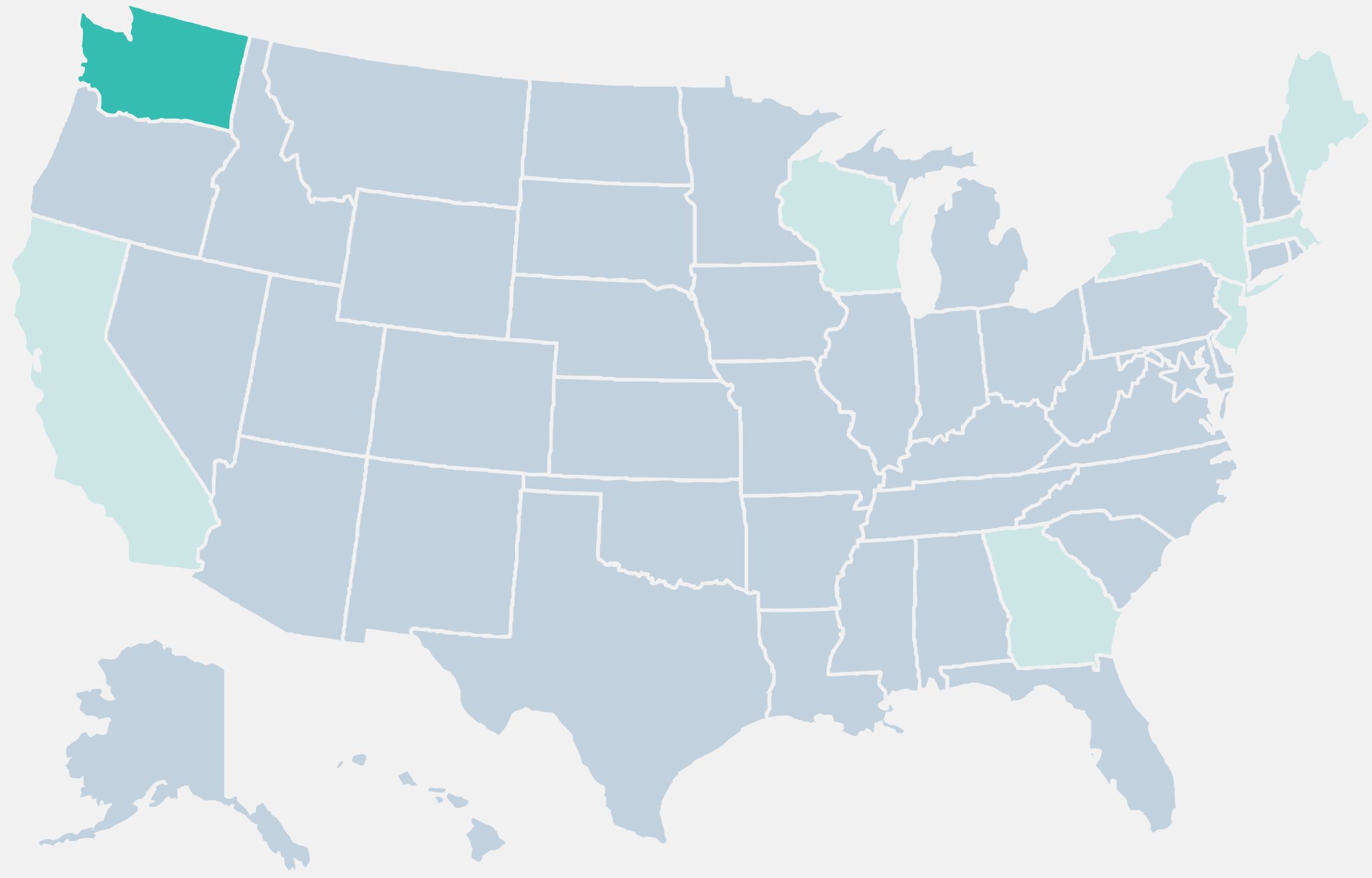
# 2006

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## WINS IN WASHINGTON

Bill introduced for minimum paid leave for illness, family care, bereavement, or vacation.

State FMLA amended to protect workers in the state from threatened federal rollbacks in FMLA rules.

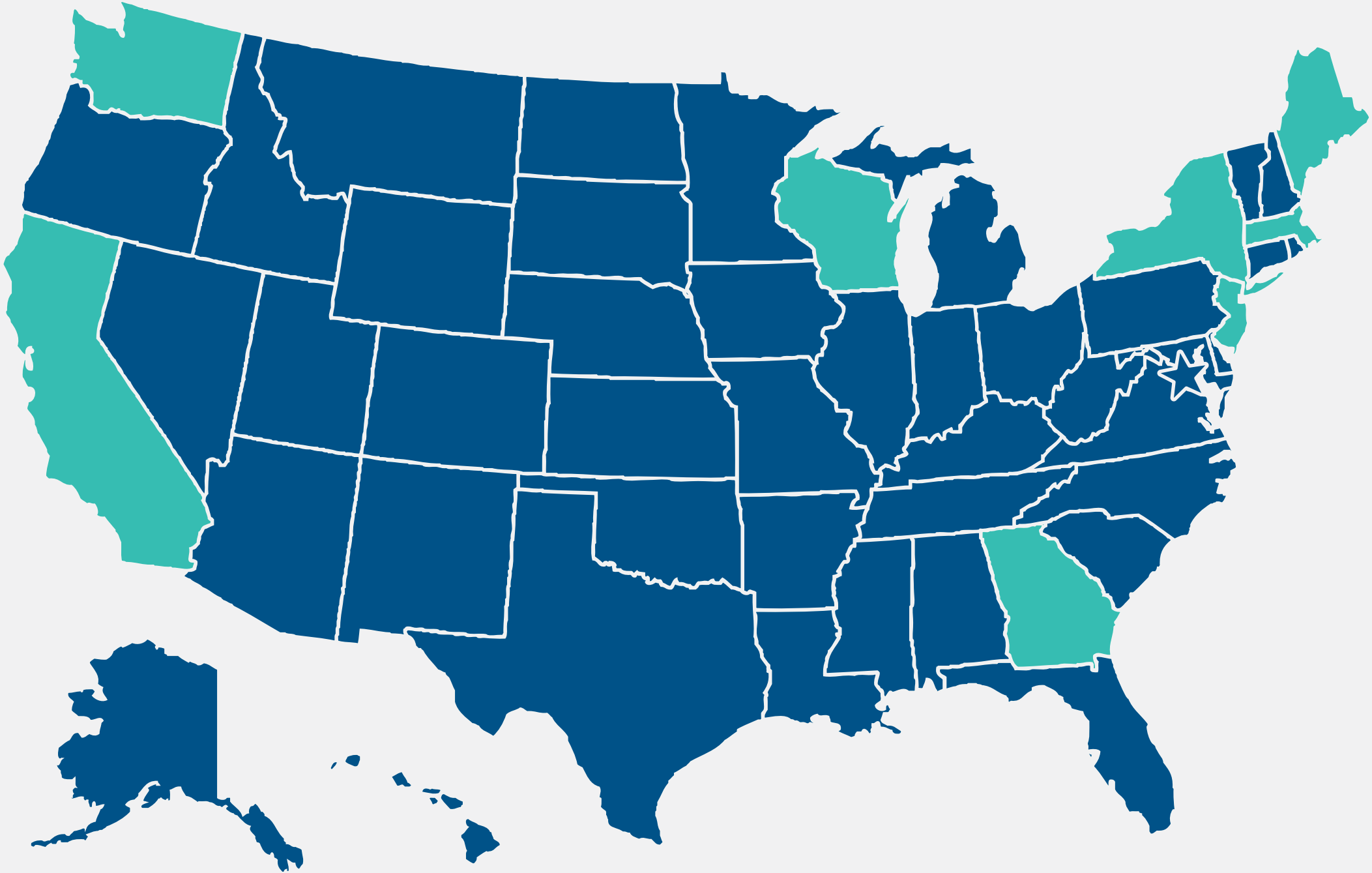


# 2007

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## THIS YEAR

Washington becomes the second state to pass paid leave, mobilizes to win financing.

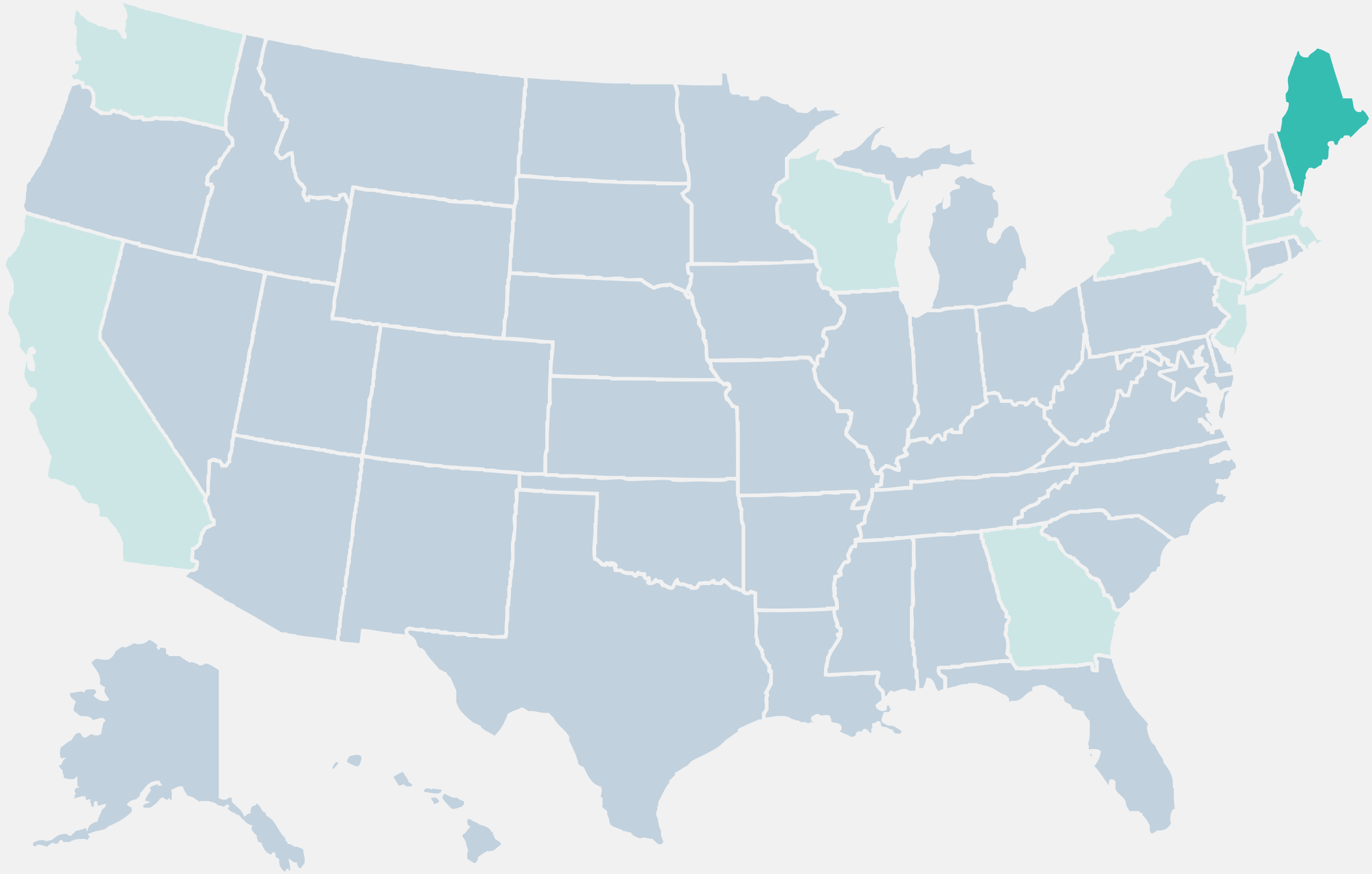


# 2007

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## WINS IN MAINE

FMLA expanded to allow for intermittent leave and to include domestic partners and their children.

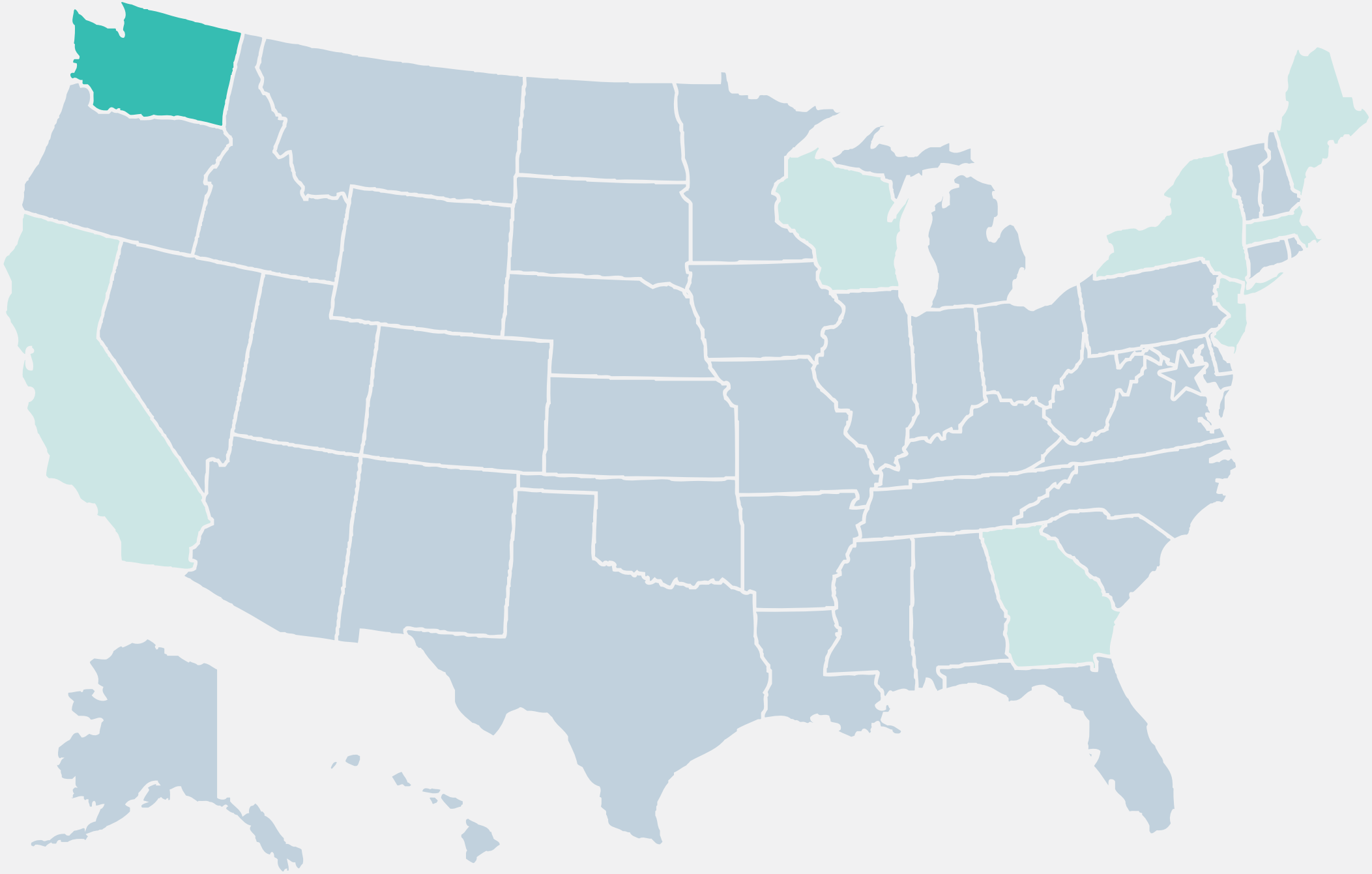


# 2007

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## WINS IN WASHINGTON

Family Leave Insurance Act passed.

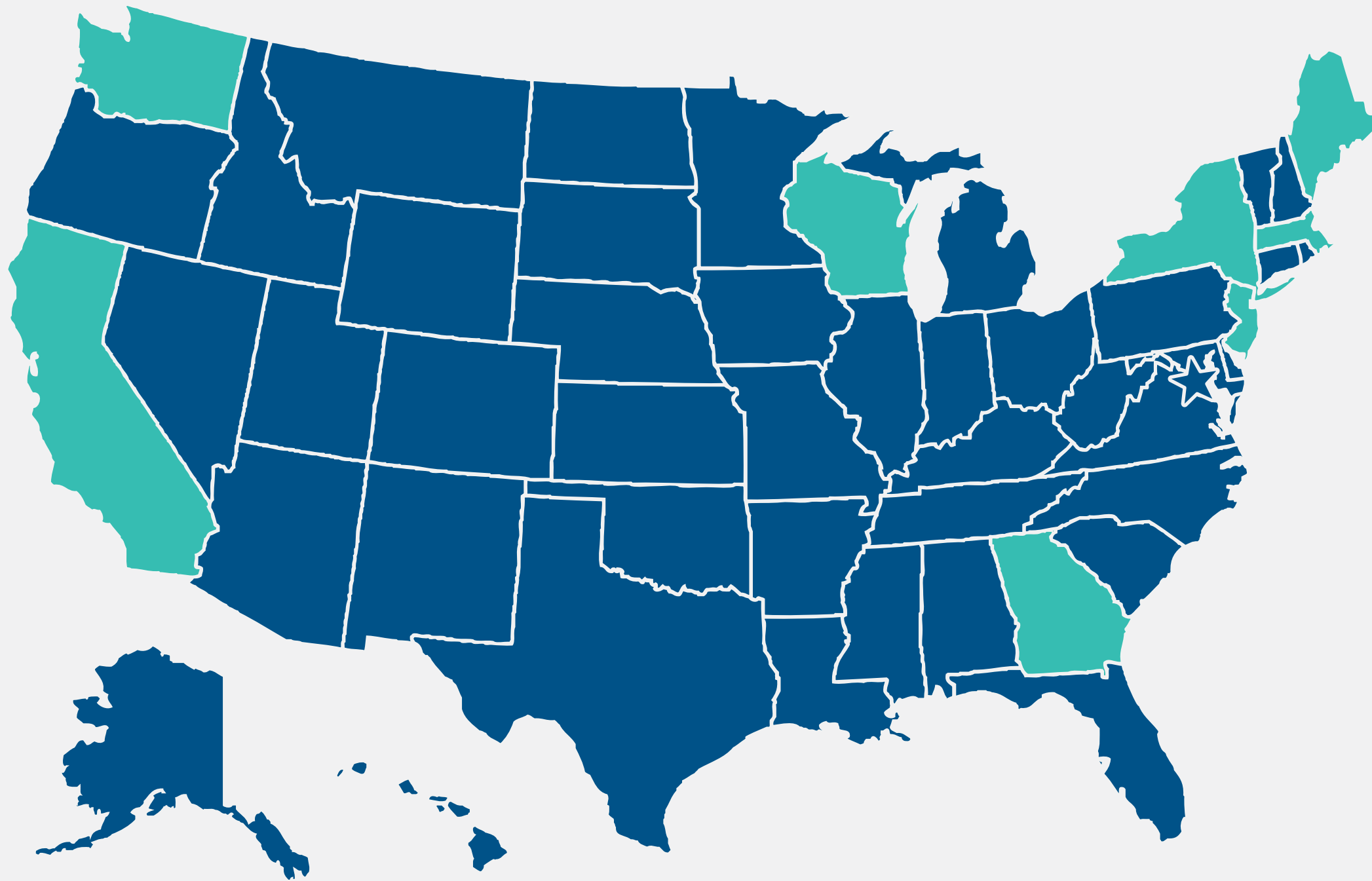


# 2008

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## THIS YEAR

Washington, DC, passes paid sick days. Milwaukee wins paid sick time by ballot initiative and fights to keep it. Paid family leave succeeds in New Jersey.



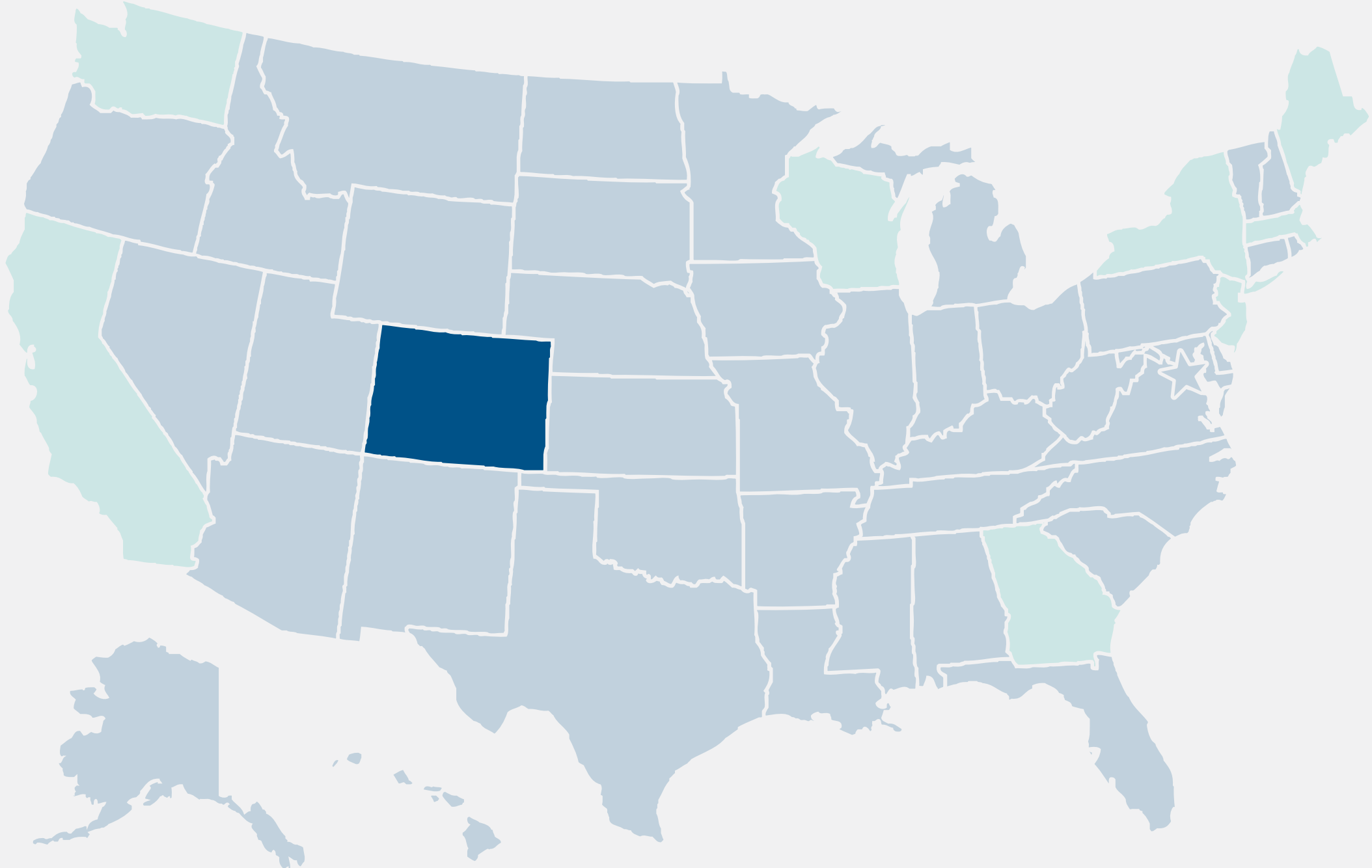


# 2008

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## WINS IN COLORADO

Workplace Accommodations for Nursing Mothers Act passed.

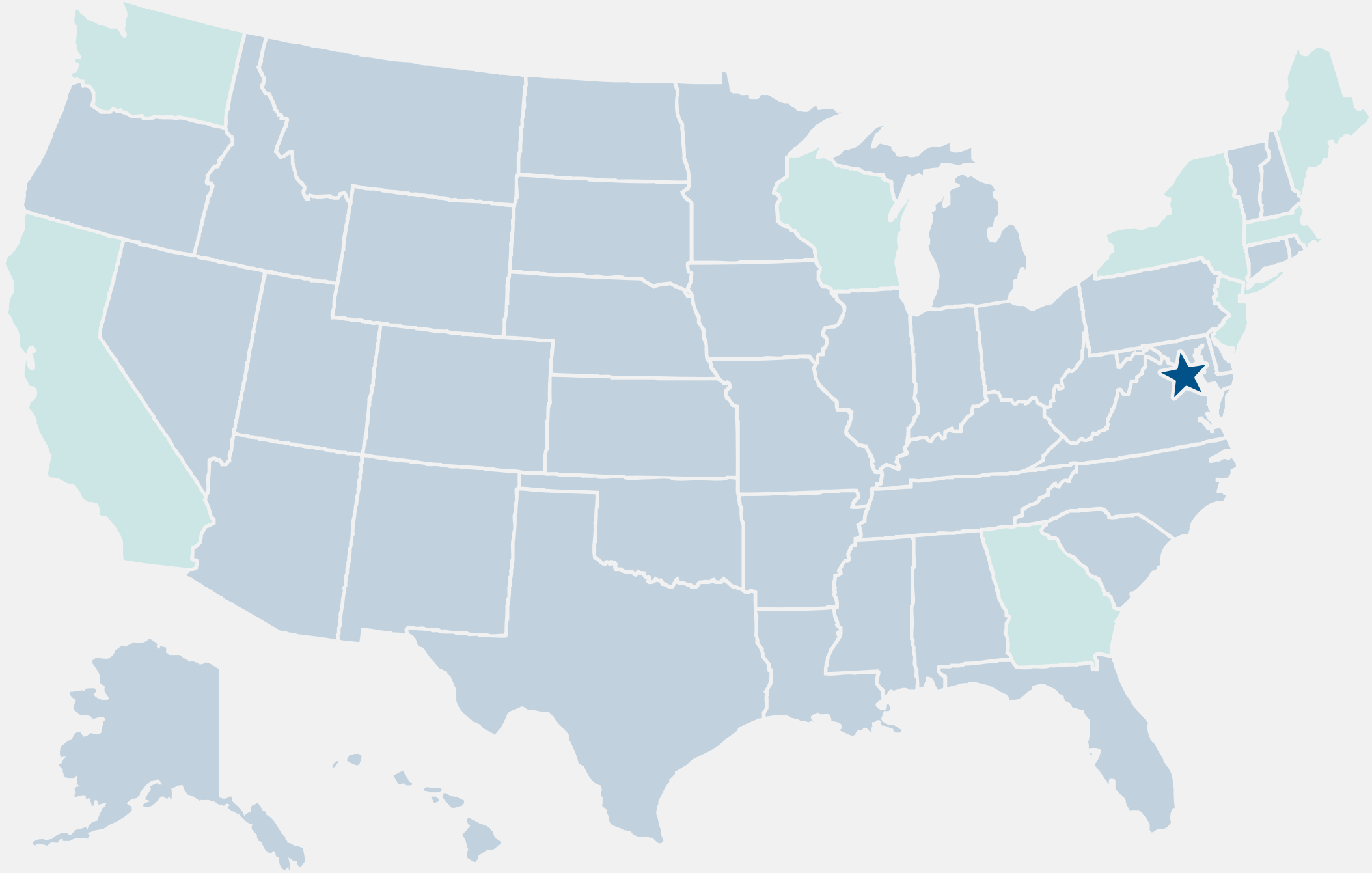


# 2008

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## WINS IN WASHINGTON, D.C.

Accrued Sick and Safe Leave  
Law passed.

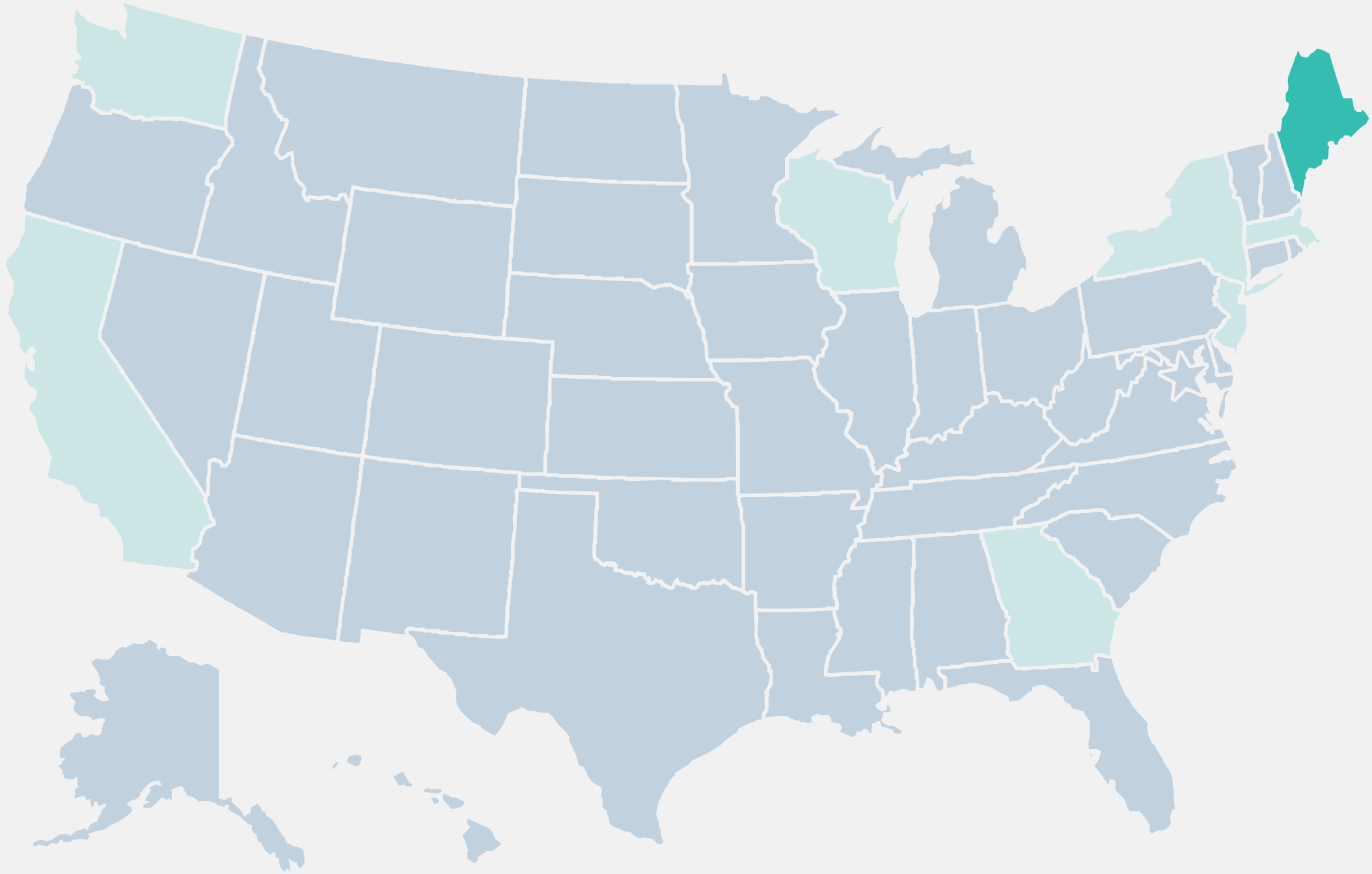


# 2008

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## WINS IN MAINE

FMLA expanded to cover siblings.

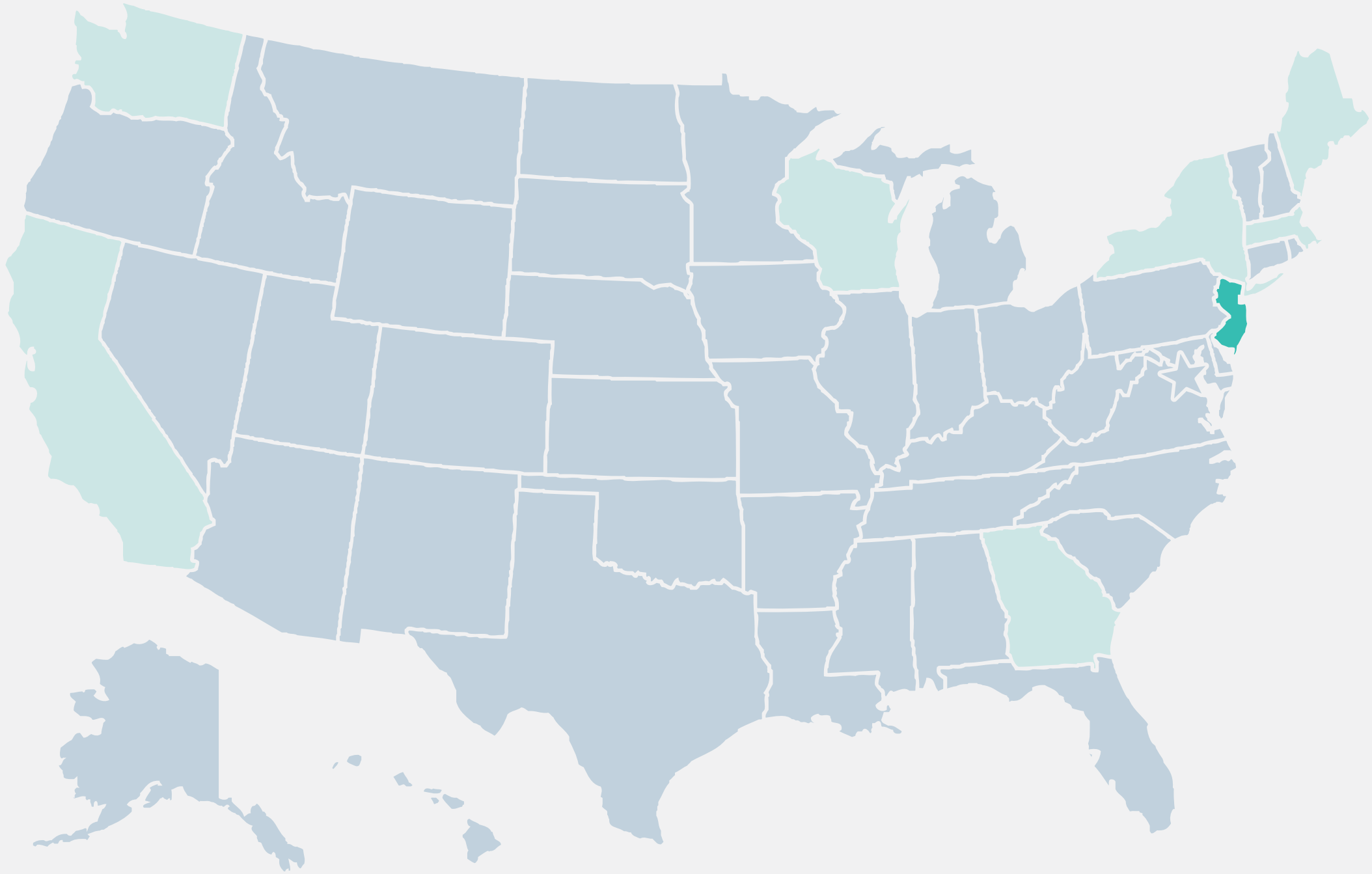


# 2008

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## WINS IN NEW JERSEY

Family Leave Insurance passed.

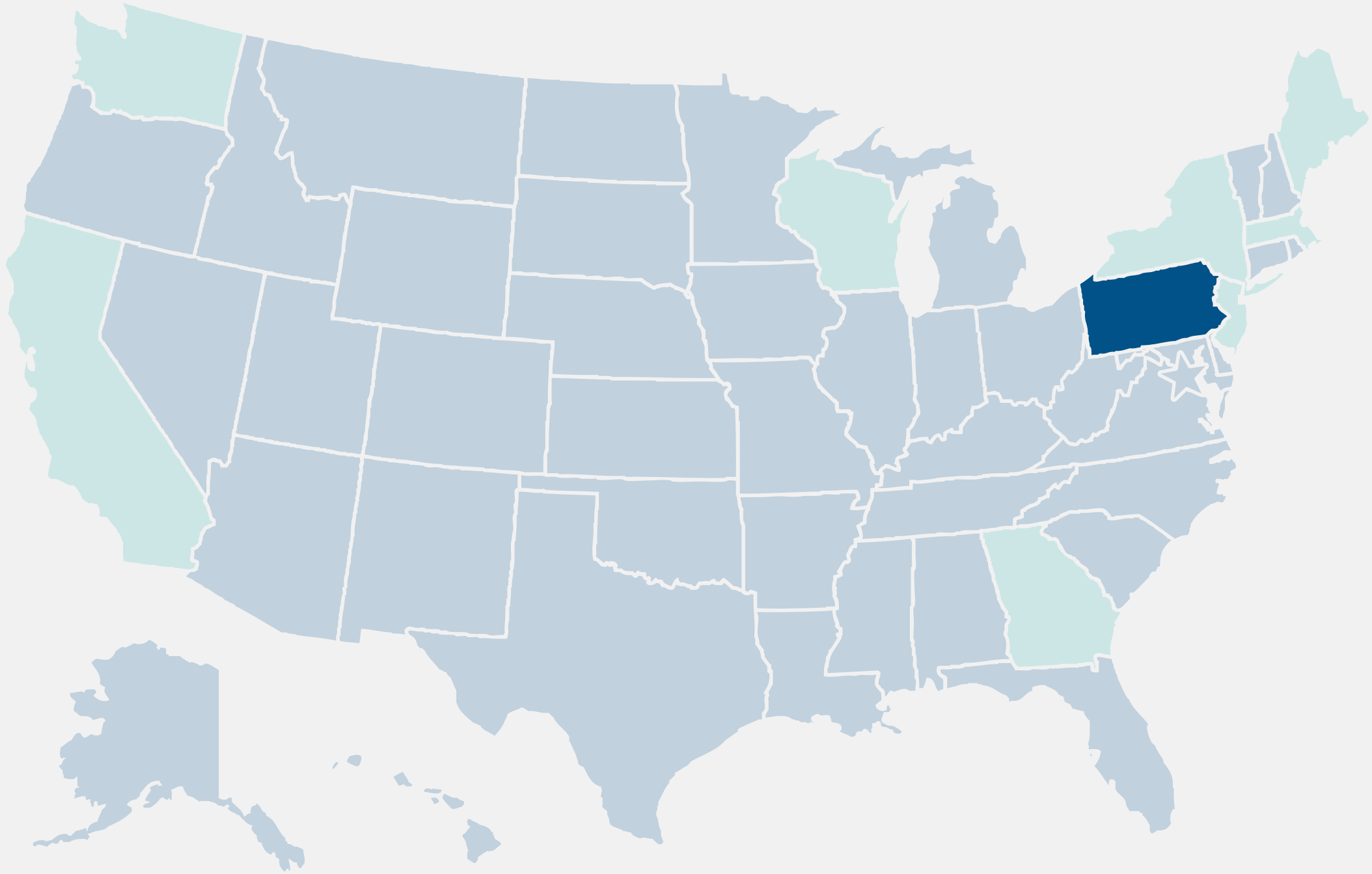


# 2008

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## WINS IN PENNSYLVANIA

Philadelphia passes unpaid domestic violence leave.

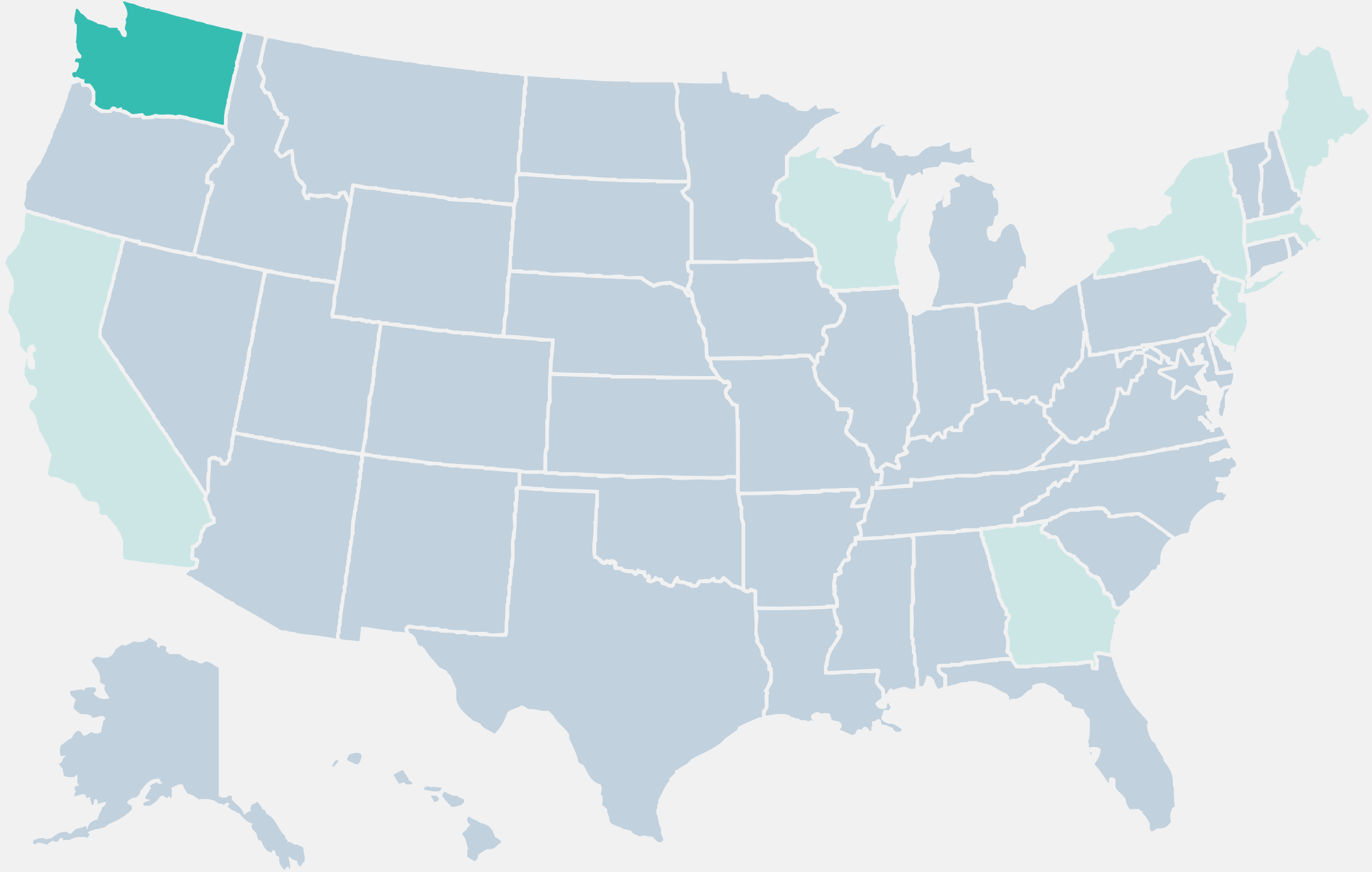


# 2008

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## WINS IN WASHINGTON

General funds appropriated for the start-up of Washington's Family Leave Insurance program (implementation frozen when economy collapsed).

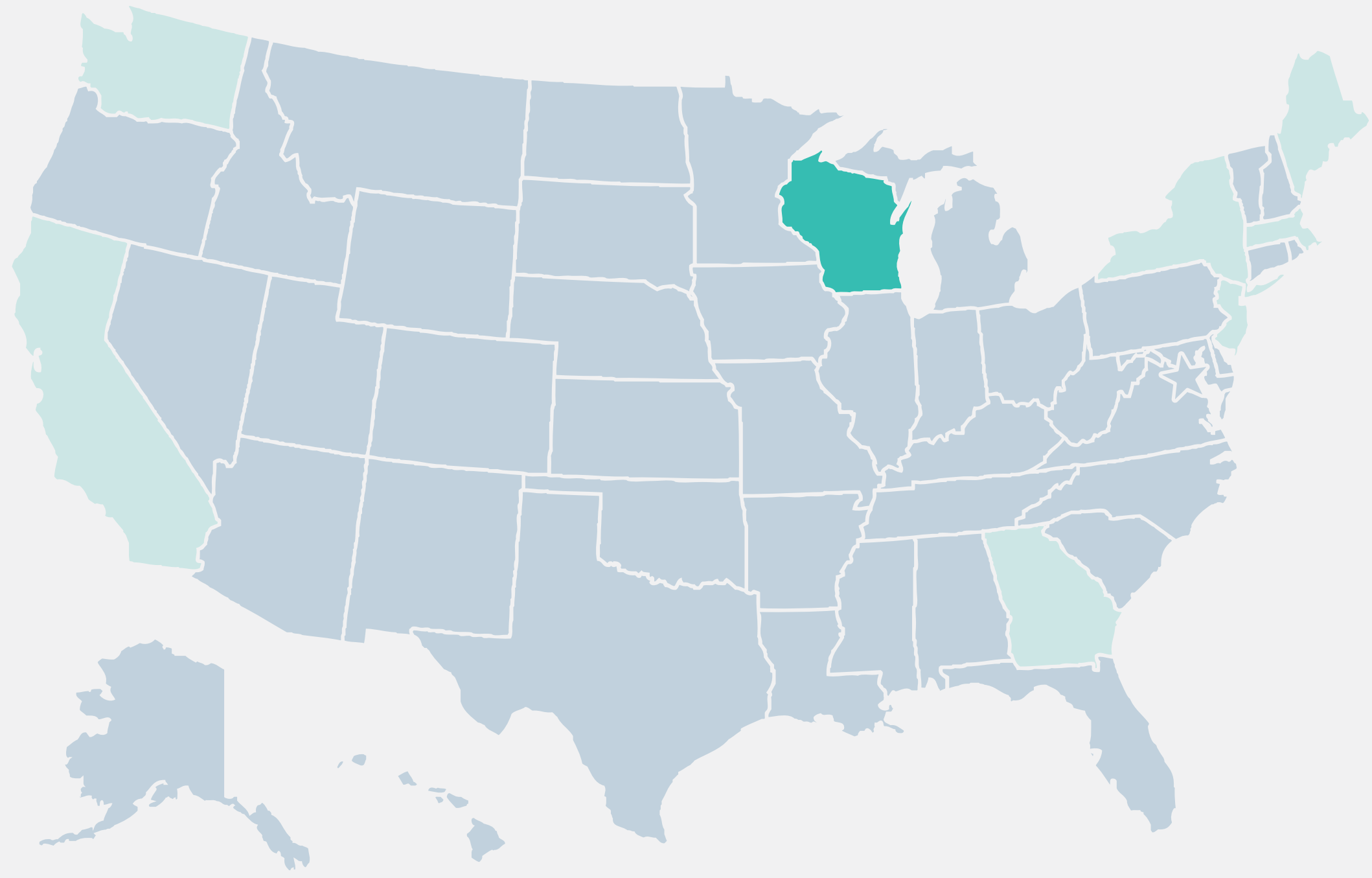


# 2008

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## WINS IN WISCONSIN

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







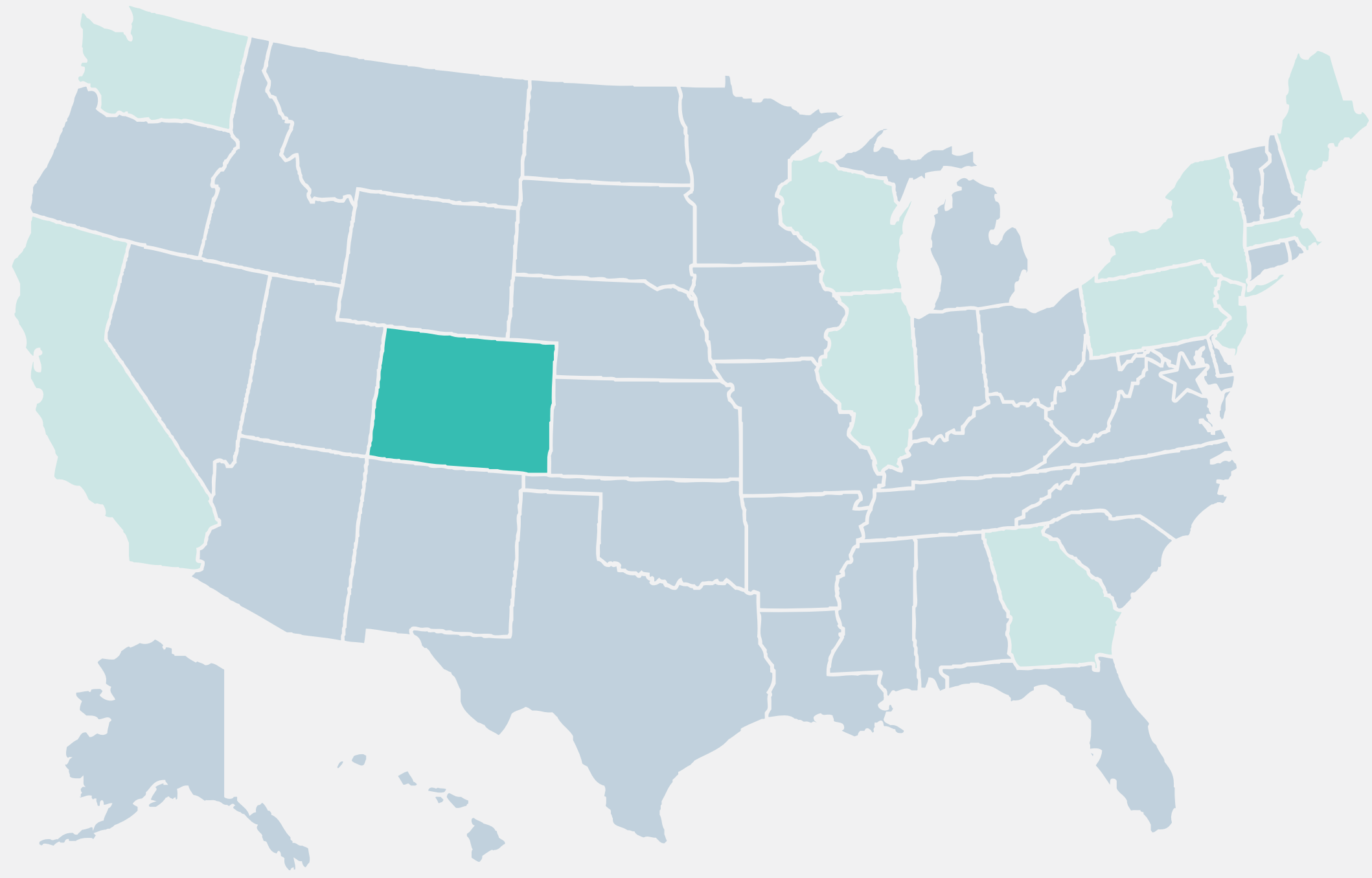
# 2009

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## WINS IN COLORADO

Unemployment insurance reforms passed, covering more part-time, women and low wage workers.

Parental Leave Act passed, allowing use of FMLA leave for school activities.

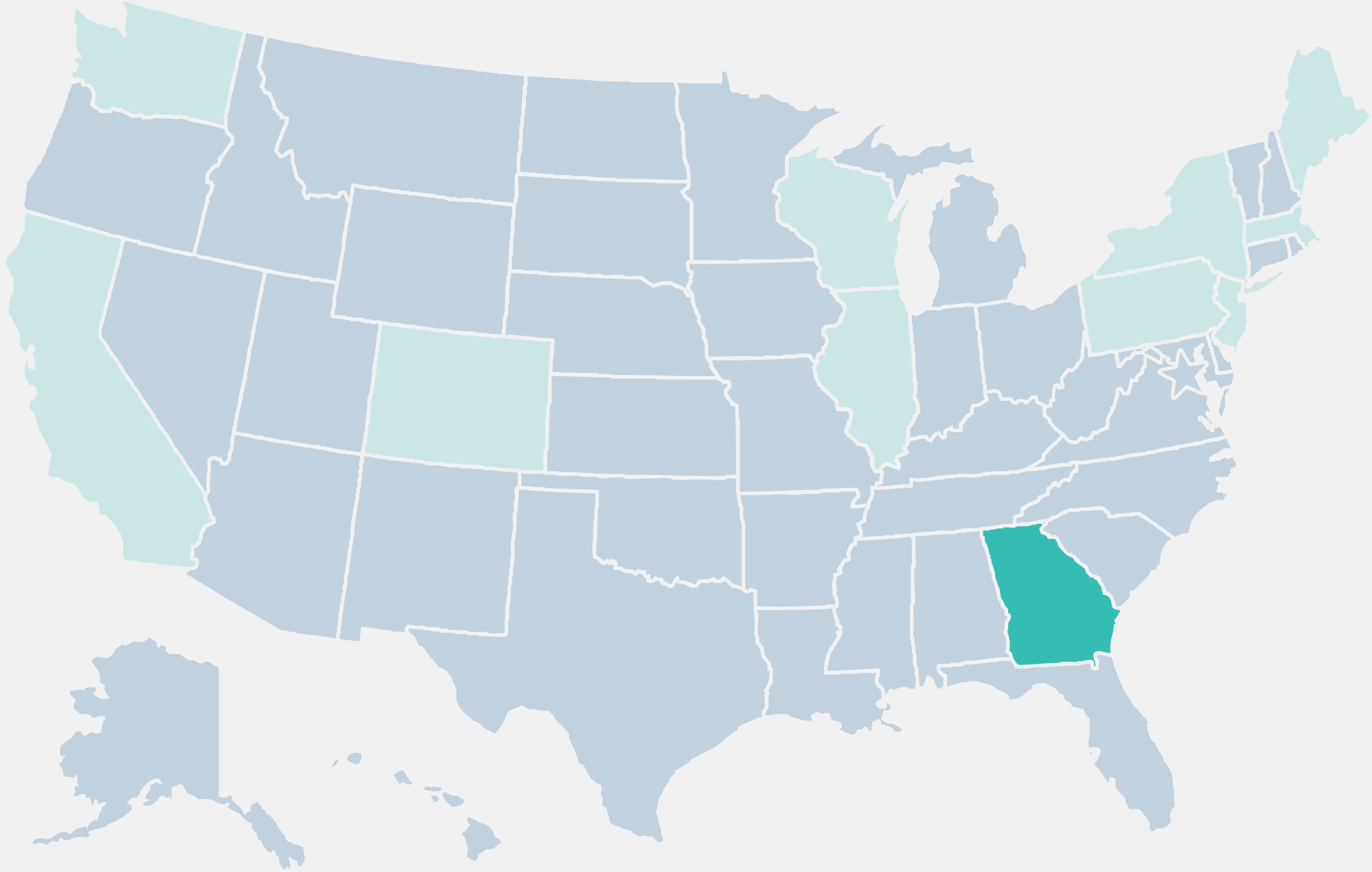


# 2009

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## WINS IN GEORGIA

Unemployment insurance expanded  
to include part-time workers.

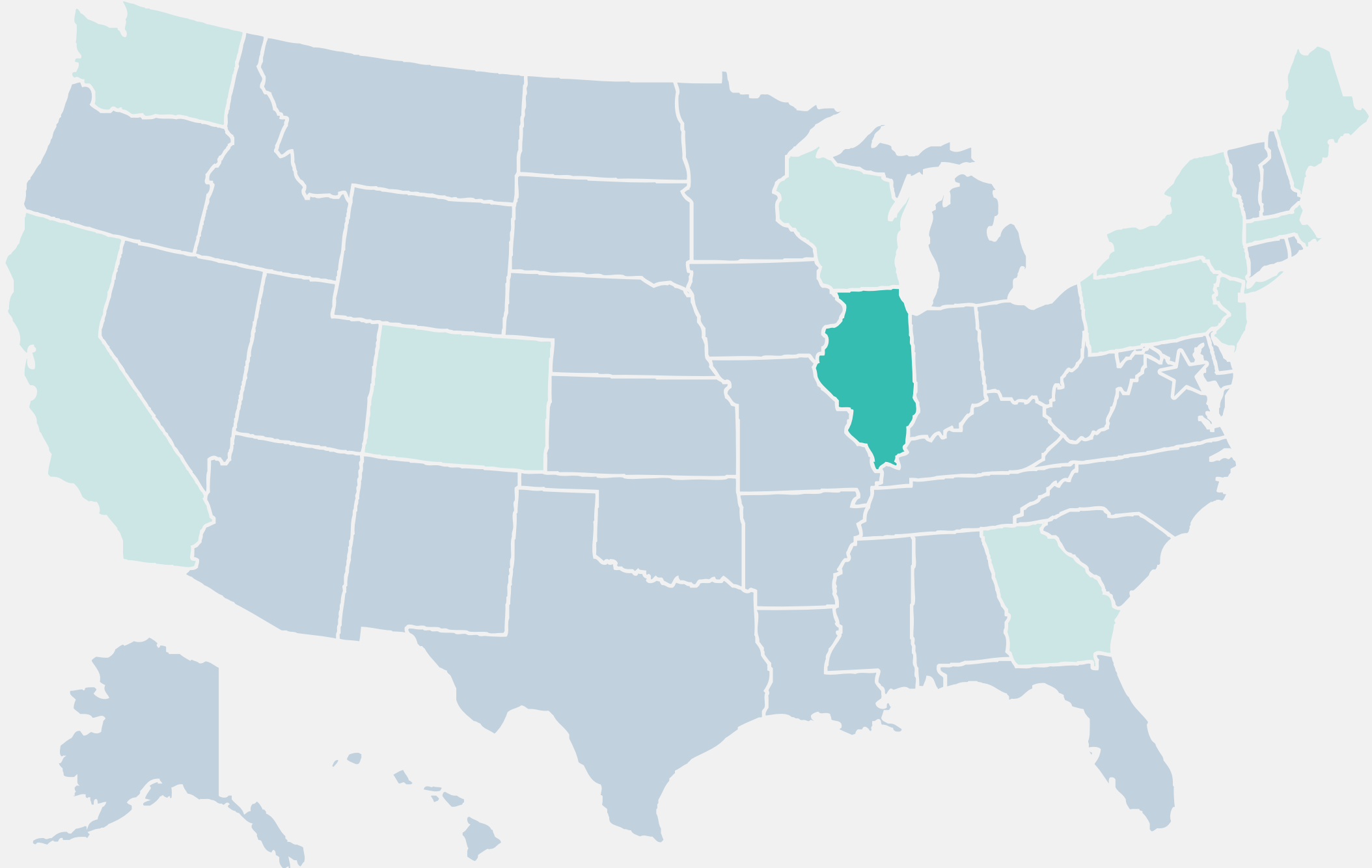


# 2009

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## WINS IN ILLINOIS

Healthy Workplaces Act introduced.



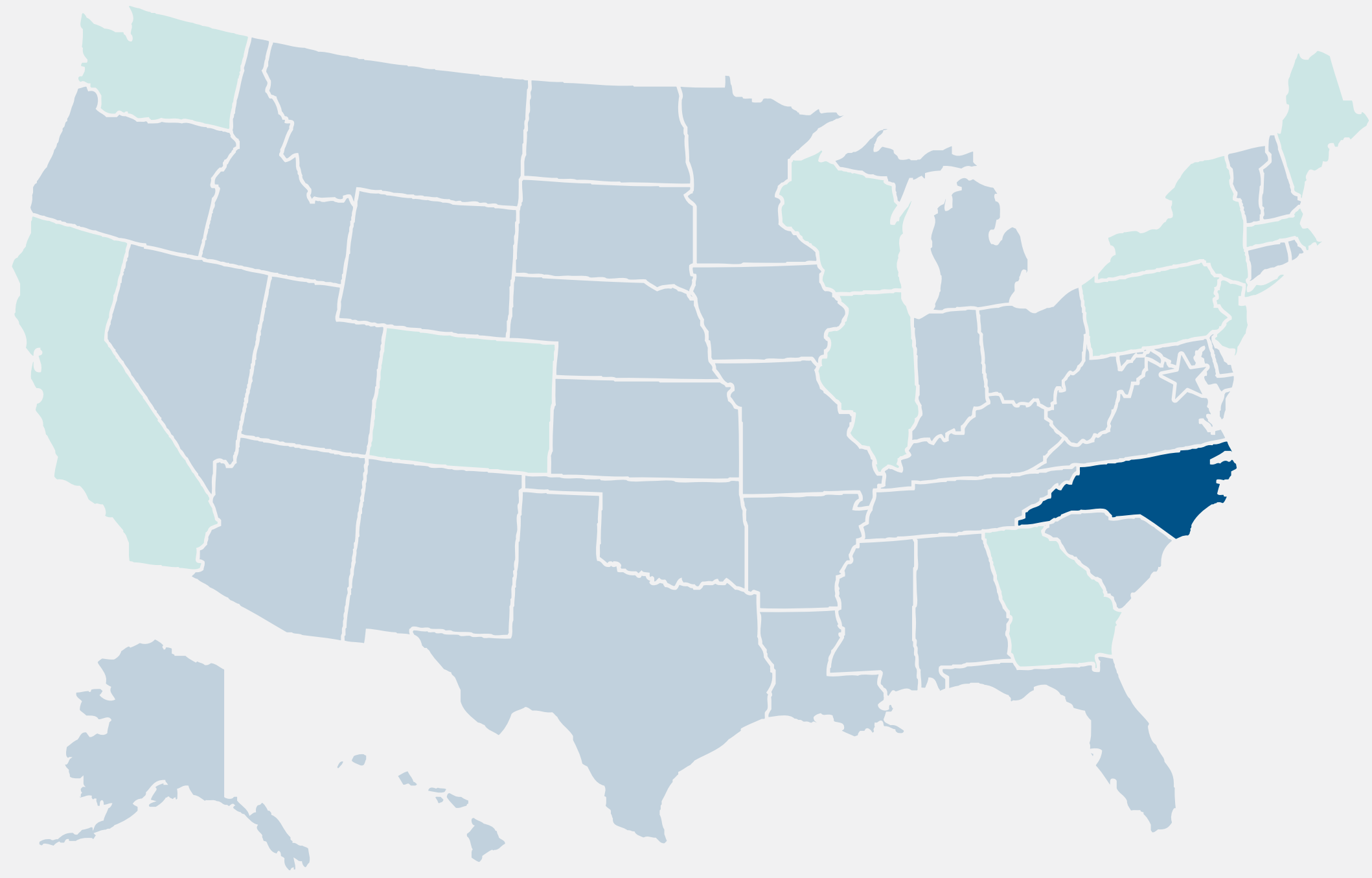
# 2009

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## WINS IN NORTH CAROLINA

Healthy Families and Healthy Workplaces Act introduced.

First legislative committee hearings in the South held on earned paid sick days legislation.

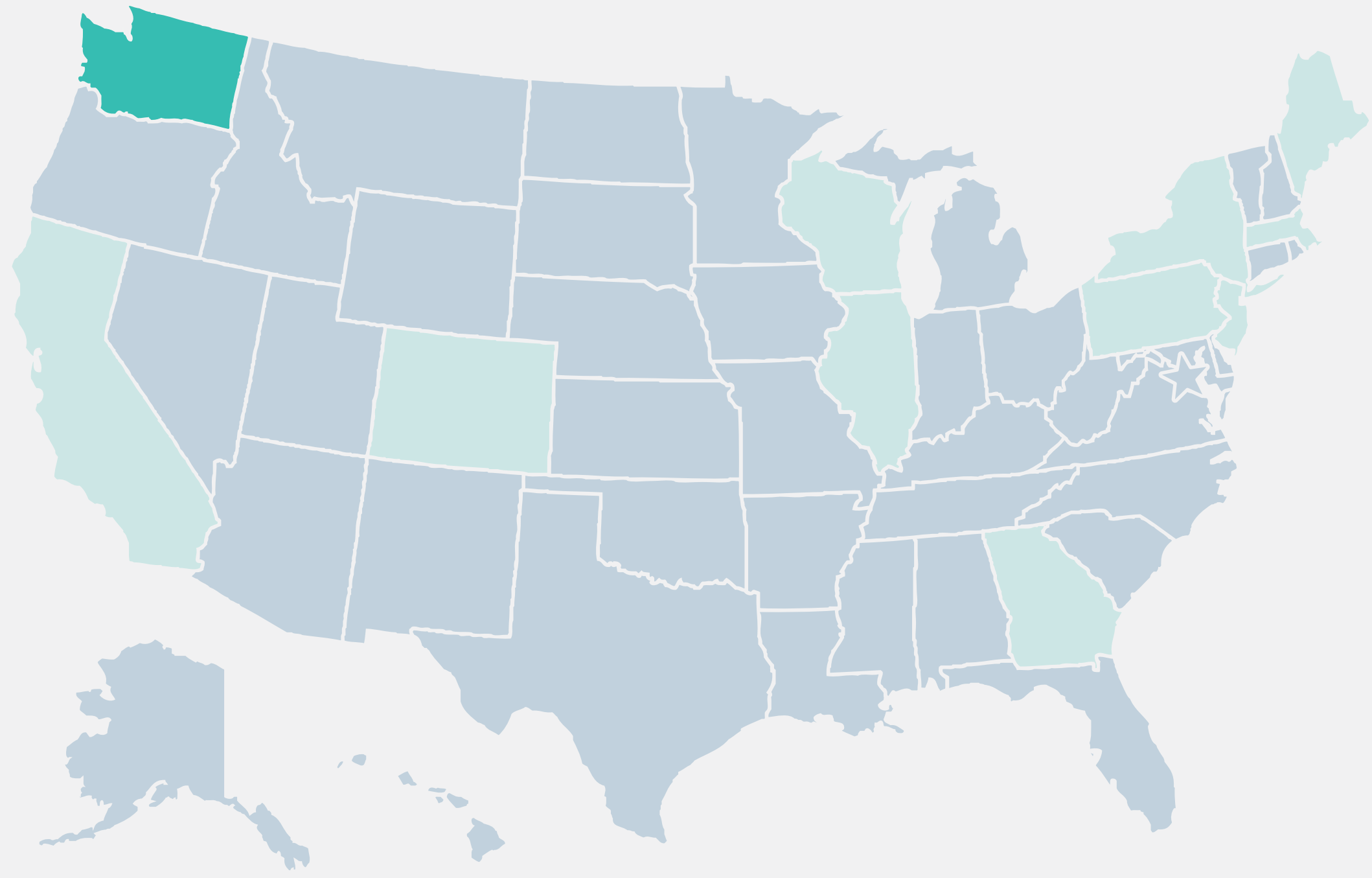


# 2009

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## WINS IN WASHINGTON

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

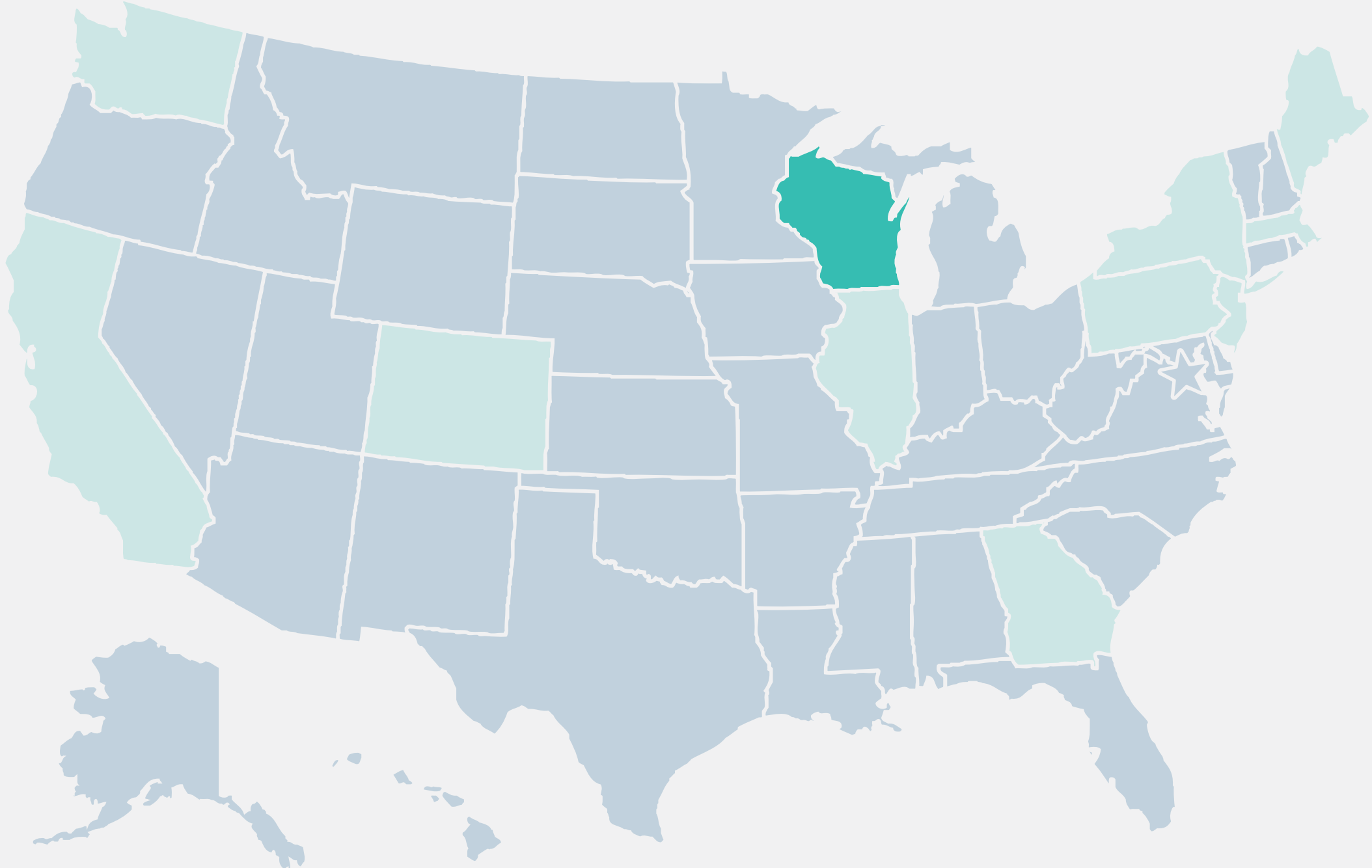


# 2009

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## WINS IN WISCONSIN

Definition of family under FMLA expanded to include domestic partners and parents-in-law.



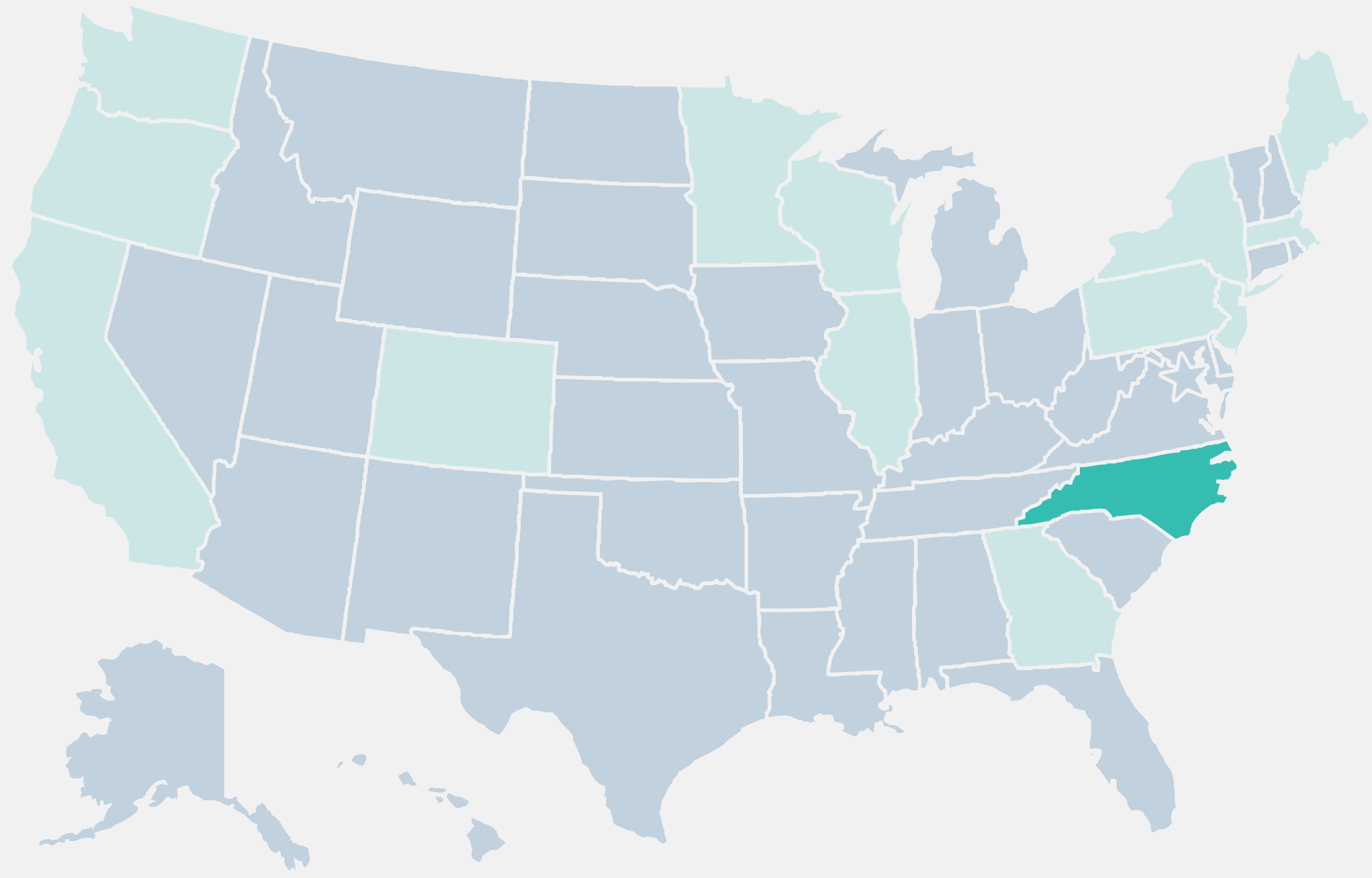


# 2010

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## WINS IN NORTH CAROLINA

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





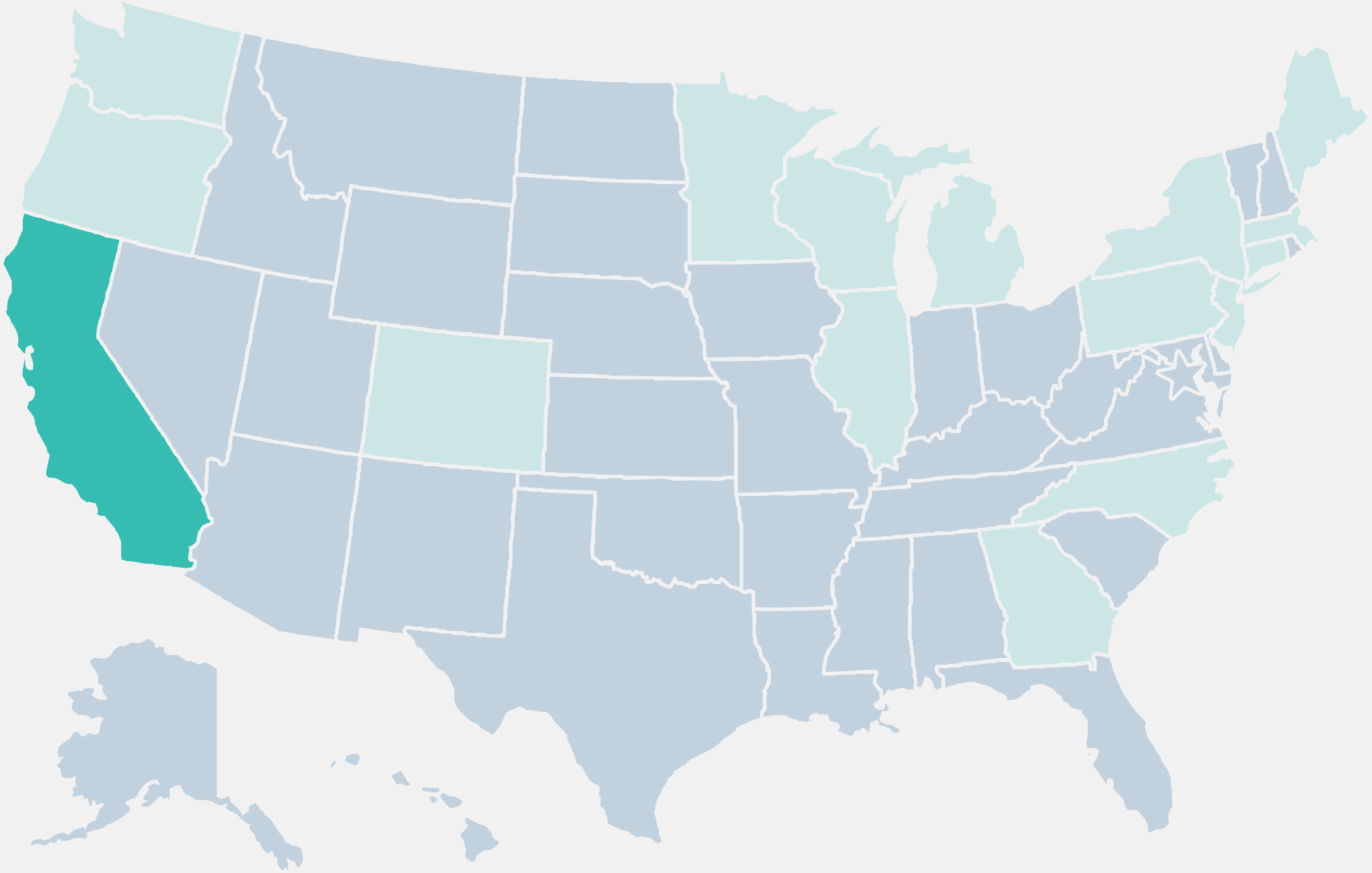


# 2011

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## WINS IN CALIFORNIA

Health insurance coverage won for women while on pregnancy disability leave.





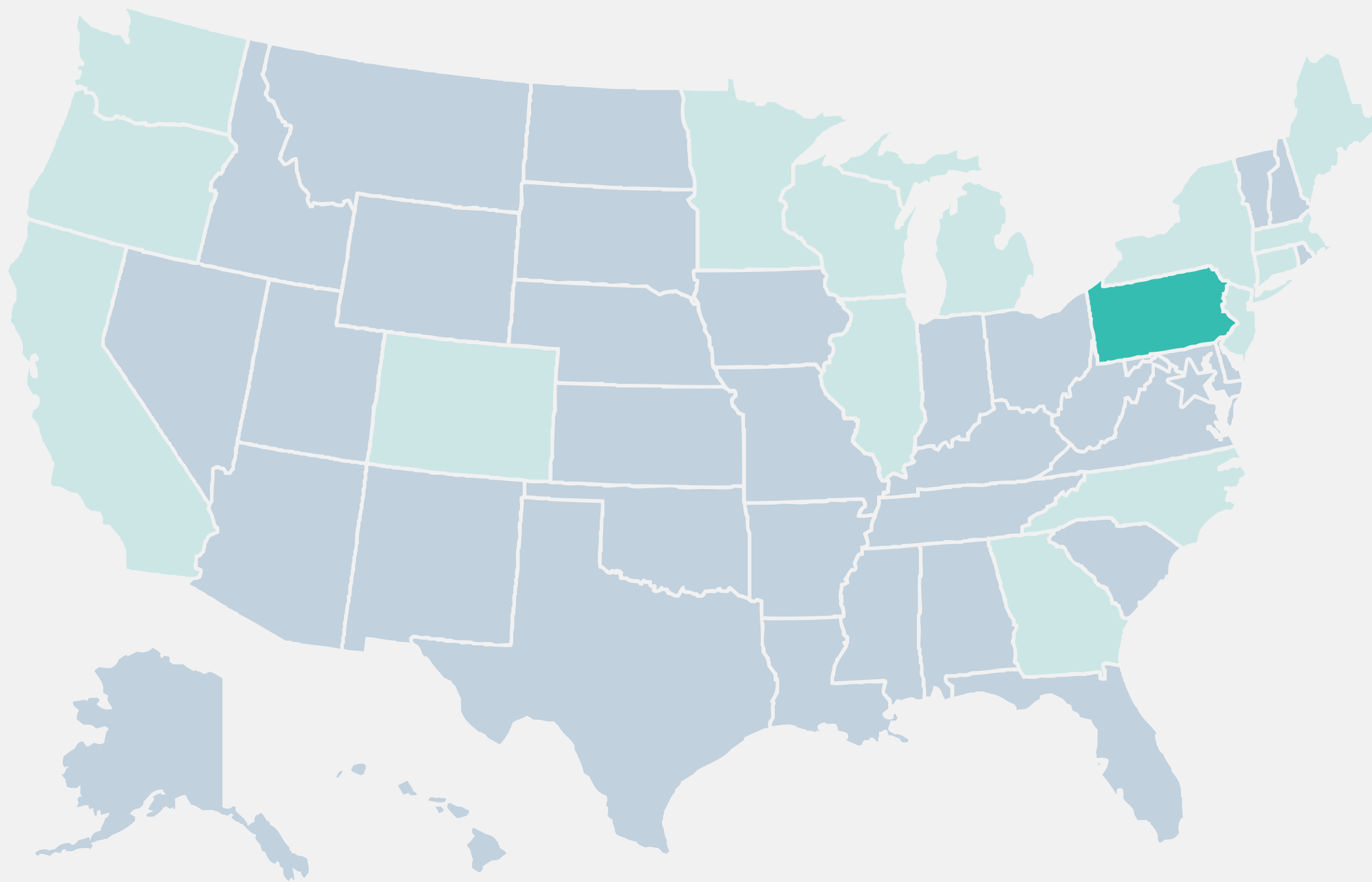
# 2011

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## WINS IN PENNSYLVANIA

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.



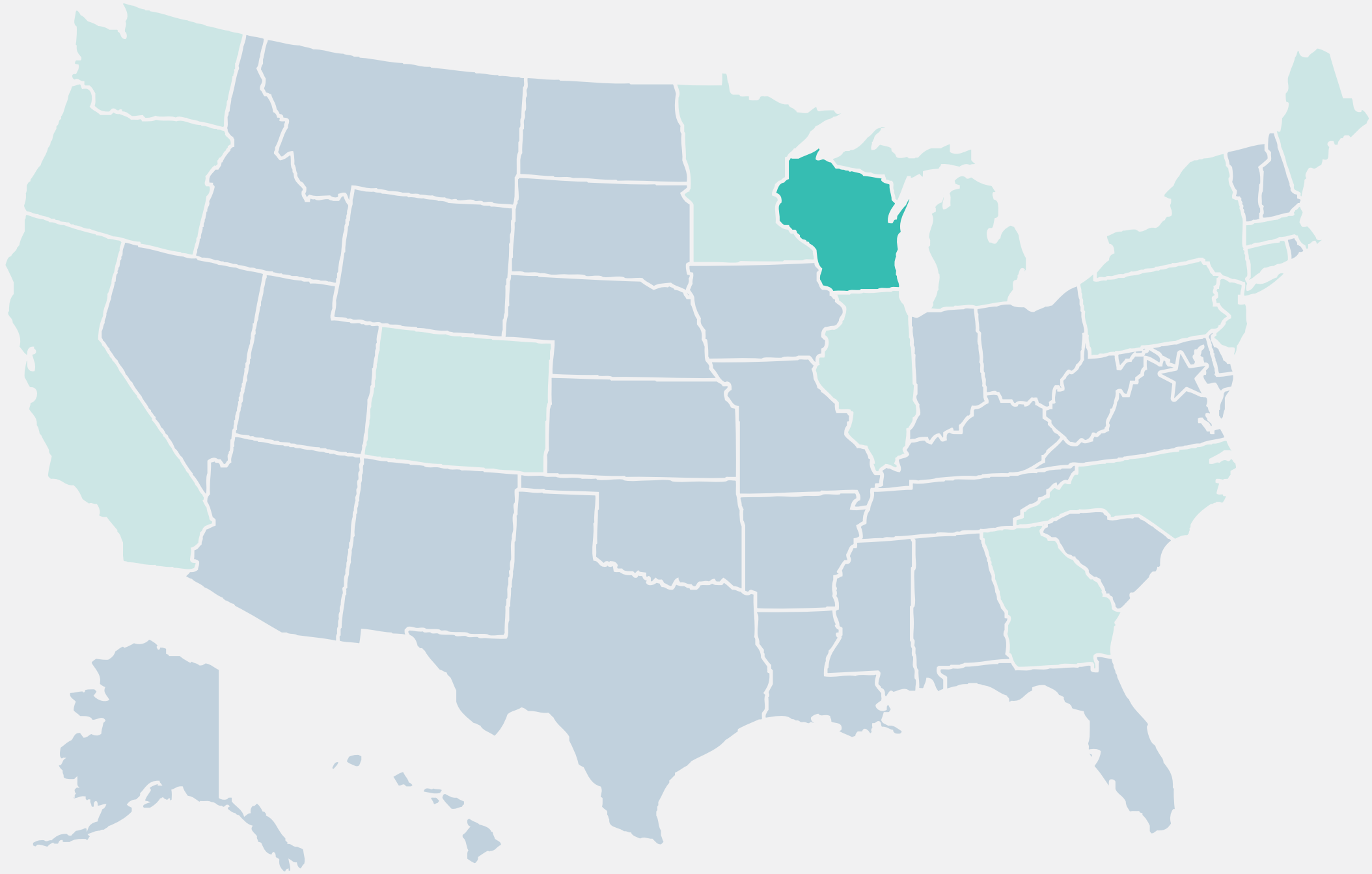


# 2011

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## WINS IN WISCONSIN

State Court of Appeals upholds Milwaukee's Paid Sick Leave Ordinance.



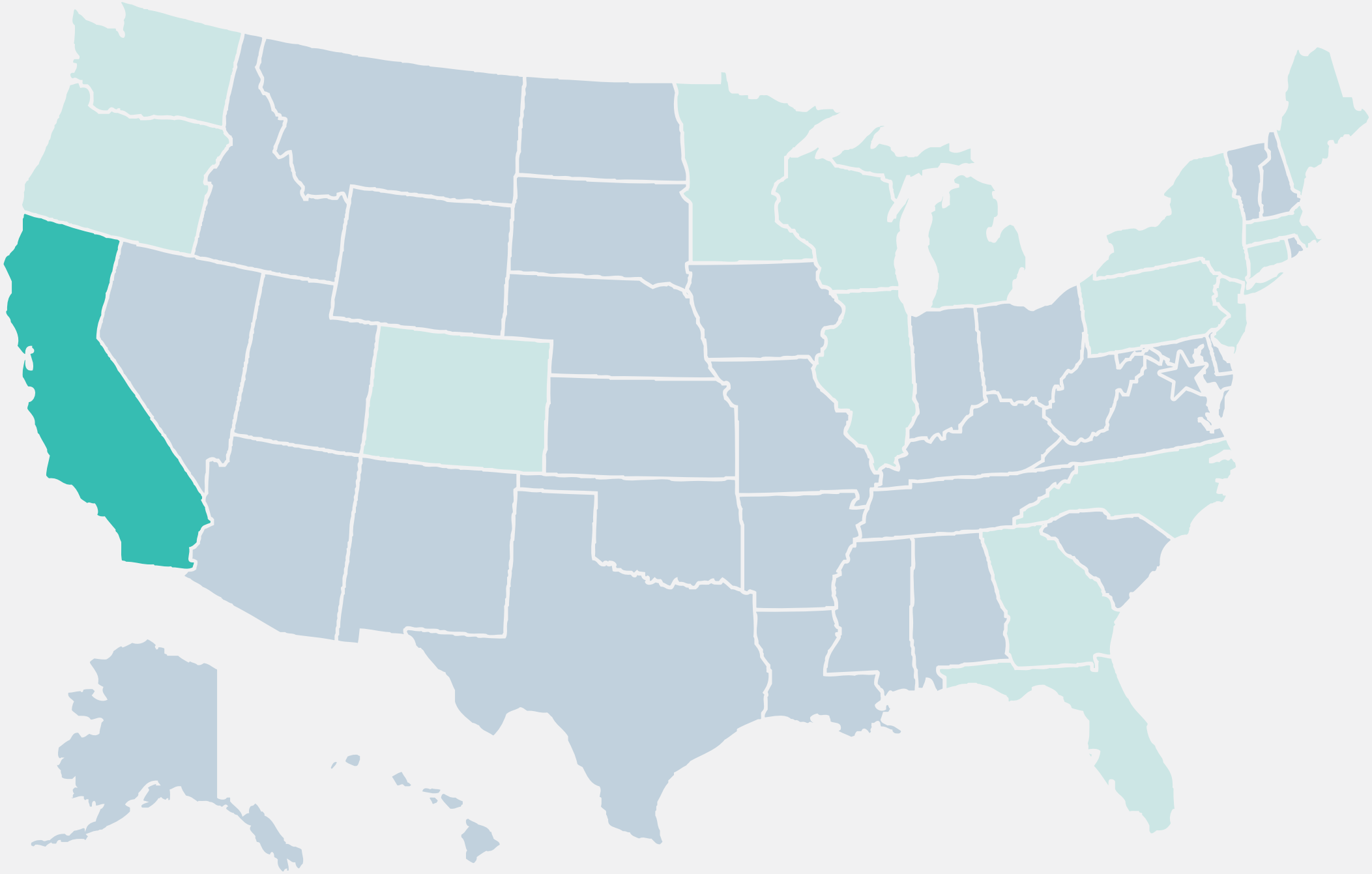


# 2012

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## WINS IN CALIFORNIA

Long Beach wins living wage and paid sick days for hotel workers at the ballot.





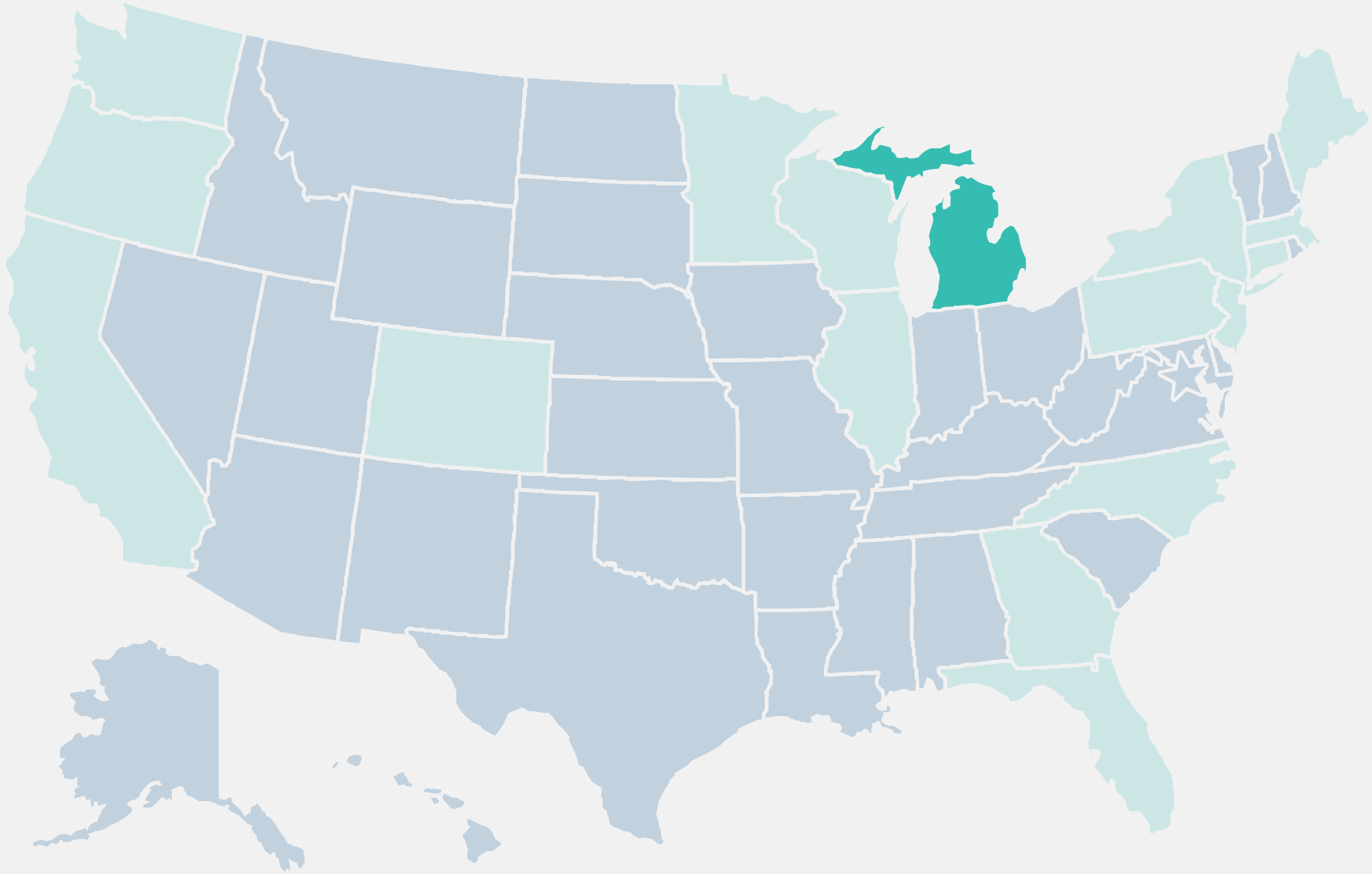


# 2012

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## WINS IN MICHIGAN

Paid sick days bill introduced for the first time.

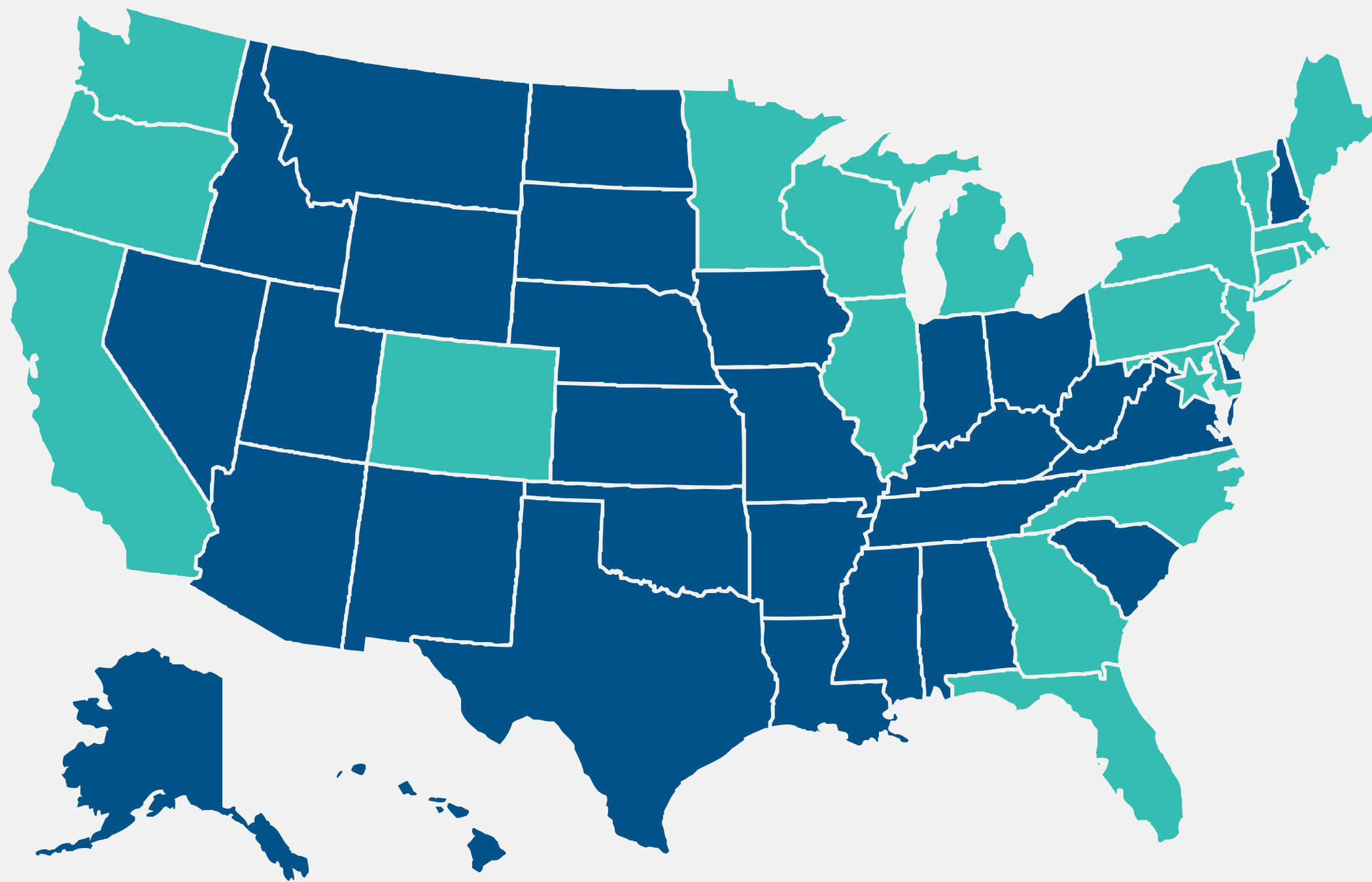


# 2013

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## THIS YEAR

Network adds DC, Maryland, Rhode Island and Vermont. Rhode Island wins Temporary Care Insurance, the first program to include job protection for all leave-takers. New York City becomes the most populous city with a paid sick days win.



# 2013

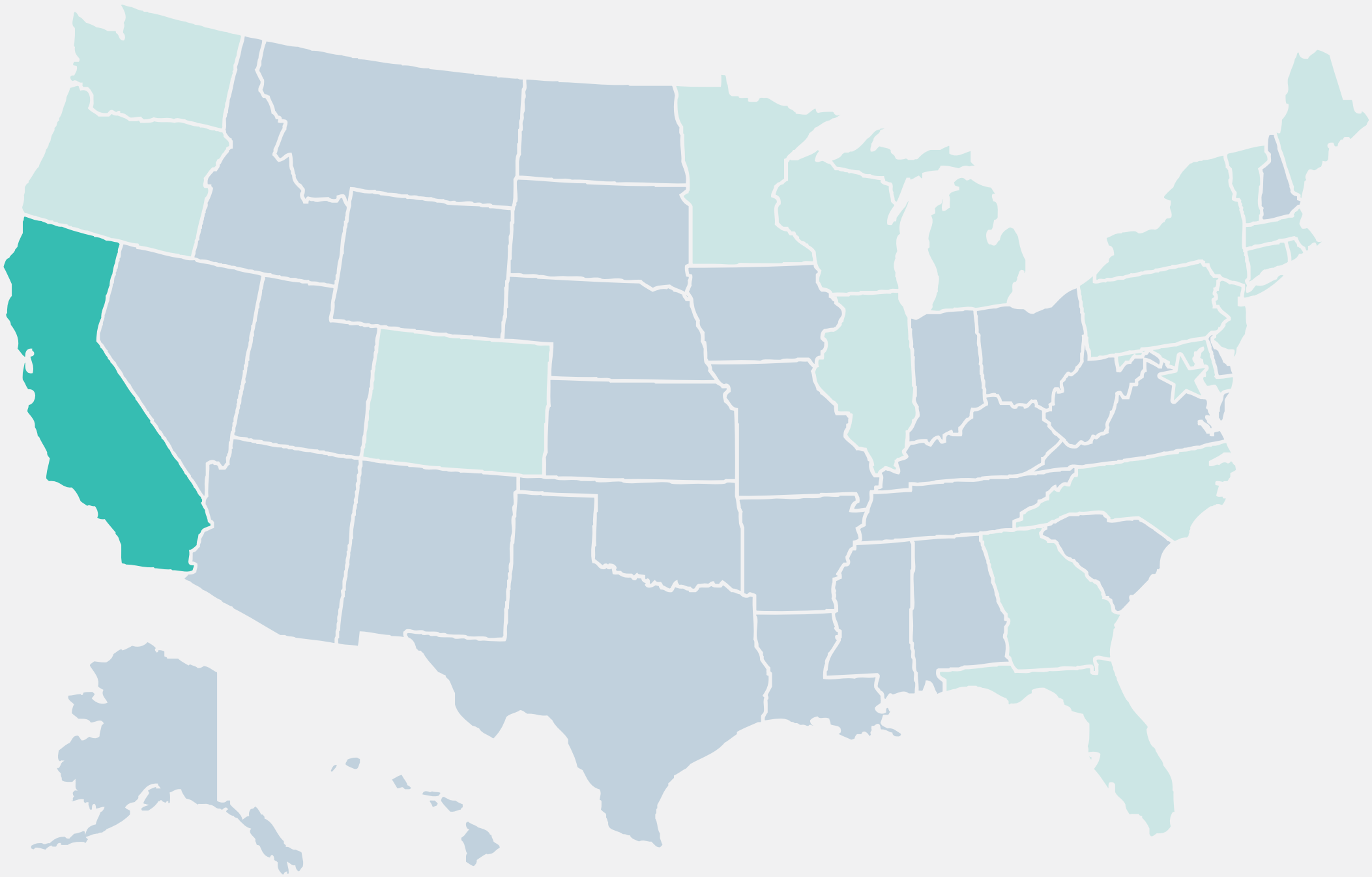
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## WINS IN CALIFORNIA

Paid Family Leave expanded to include care for additional family members.

Workplace accommodations and job protection won for victims of domestic violence.

San Francisco passes the “right to request” Family Friendly Workplace Ordinance.

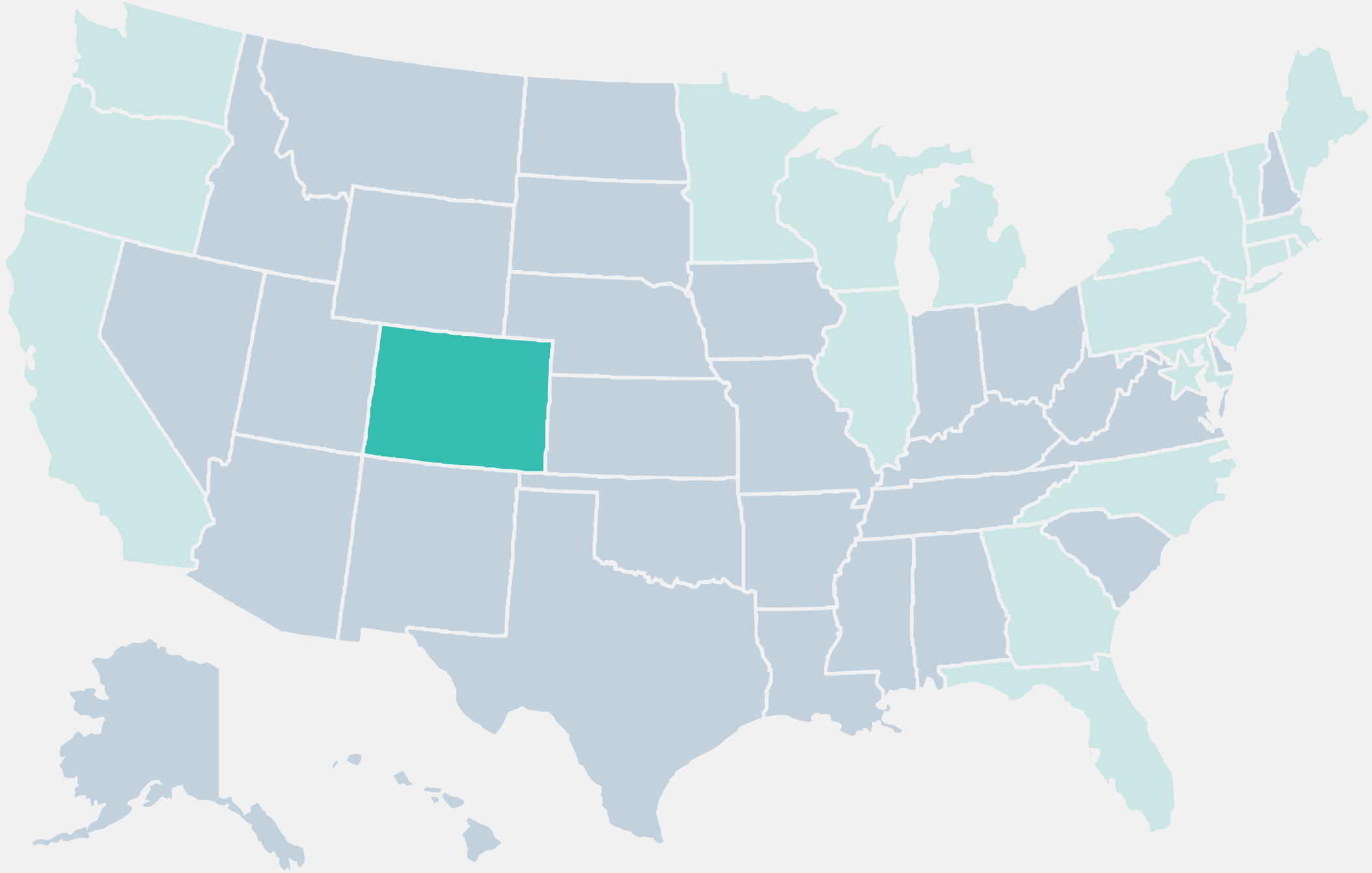


# 2013

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## WINS IN COLORADO

Family Care Act bill passed with bipartisan support, expanding FMLA coverage to domestic partners and civil unions.



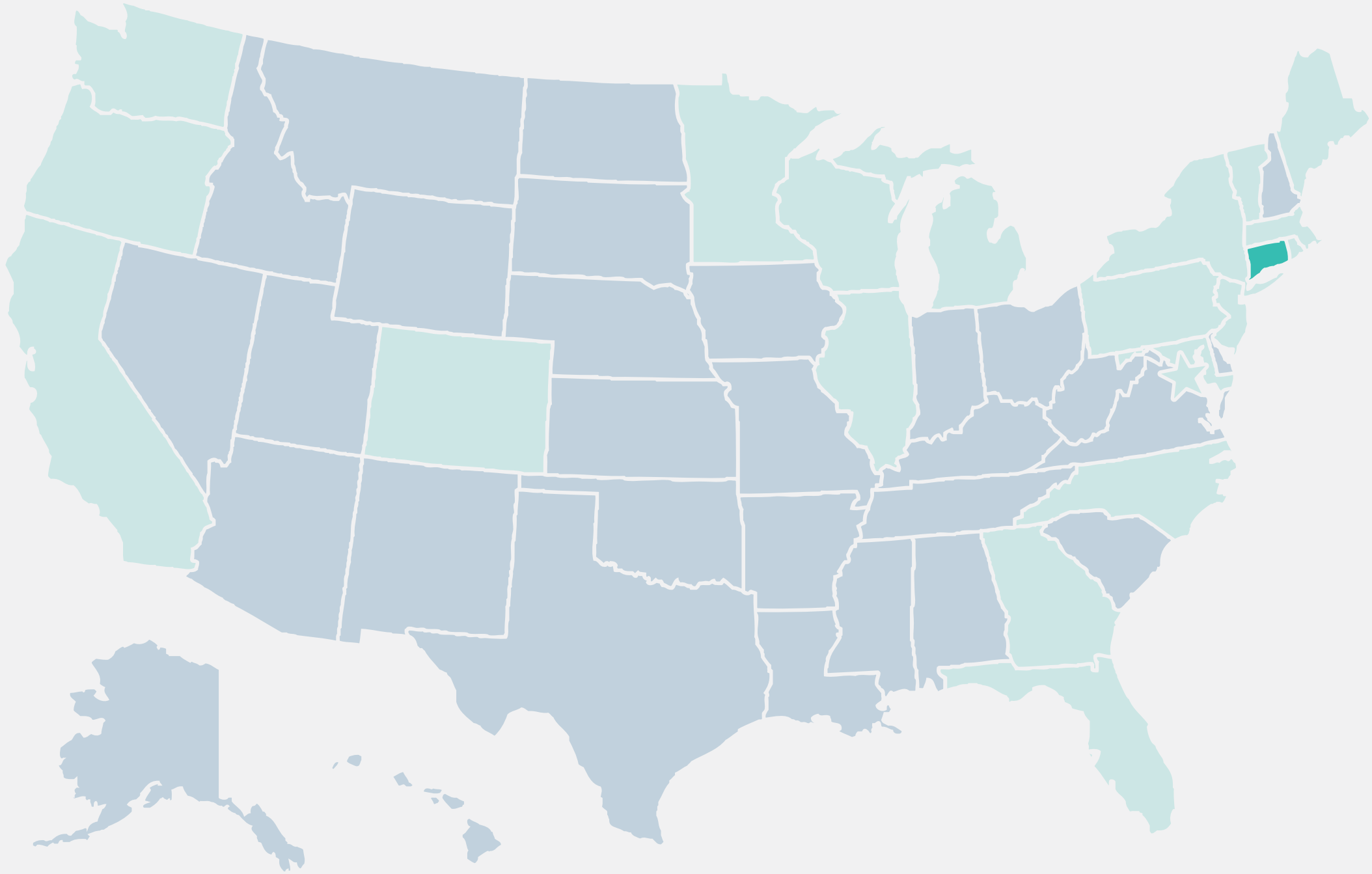
# 2013

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## WINS IN CONNECTICUT

Blocked bills threatening to weaken Connecticut's paid sick days law.

Task force established to study family medical leave insurance.

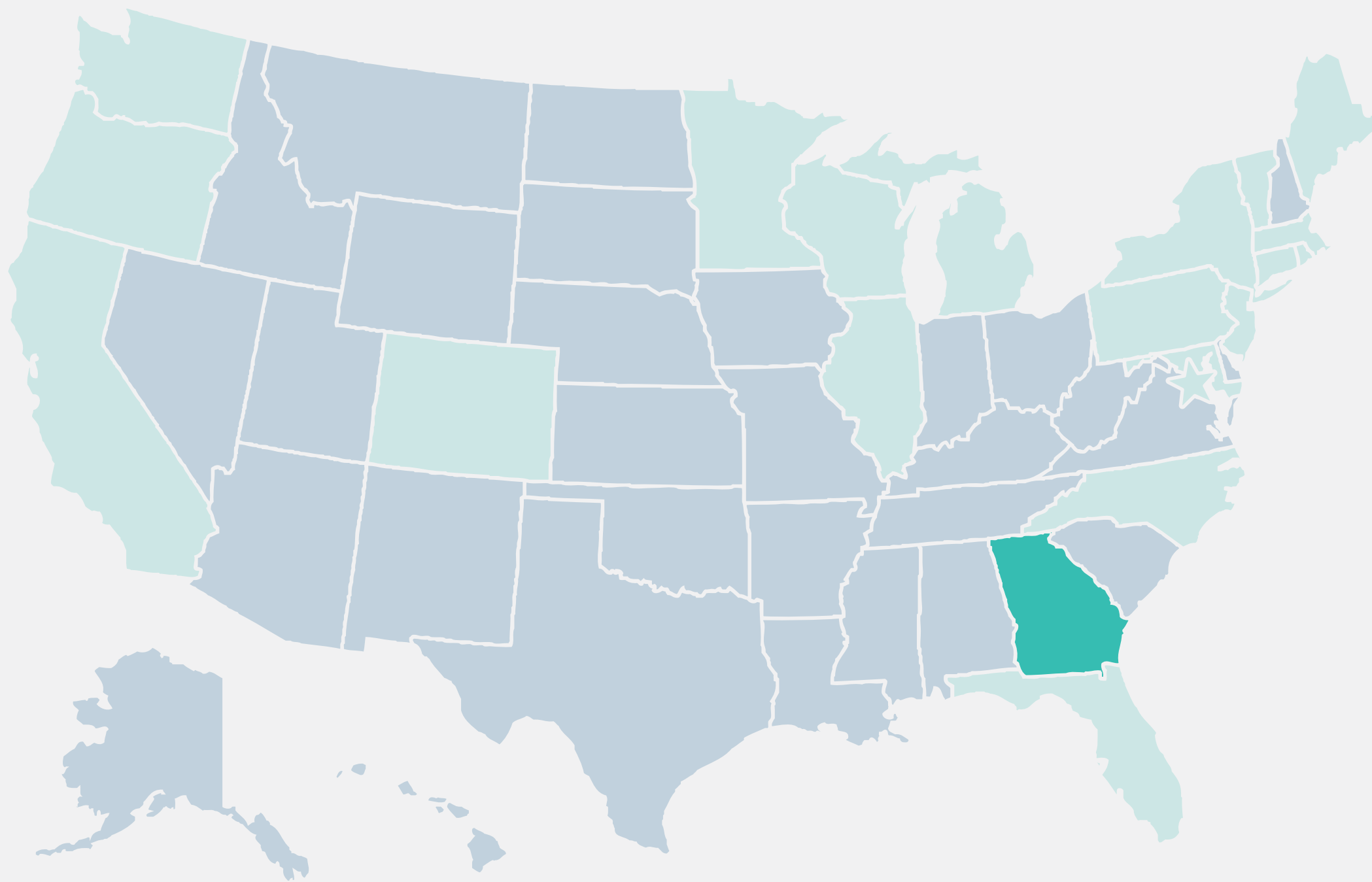


# 2013

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## WINS IN GEORGIA

Family Care Act passes House committee for first time with strong bipartisan support, which would, if passed, allow those with paid sick leave to care for a sick child.





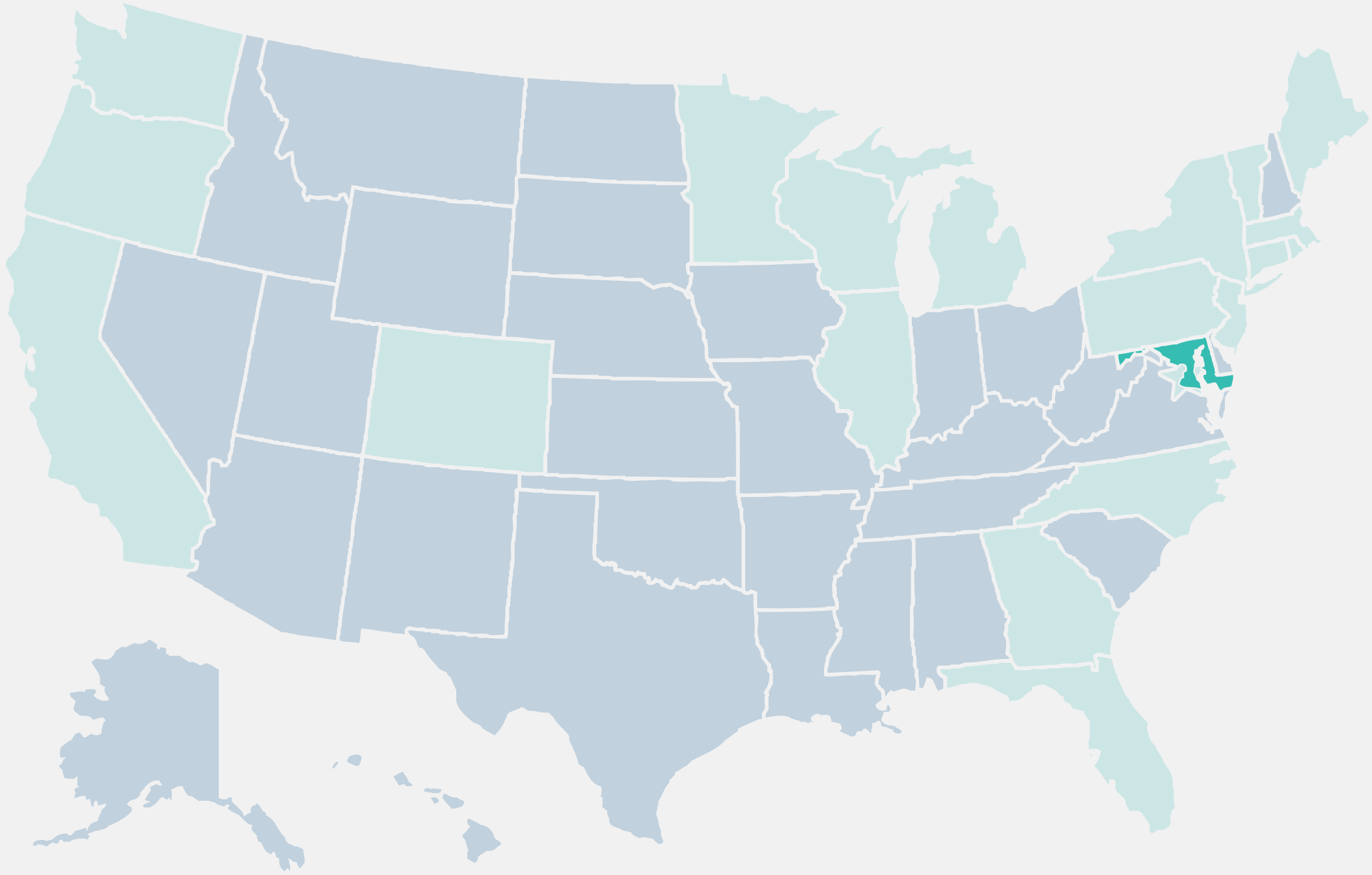


# 2013

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## WINS IN MARYLAND

Introduces paid sick days bill for the first time.

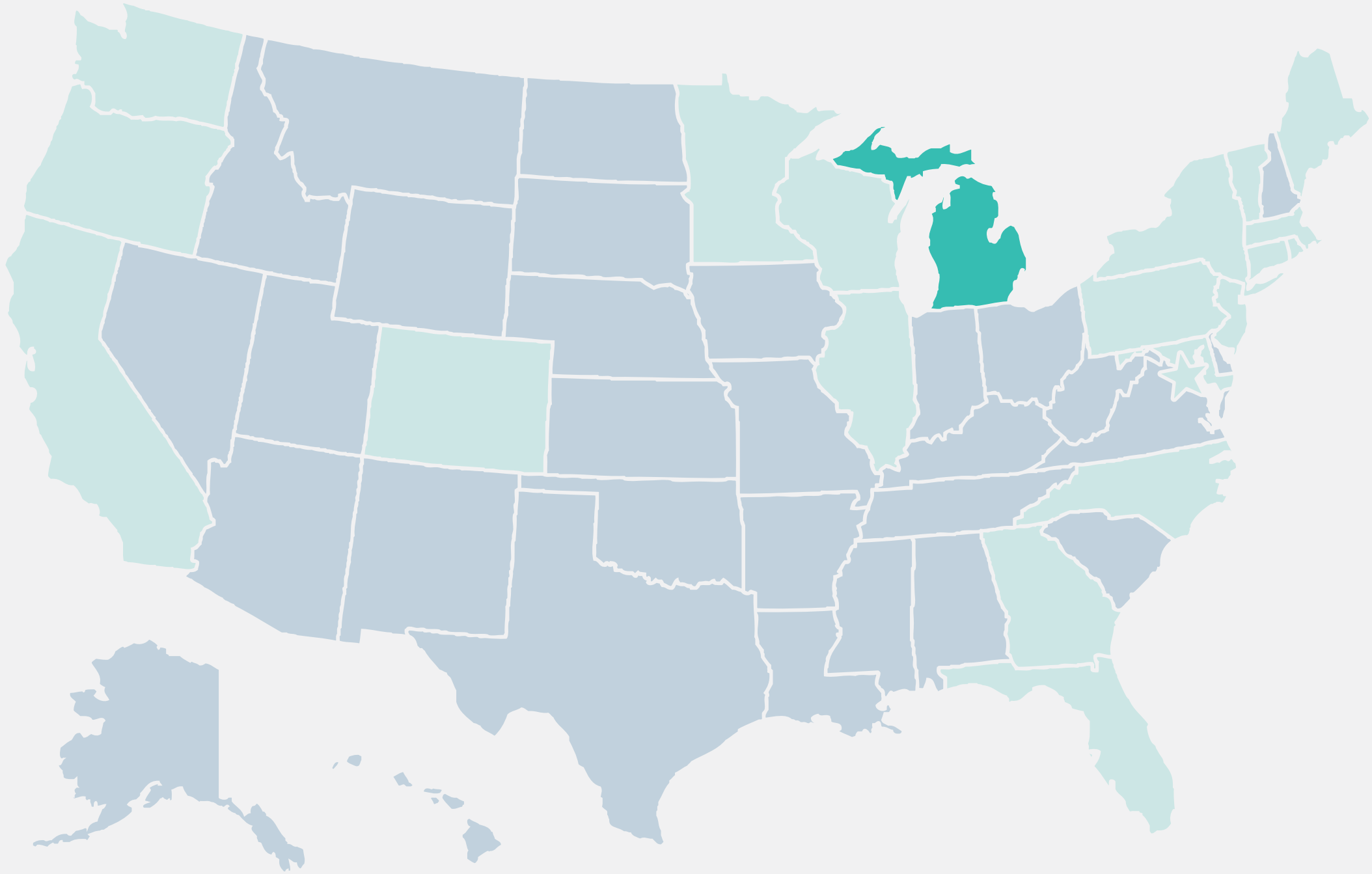


# 2013

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## WINS IN MICHIGAN

Paid sick days preemption bill stalled.



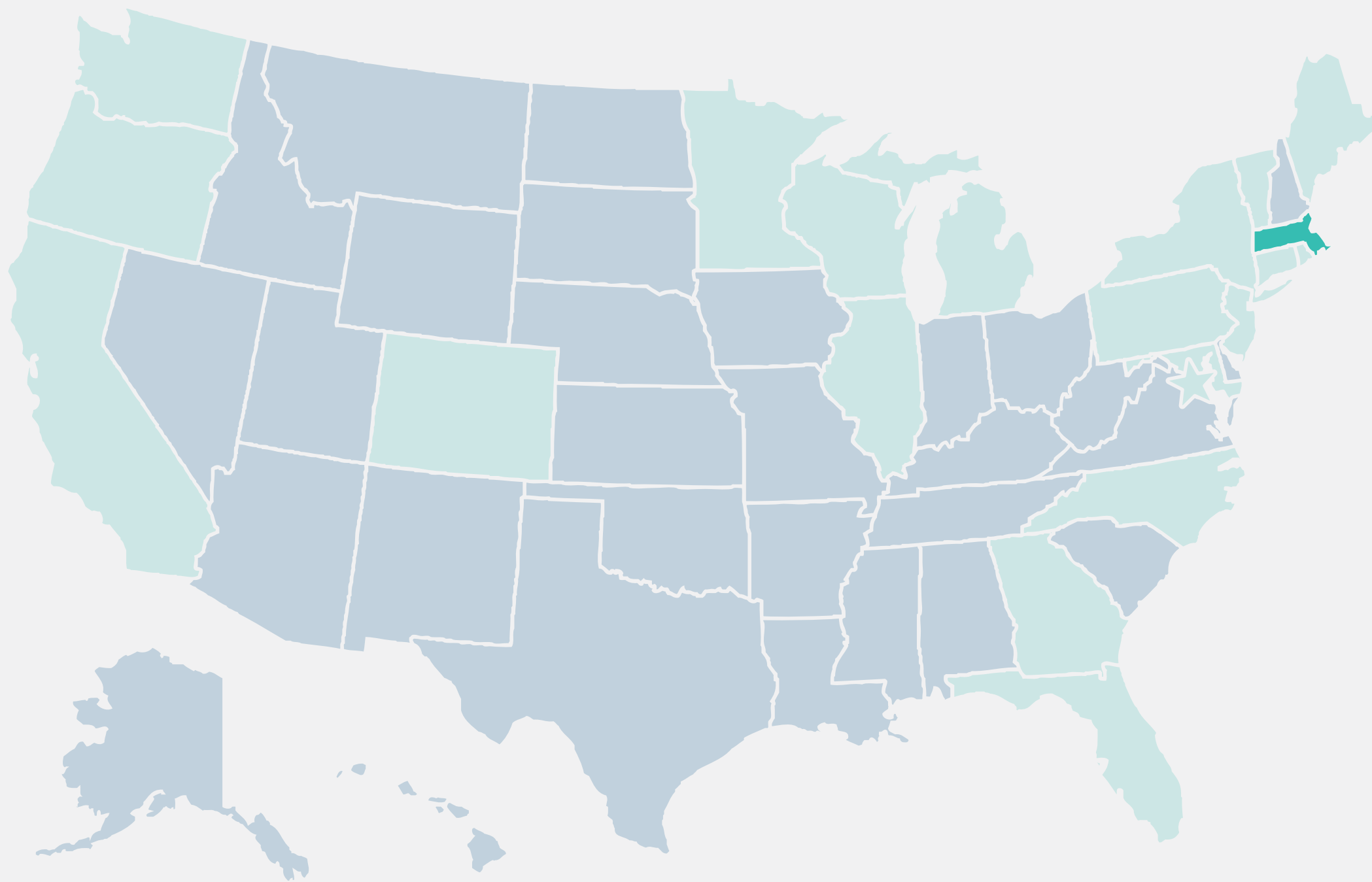
# 2013

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## WINS IN MASSACHUSETTS

All-volunteer canvass collects  
250,000 signatures to put Earned  
Sick Time on the ballot in 2014.

State Senate passes bill to expand  
maternity leave into parenting leave.

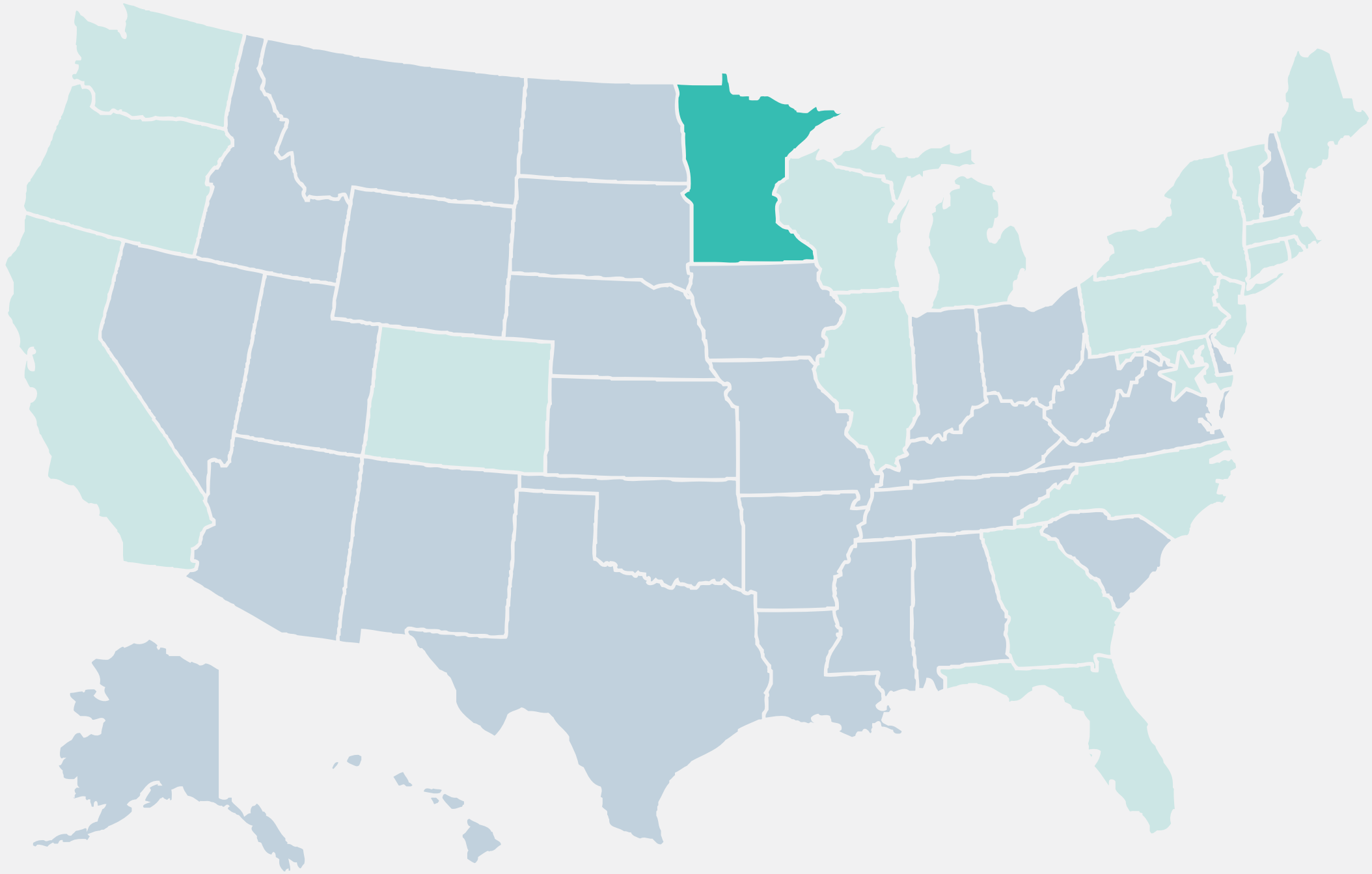


# 2013

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## WINS IN MINNESOTA

Parenting Leave Act expanded, allowing those with paid sick days to care for additional family members.



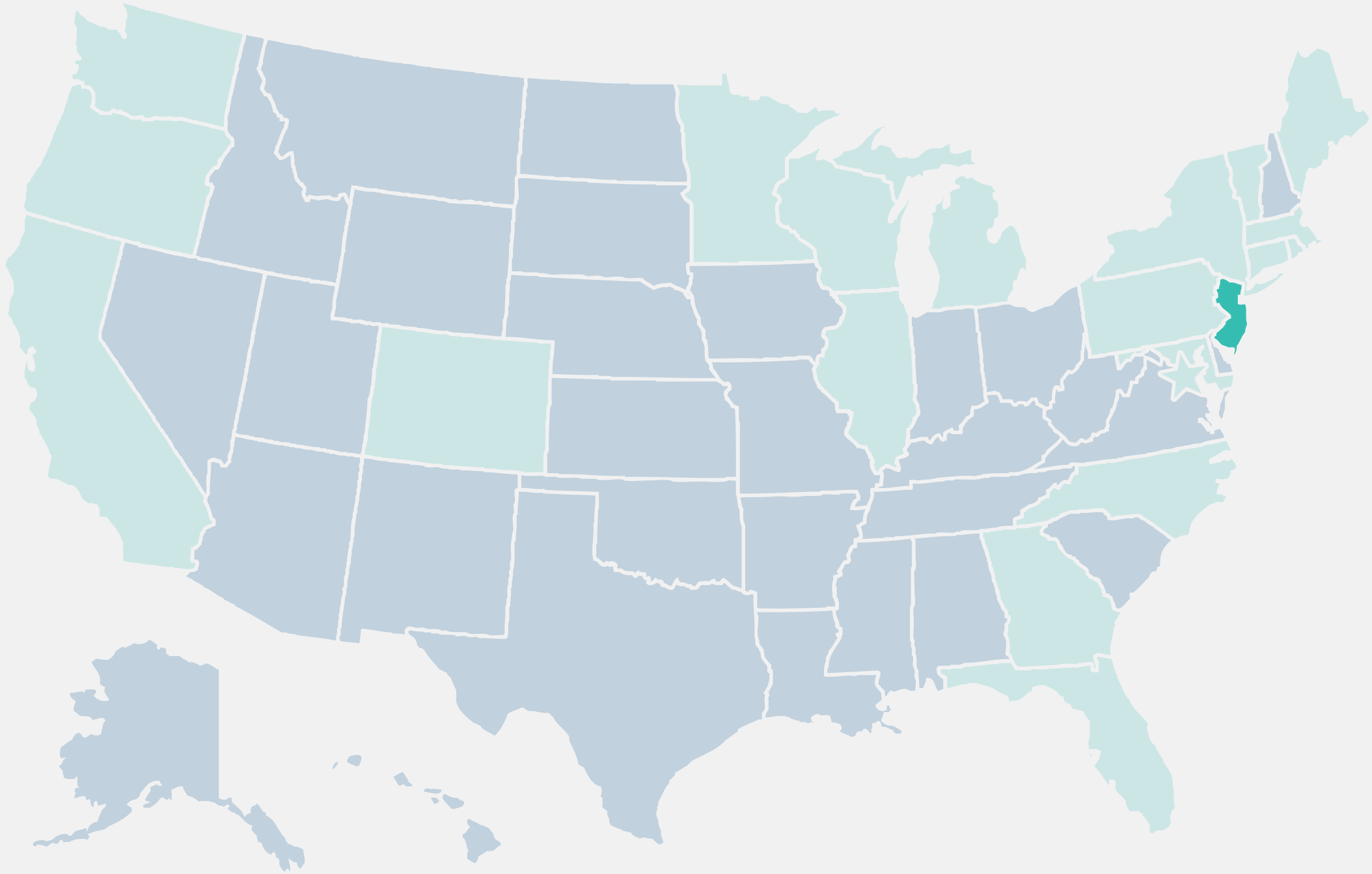
# 2013

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## WINS IN NEW JERSEY

Safe Act passed, extending job-protected unpaid leave to victims of domestic violence and sexual assault.

Jersey City wins paid sick days.



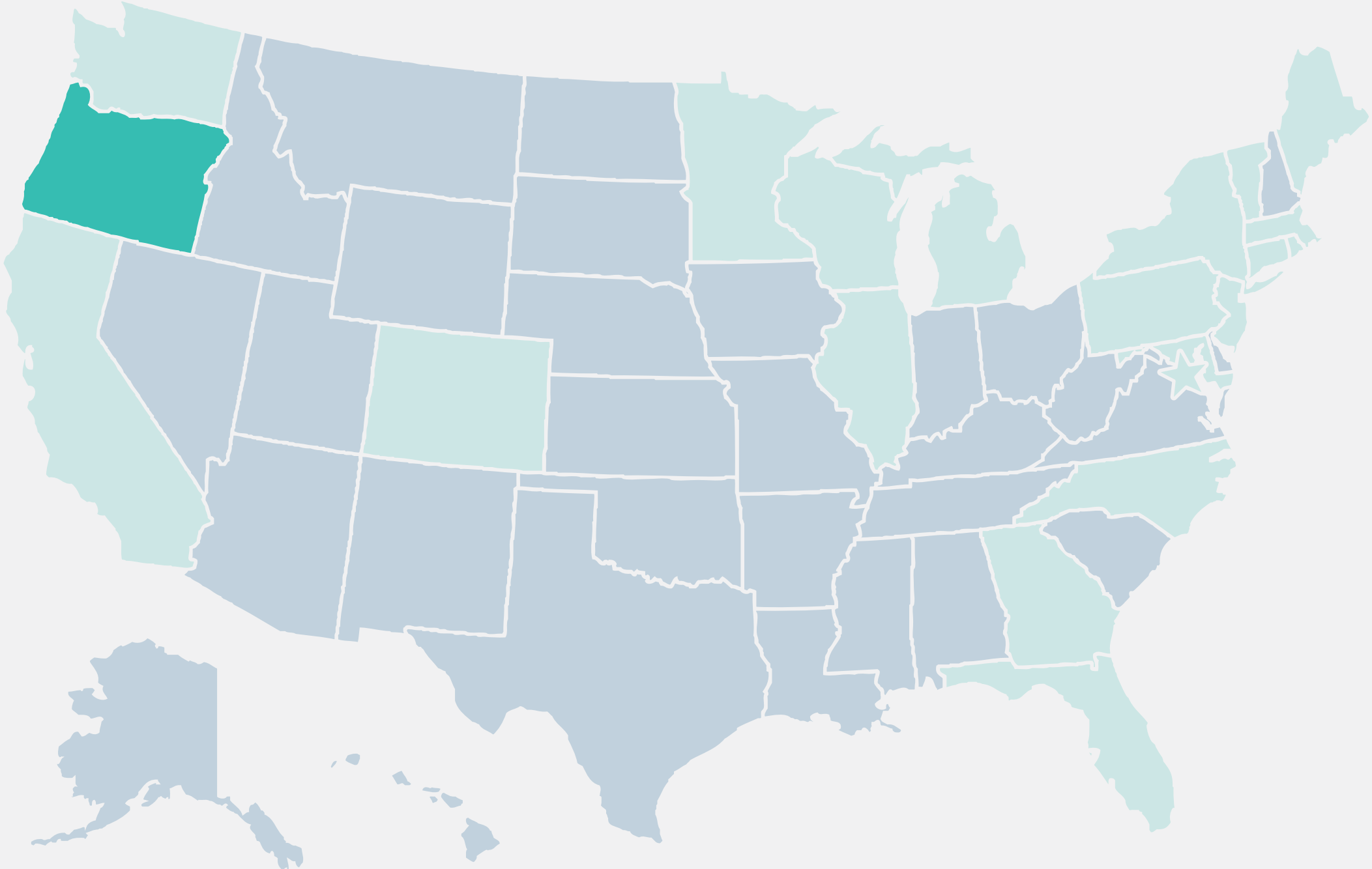


# 2013

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## WINS IN OREGON

Portland wins paid sick days.

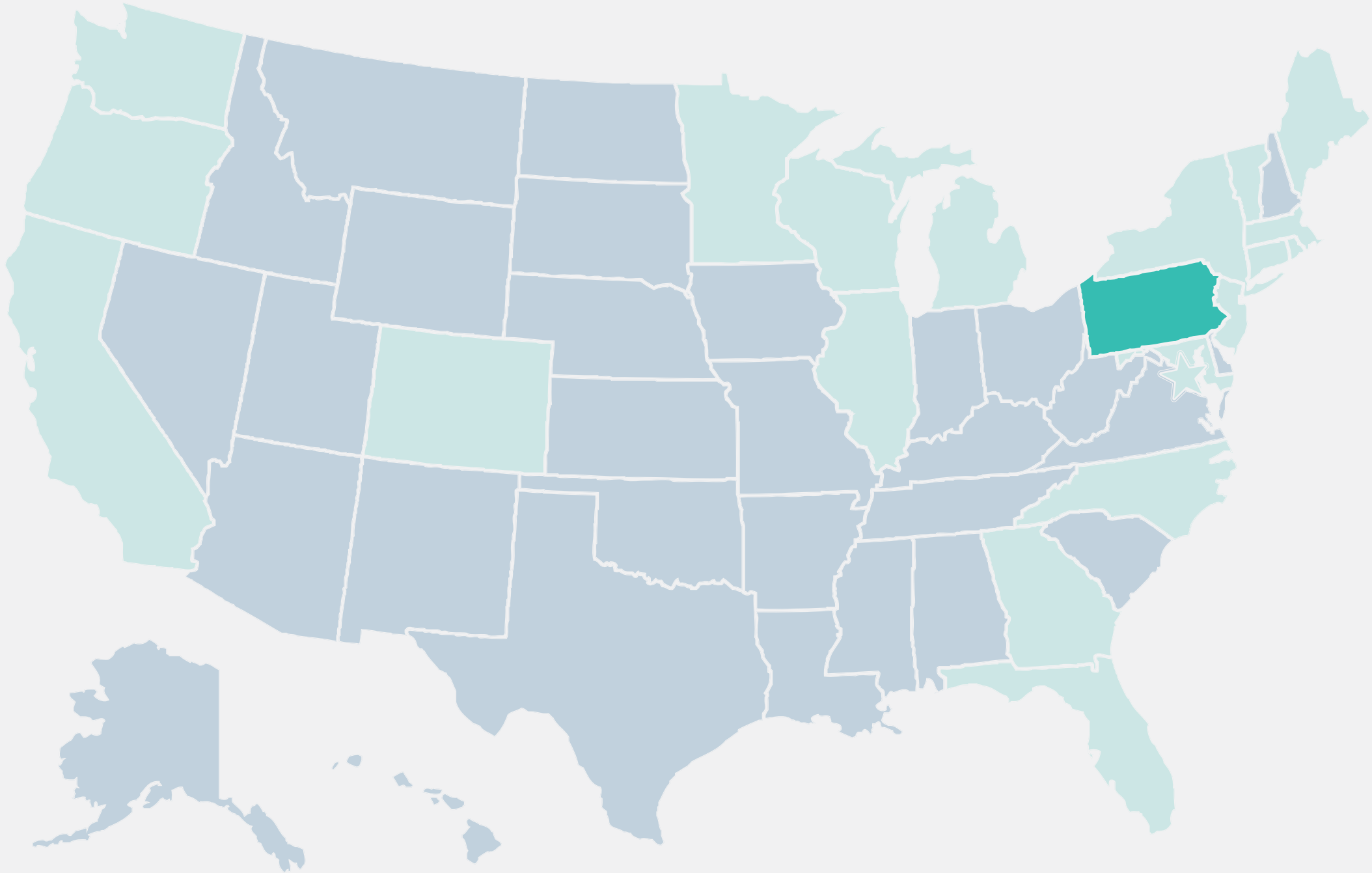


# 2013

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## WINS IN PENNSYLVANIA

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



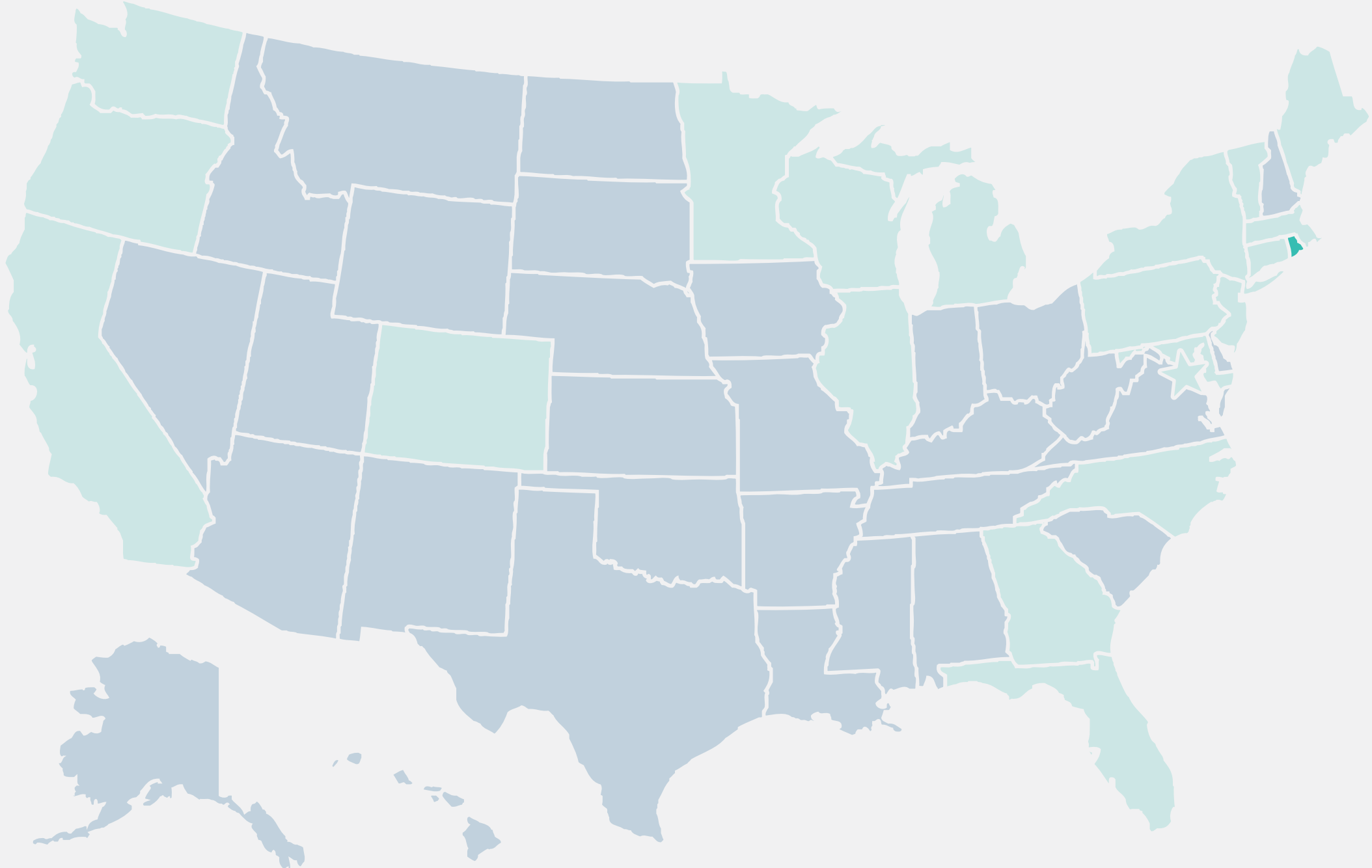


# 2013

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## WINS IN RHODE ISLAND

Temporary Caregiver Insurance won, making Rhode Island the first state to win job protection for all leave-takers.



# 2013

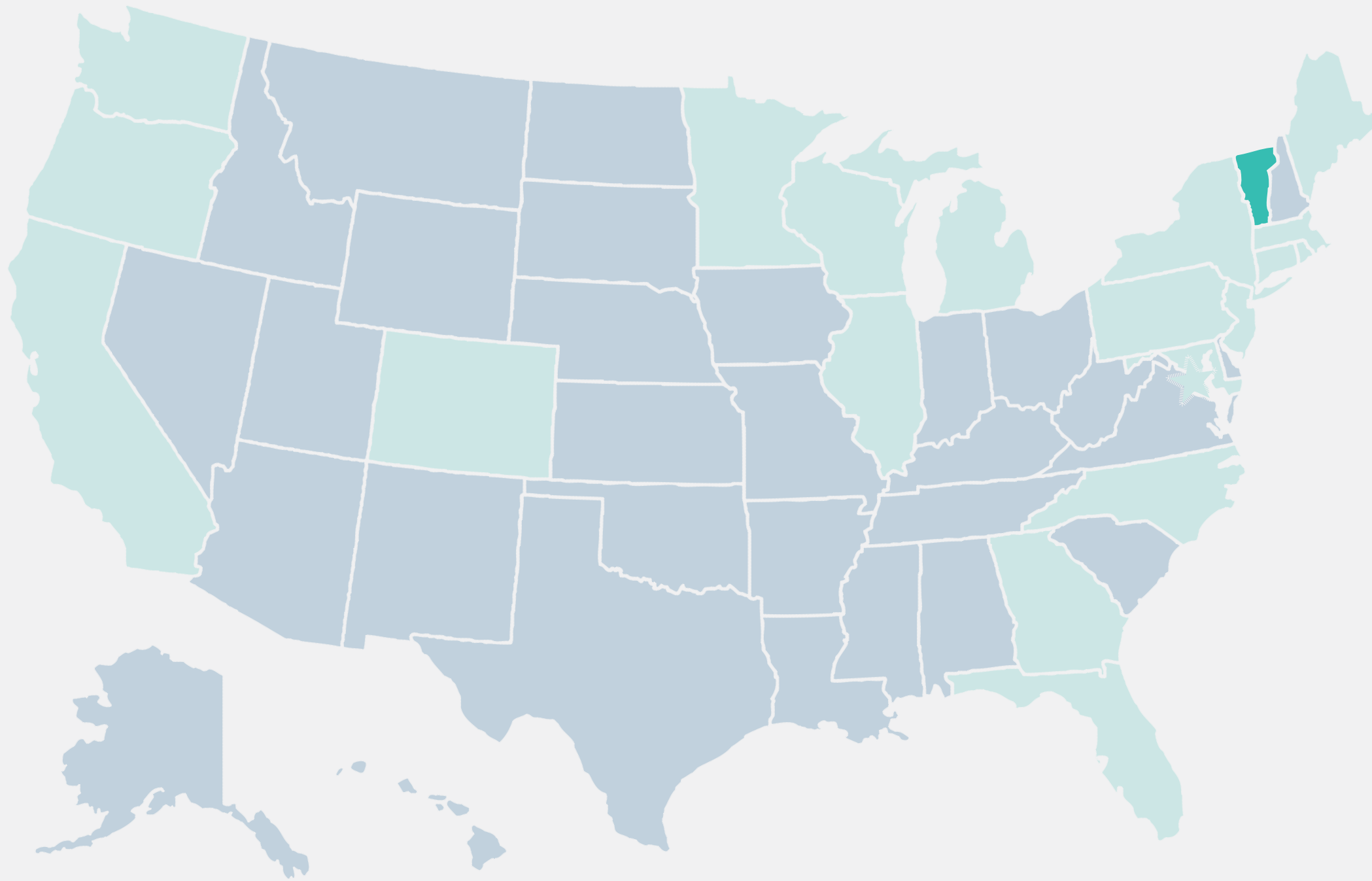
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## WINS IN VERMONT

Country's first "Right to Request" flexible work arrangement law won.

Paid family leave study committee established.

Statewide paid sick days campaign launched.



# 2013

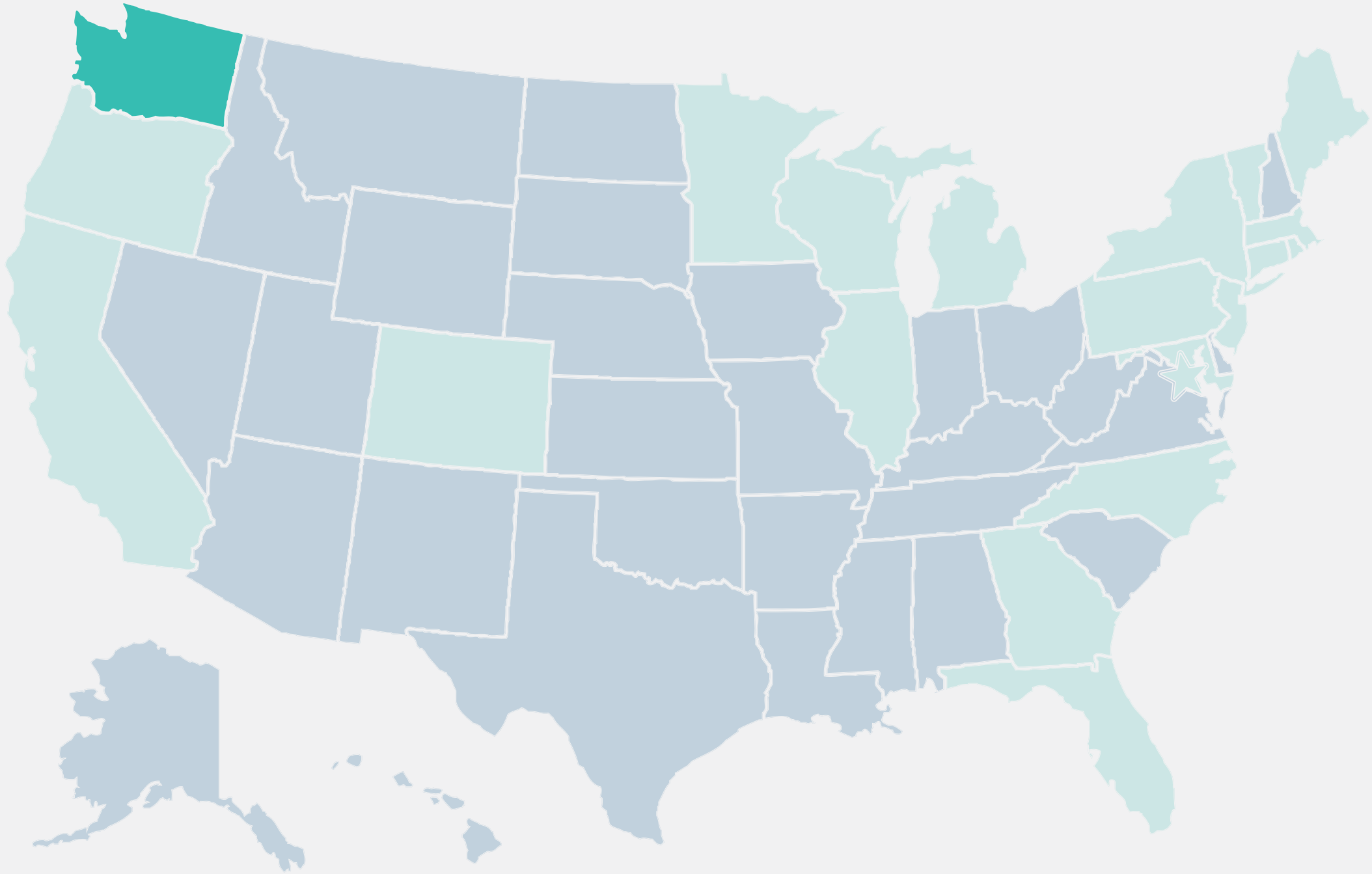
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## WINS IN WASHINGTON

Four bills threatening to diminish family-friendly workplace policies blocked.

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.



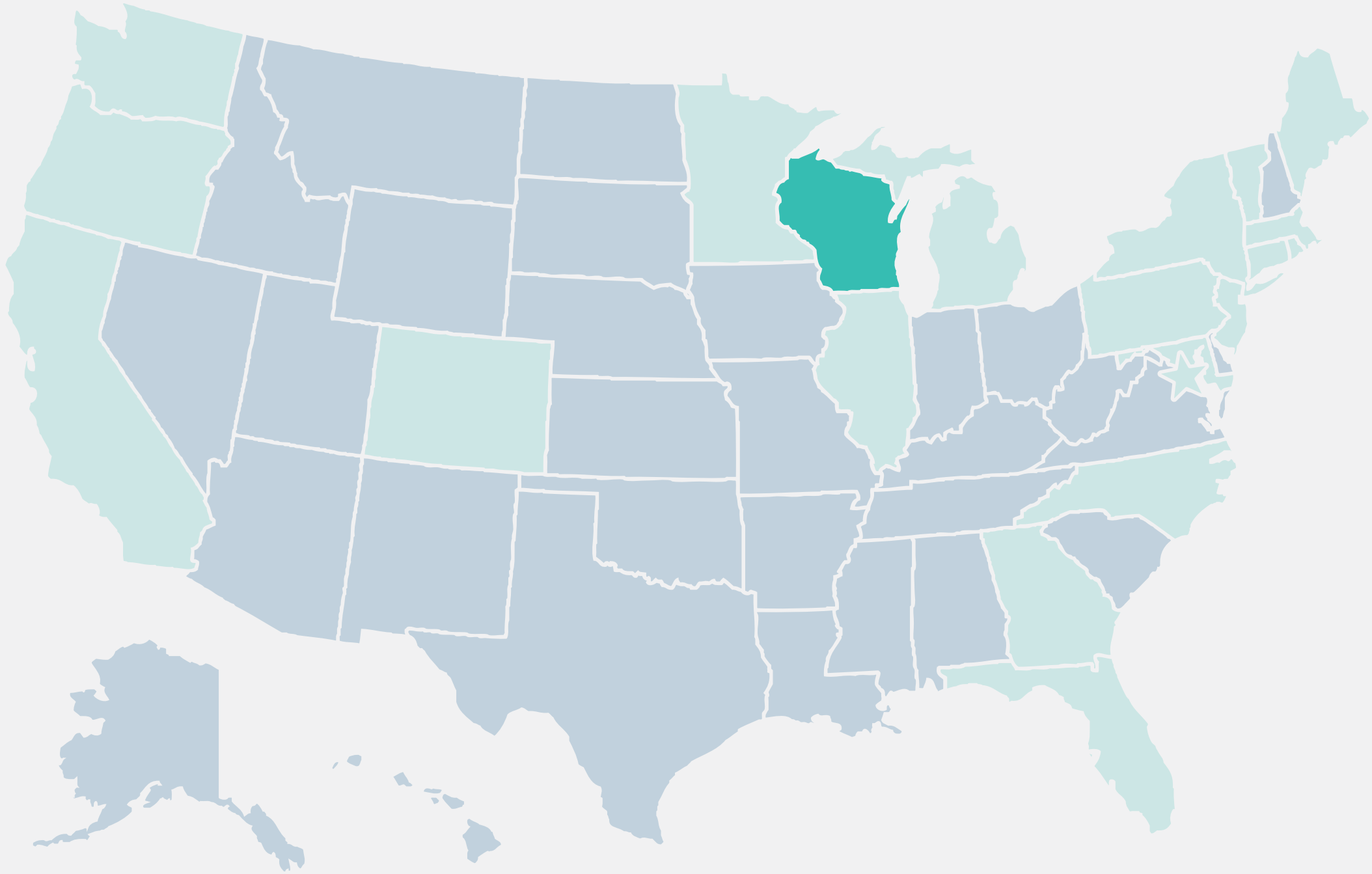
# 2013

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## WINS IN WISCONSIN

Efforts to weaken FMLA blocked.

Pregnant Workers Fairness Act introduced, with bipartisan support.

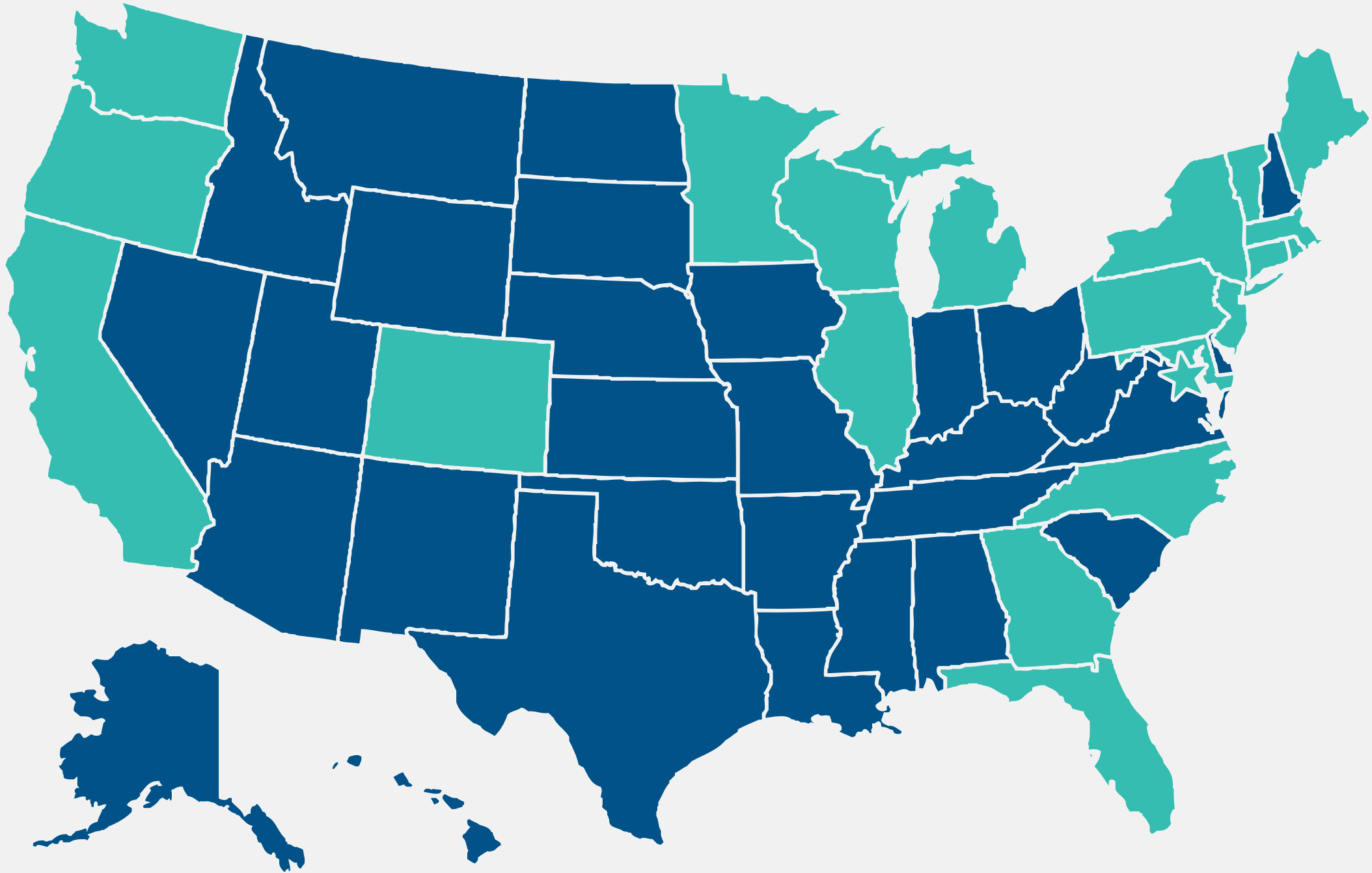


# 2014

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## THIS YEAR

FV@W racks up 10 wins on paid sick days. Massachusetts becomes the first state to win paid sick time by ballot initiative.



# 2014

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## WINS IN CALIFORNIA

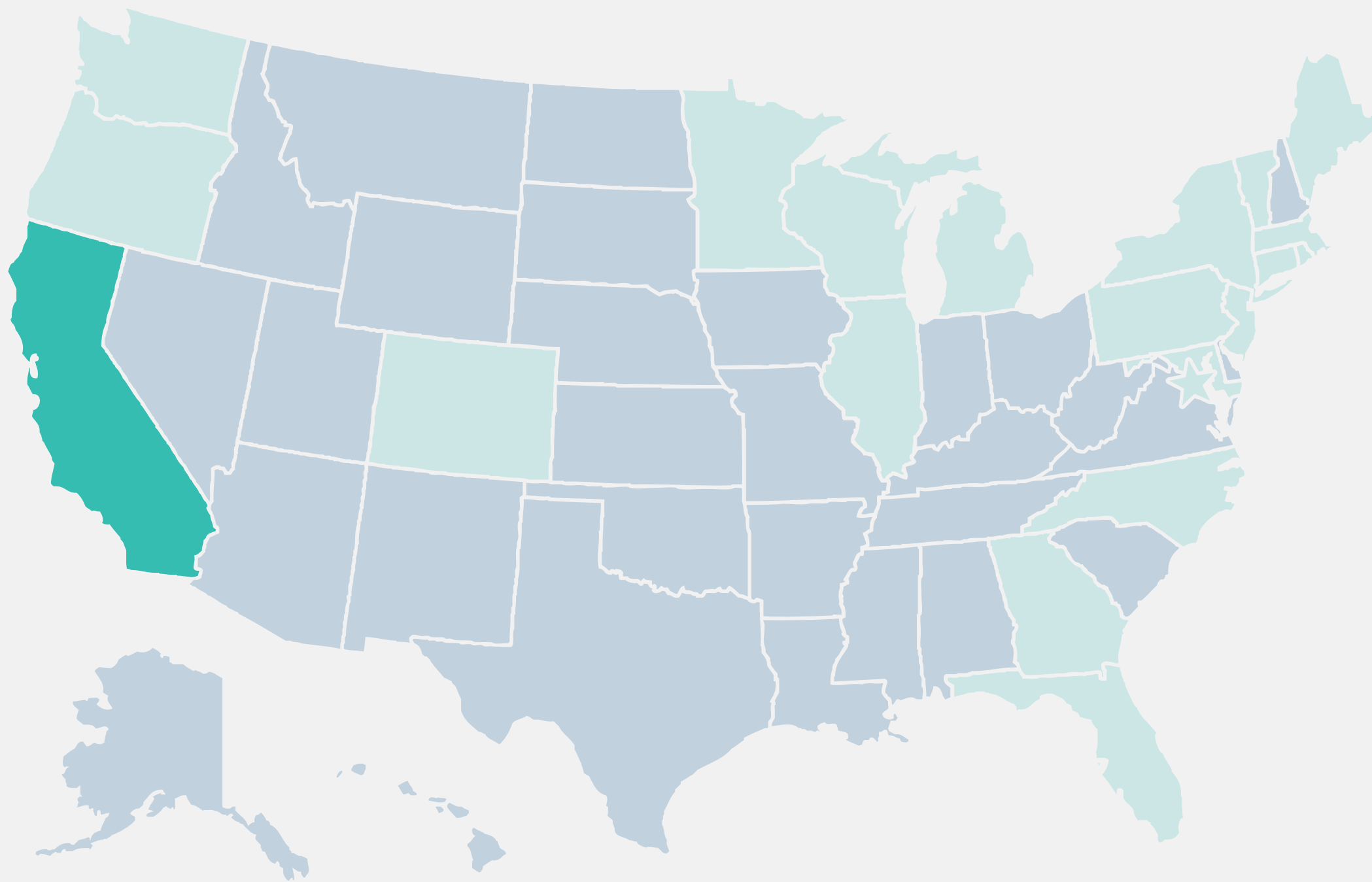
San Diego passes paid sick days.

Statewide paid sick days bill passes, covering 6.5 million workers.

Oakland passes Measure FF, establishing a \$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.

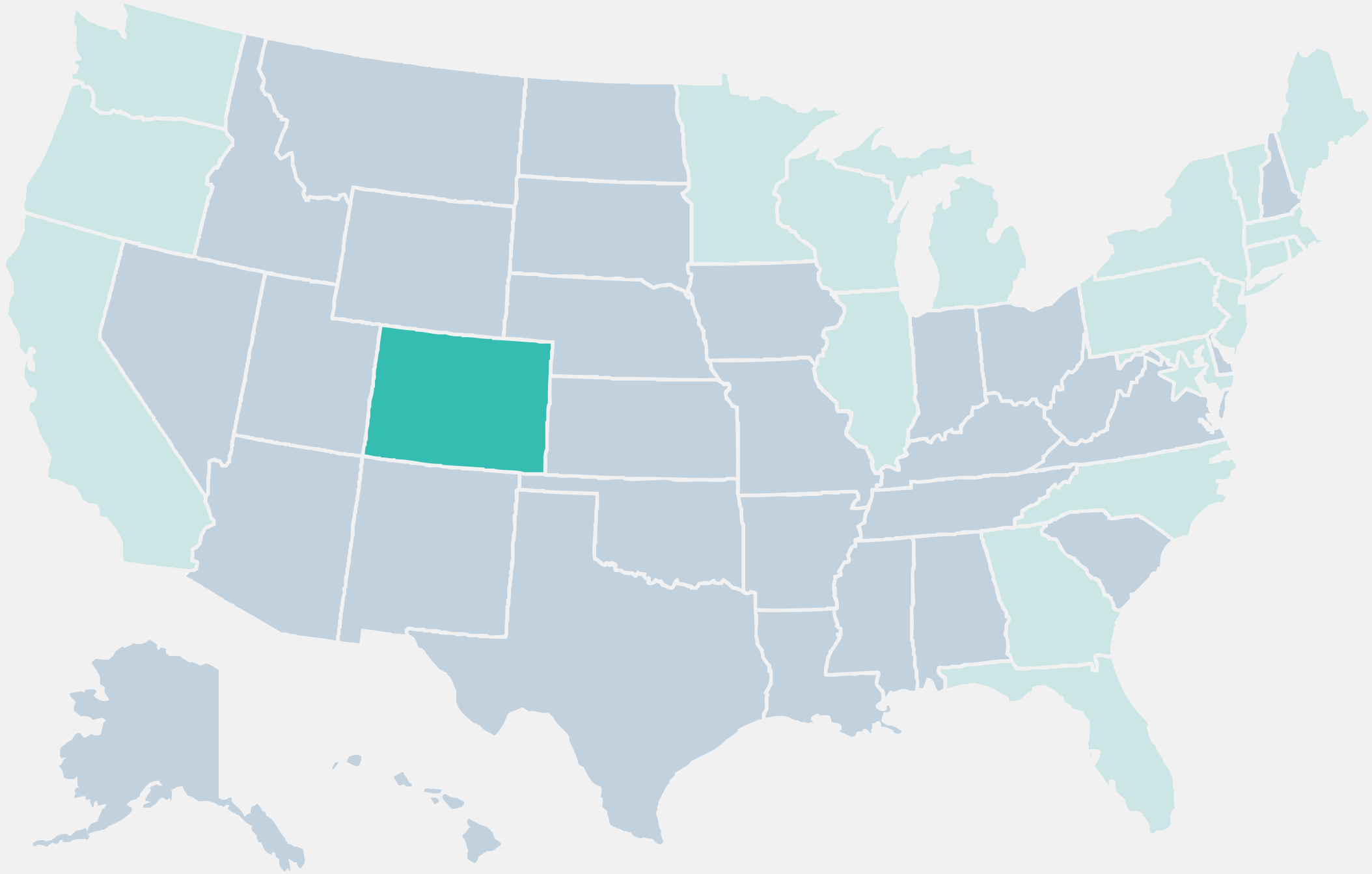


# 2014

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## WINS IN COLORADO

FAMLI Act, a family and medical insurance bill, introduced and passes the Senate State Affairs Committee.



# 2014

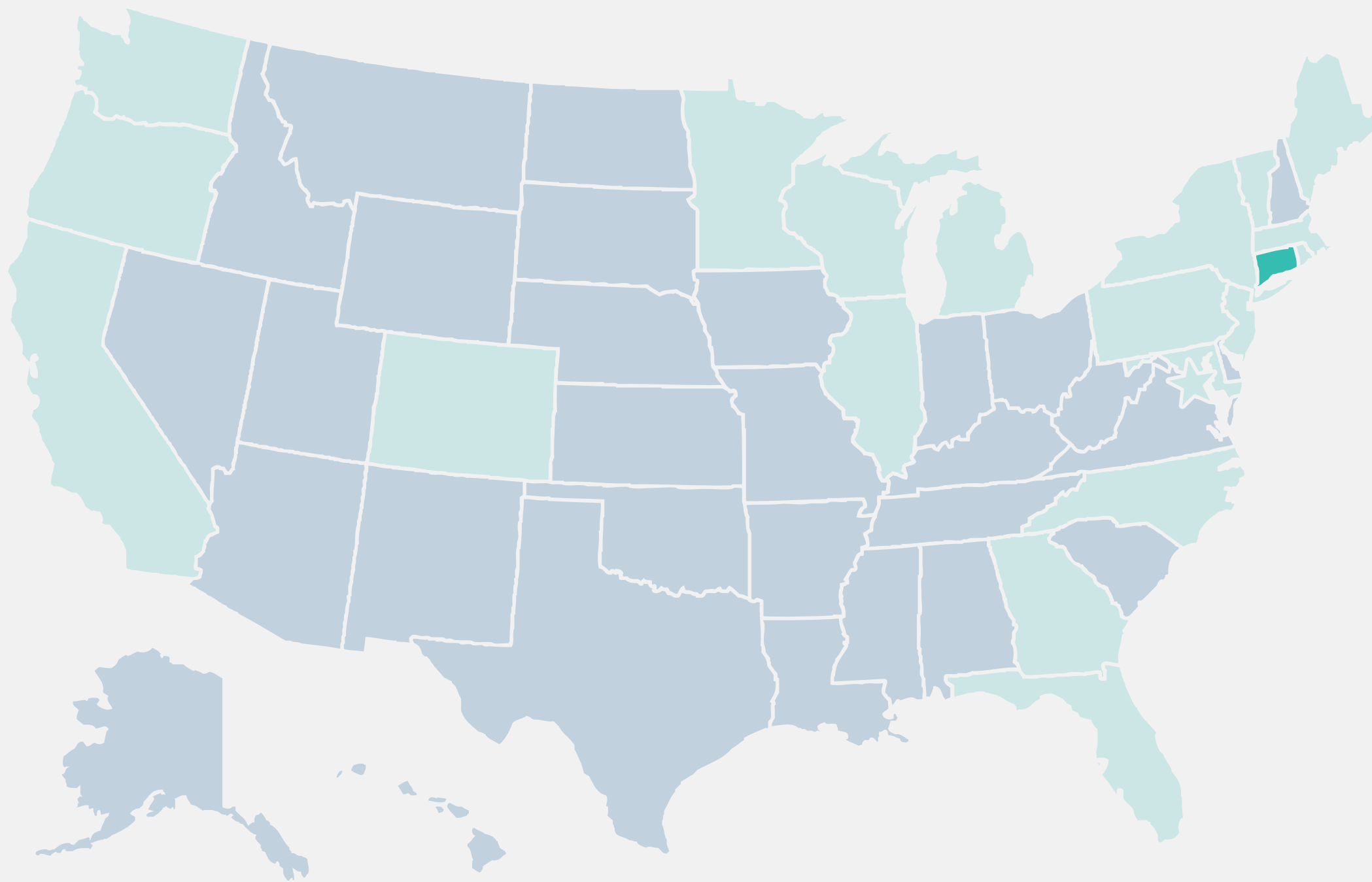
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## WINS IN CONNECTICUT

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

Task force studies and issues a report on paid family leave.

Research on paid sick days law shows it is working and not negatively impacting businesses.





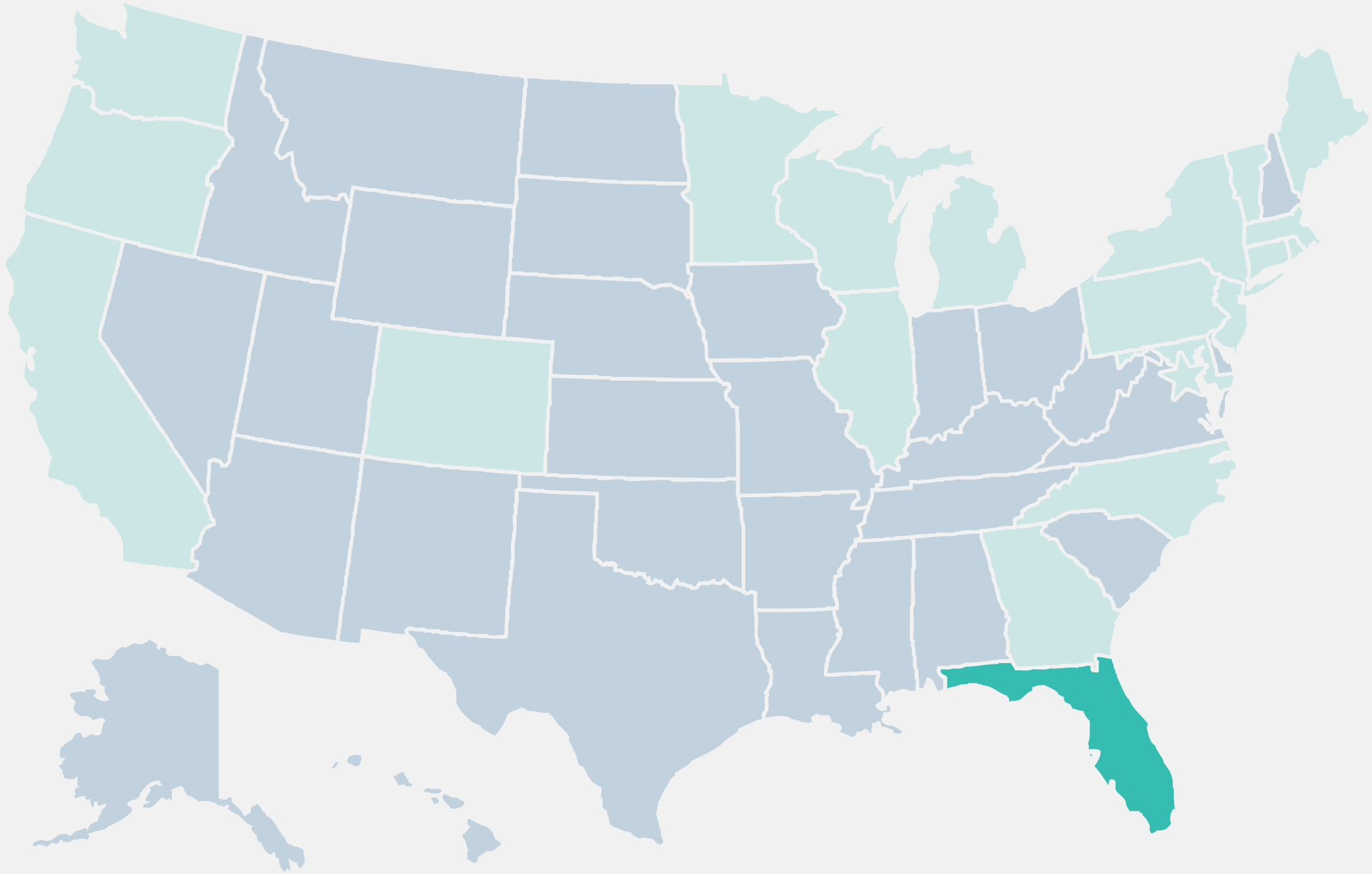


# 2014

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## WINS IN FLORIDA

Non-enforceable earned sick time passed in Orange County with 64% of the vote.





# 2014

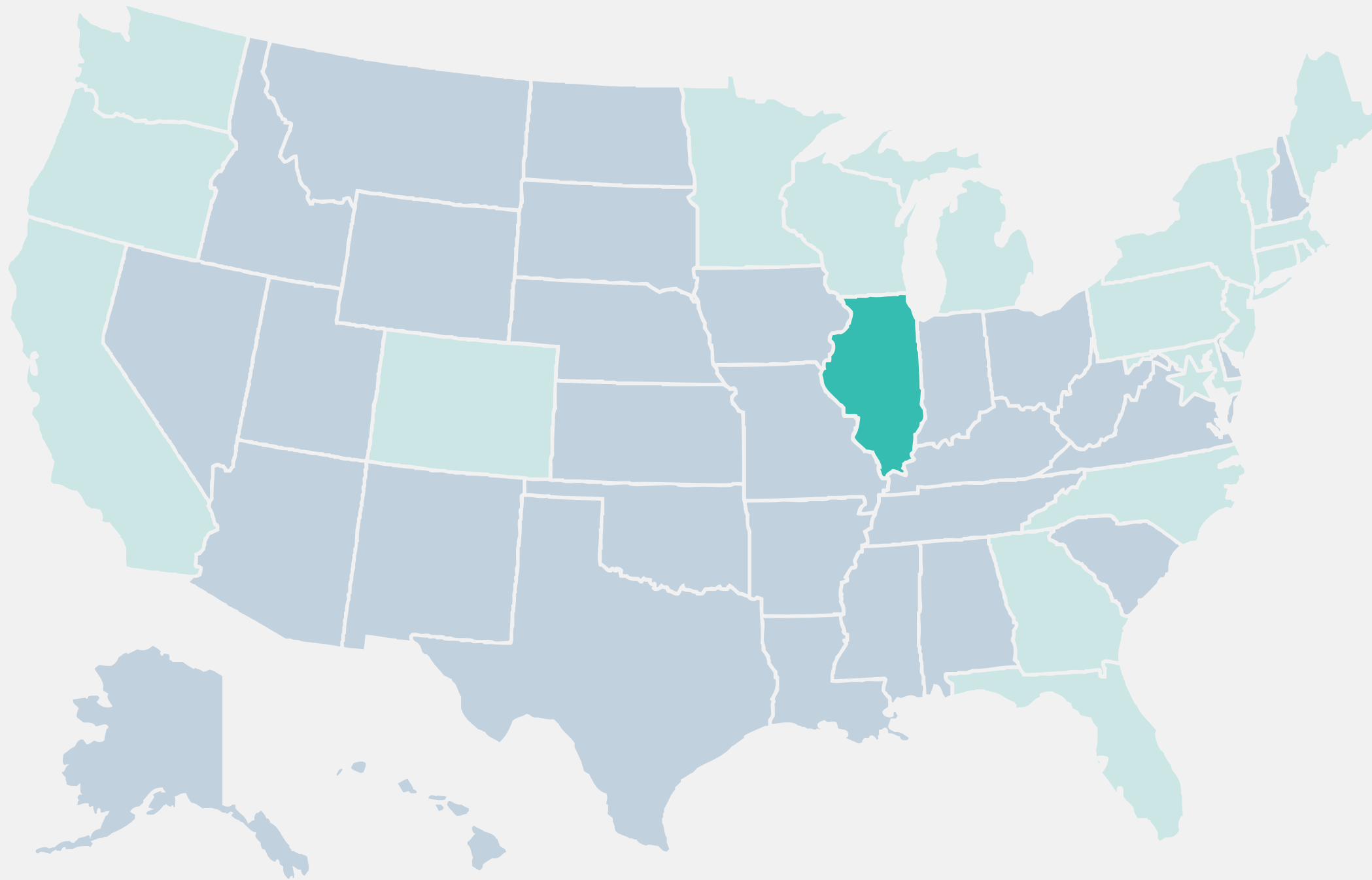
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## WINS IN ILLINOIS

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.

Pregnancy fairness law for reasonable, temporary accommodations passed.



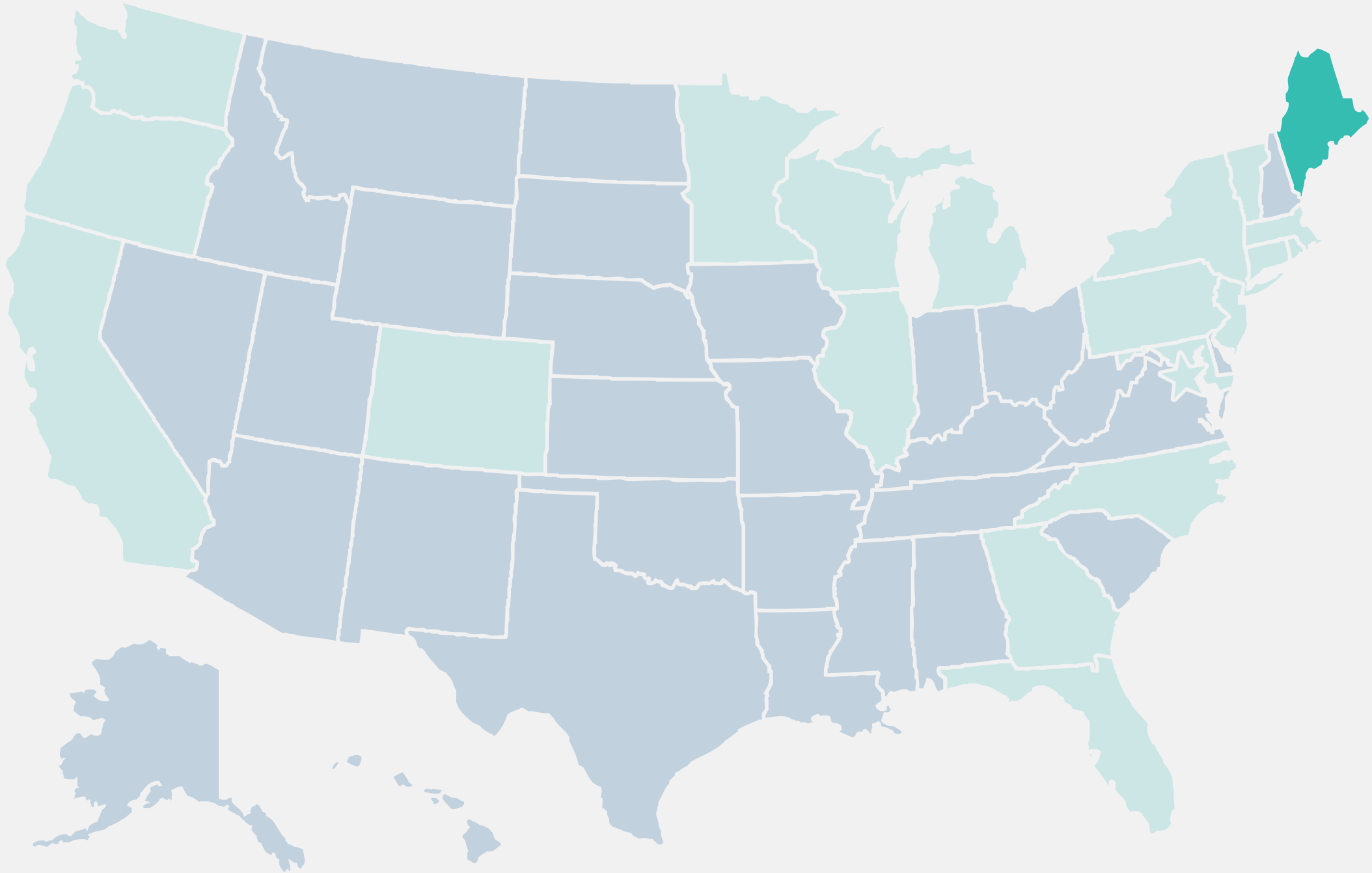
# 2014

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## WINS IN MAINE

“Right to Work” proposal defeated.

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



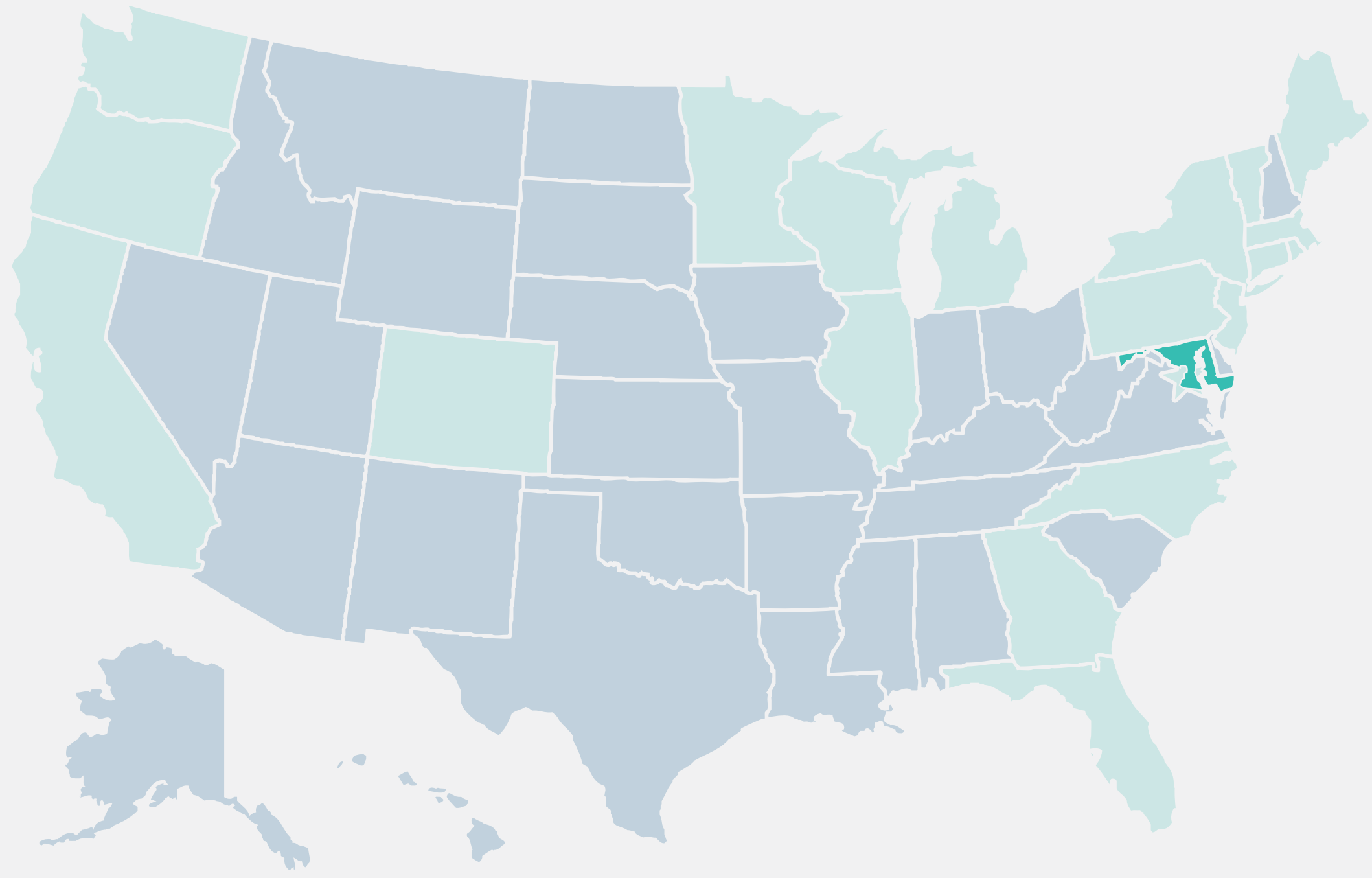
# 2014

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## WINS IN MARYLAND

Earned Sick and Safe Leave Act introduced with 66 House and 19 Senate co-sponsors.

Montgomery County introduces Earned Sick and Safe Leave bill.



# 2014

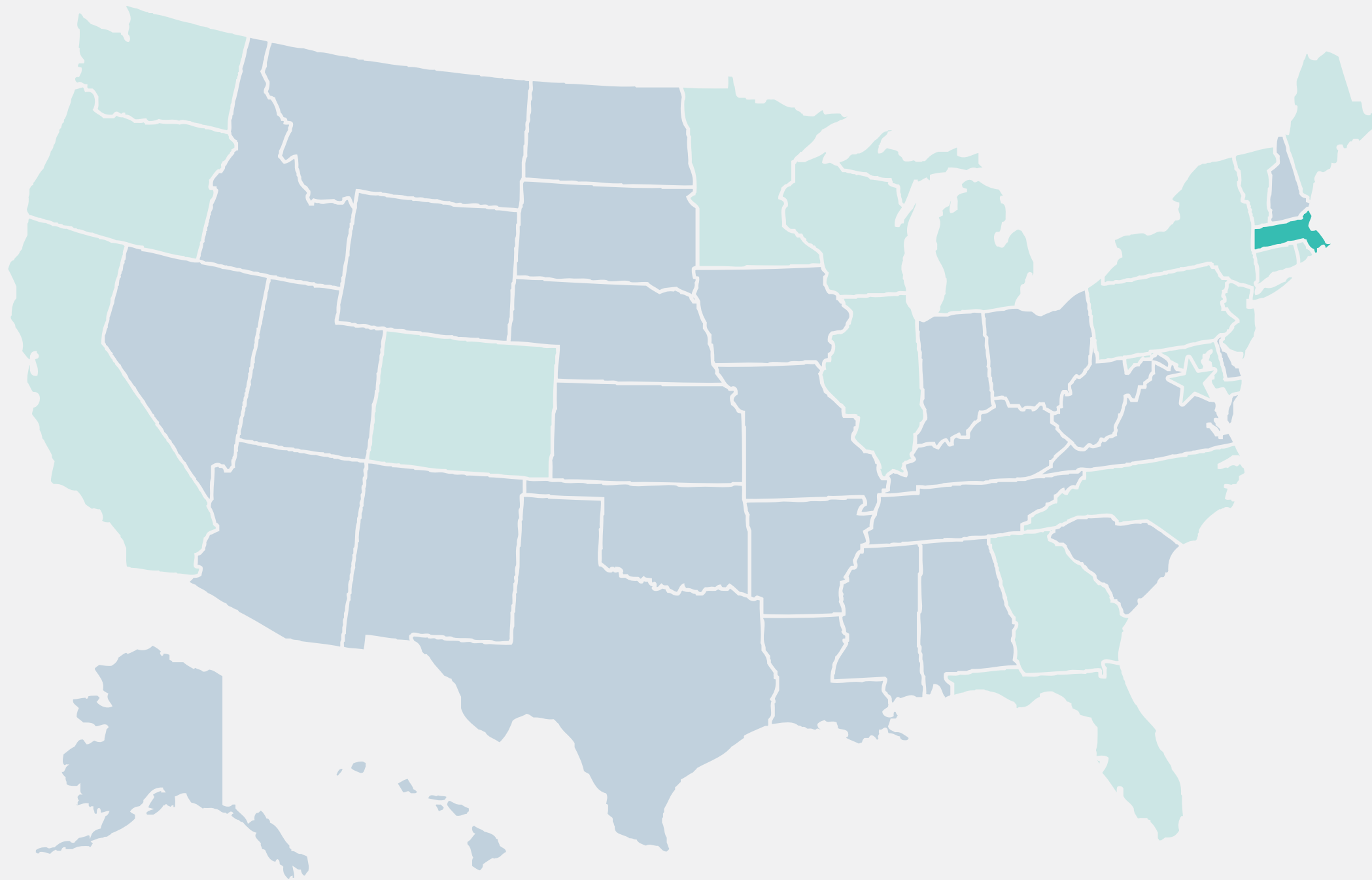
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## WINS IN MASSACHUSETTS

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

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

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



# 2014

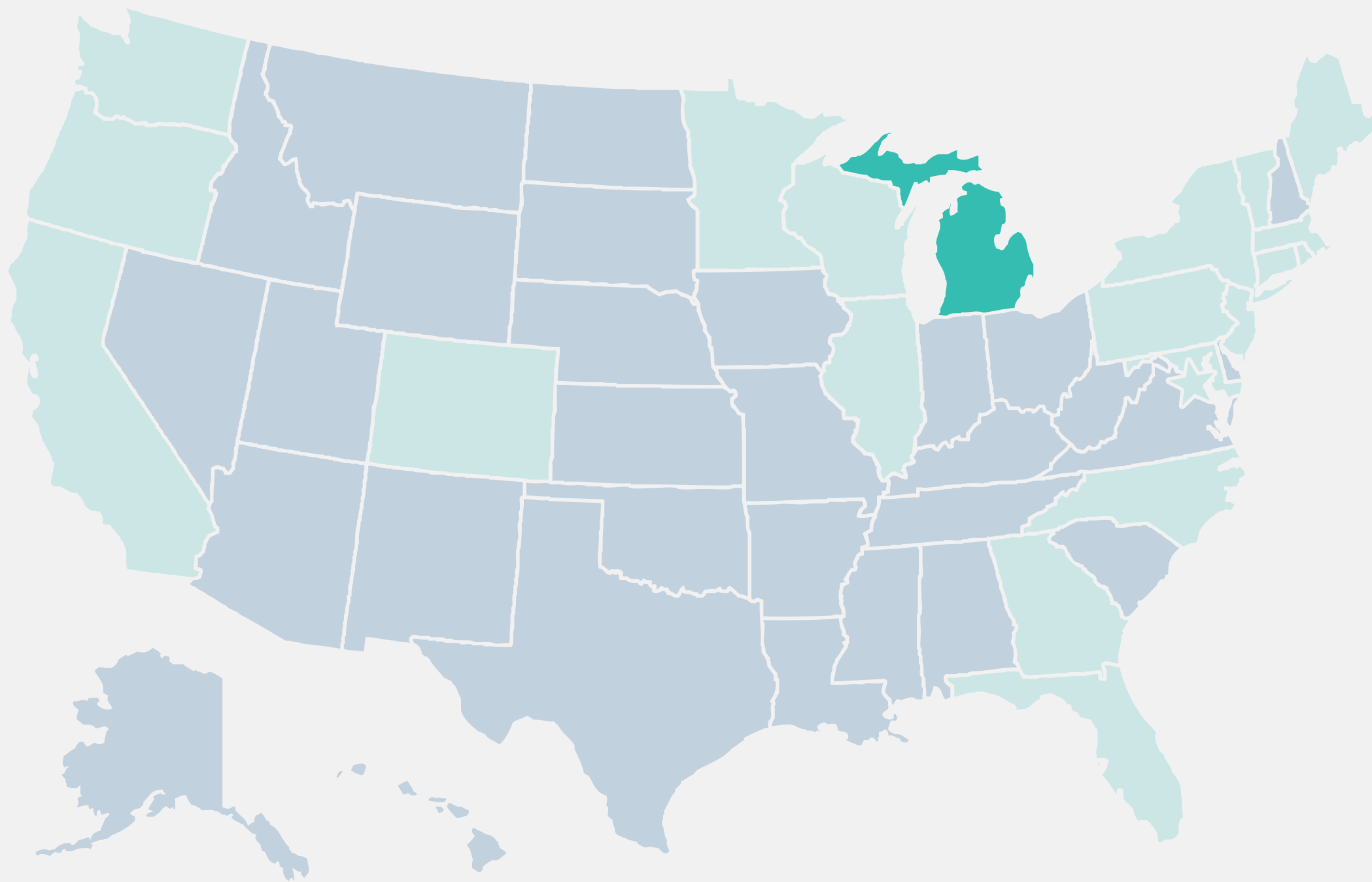
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## WINS IN MICHIGAN

Minimum wage increase put on the ballot thanks to the Raise Michigan Coalition, and legislature raises the minimum wage to \$9.25 over several years, with indexing.

State House introduces a paid sick leave act.

State Senate introduces a predictable scheduling bill.





# 2014

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## WINS IN MINNESOTA

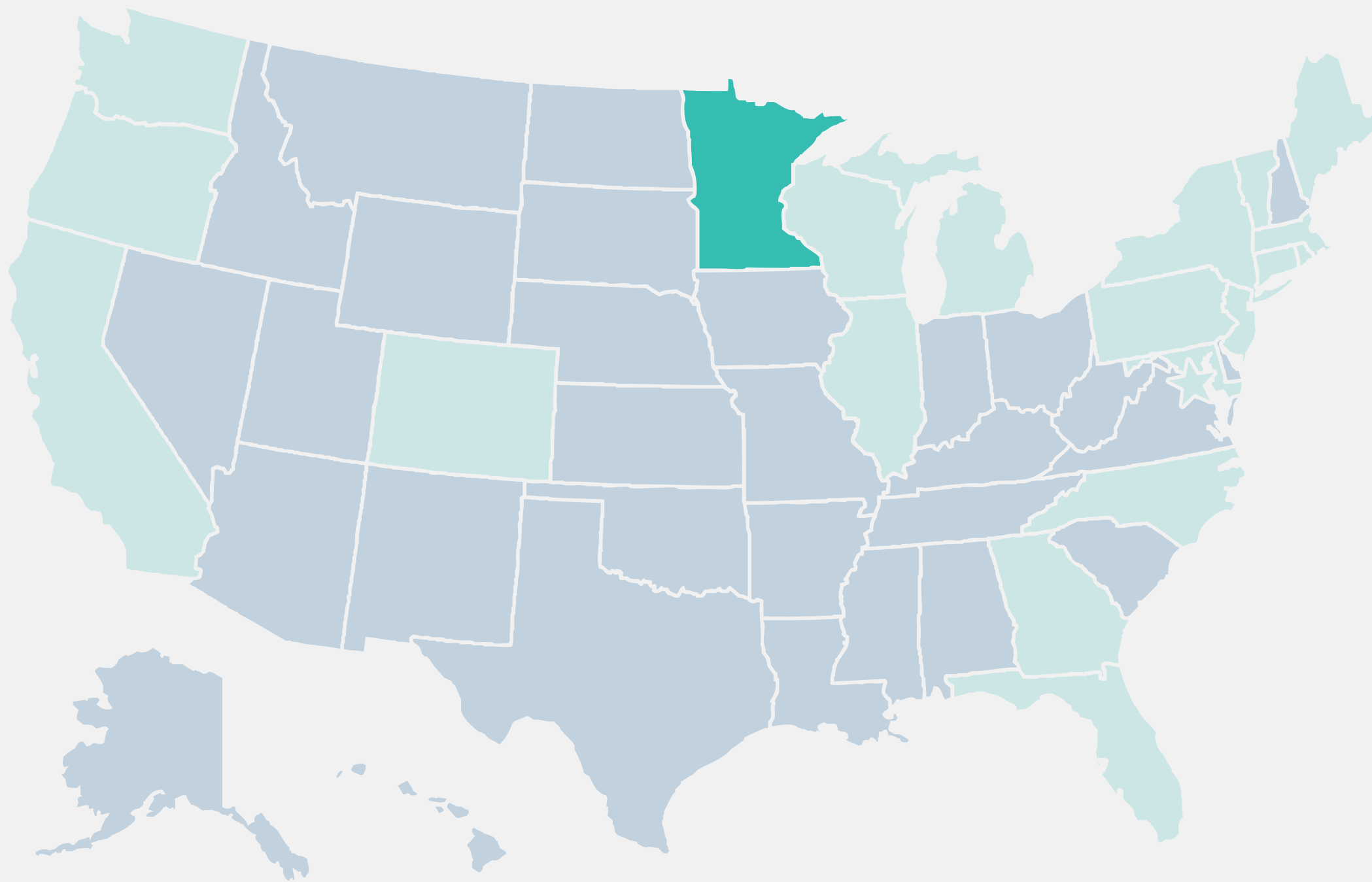
Women's Economic Security Act passed, expanding the use of earned sick time to include caring for sick grandkids or in-laws and dealing with stalking and sexual/ domestic violence.

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.

State FML allows new parents to take 12 weeks of unpaid leave, up from 6.

Employers required to provide reasonable accommodations for pregnant and nursing employees.



# 2014

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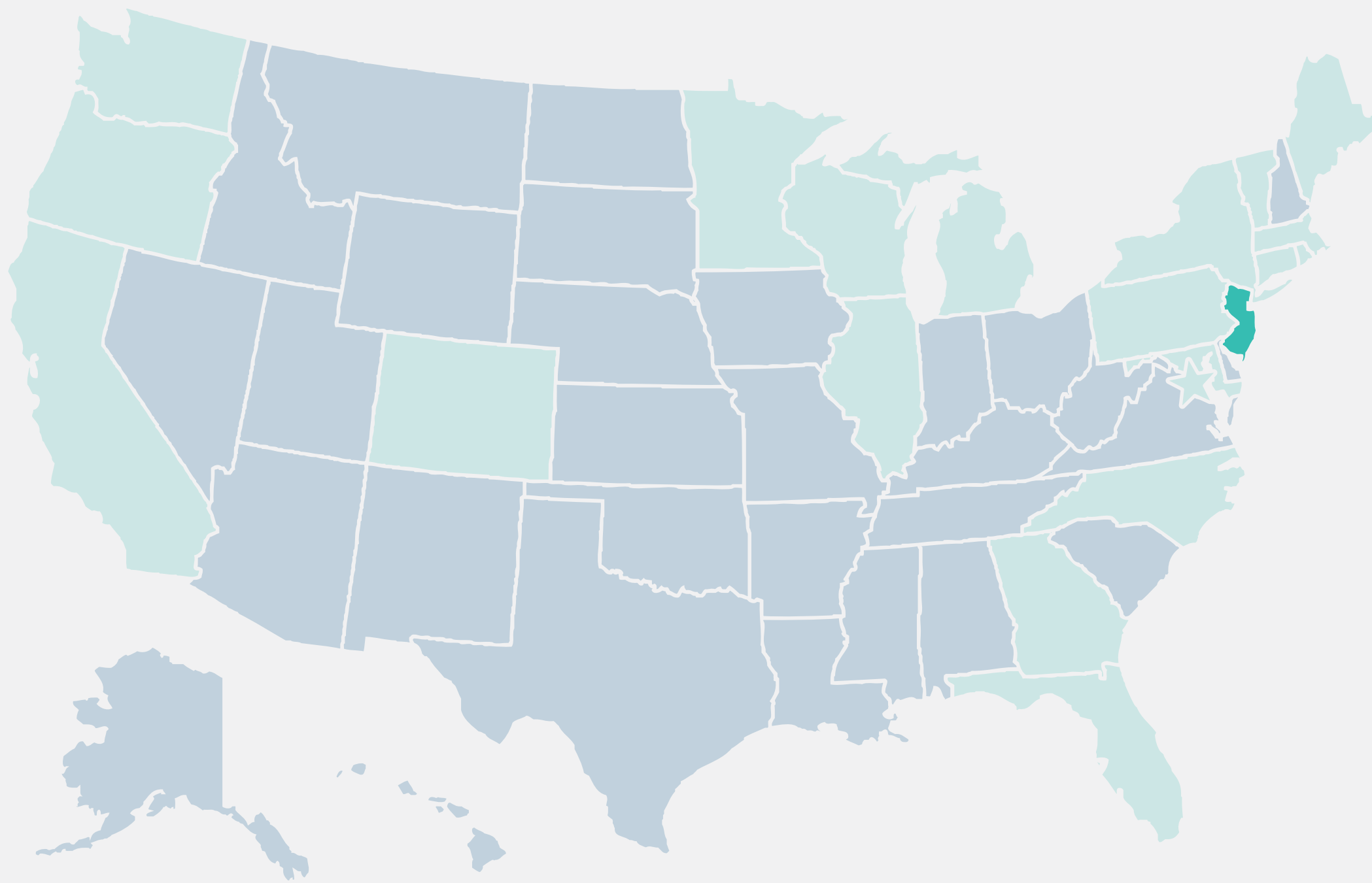
## WINS IN NEW JERSEY

Pregnancy Discrimination Act passed.

Earned sick days bill voted out of  
Assembly Labor Committee.

Newark, Passaic City, East Orange,  
Paterson and Irvington Township  
pass earned sick days ordinances.

Trenton and Montclair pass paid sick  
days ballot measures.



# 2014

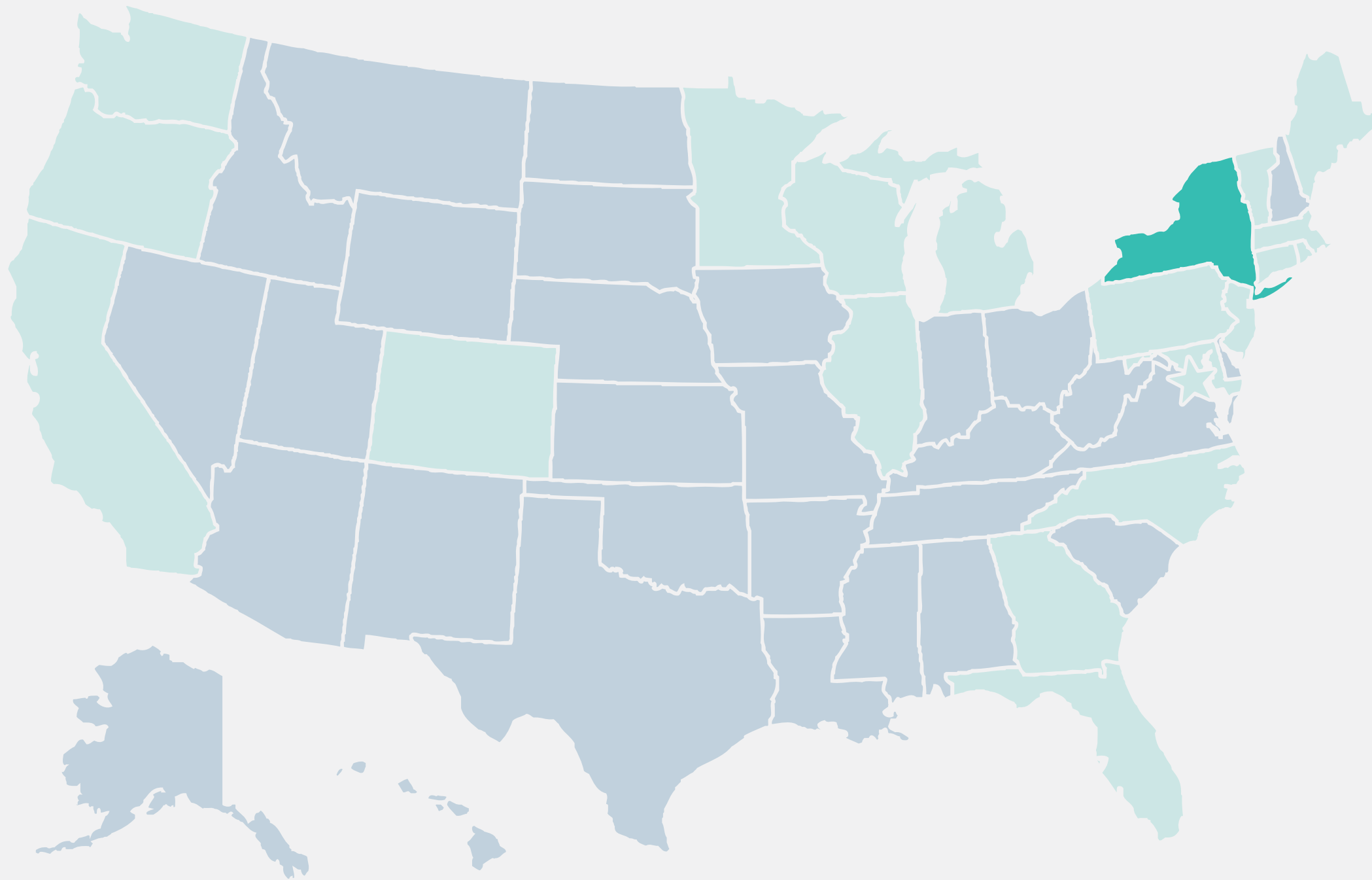
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## WINS IN NEW YORK

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.

State Paid Family Leave Insurance passes the Assembly by overwhelming 89 to 44 vote.



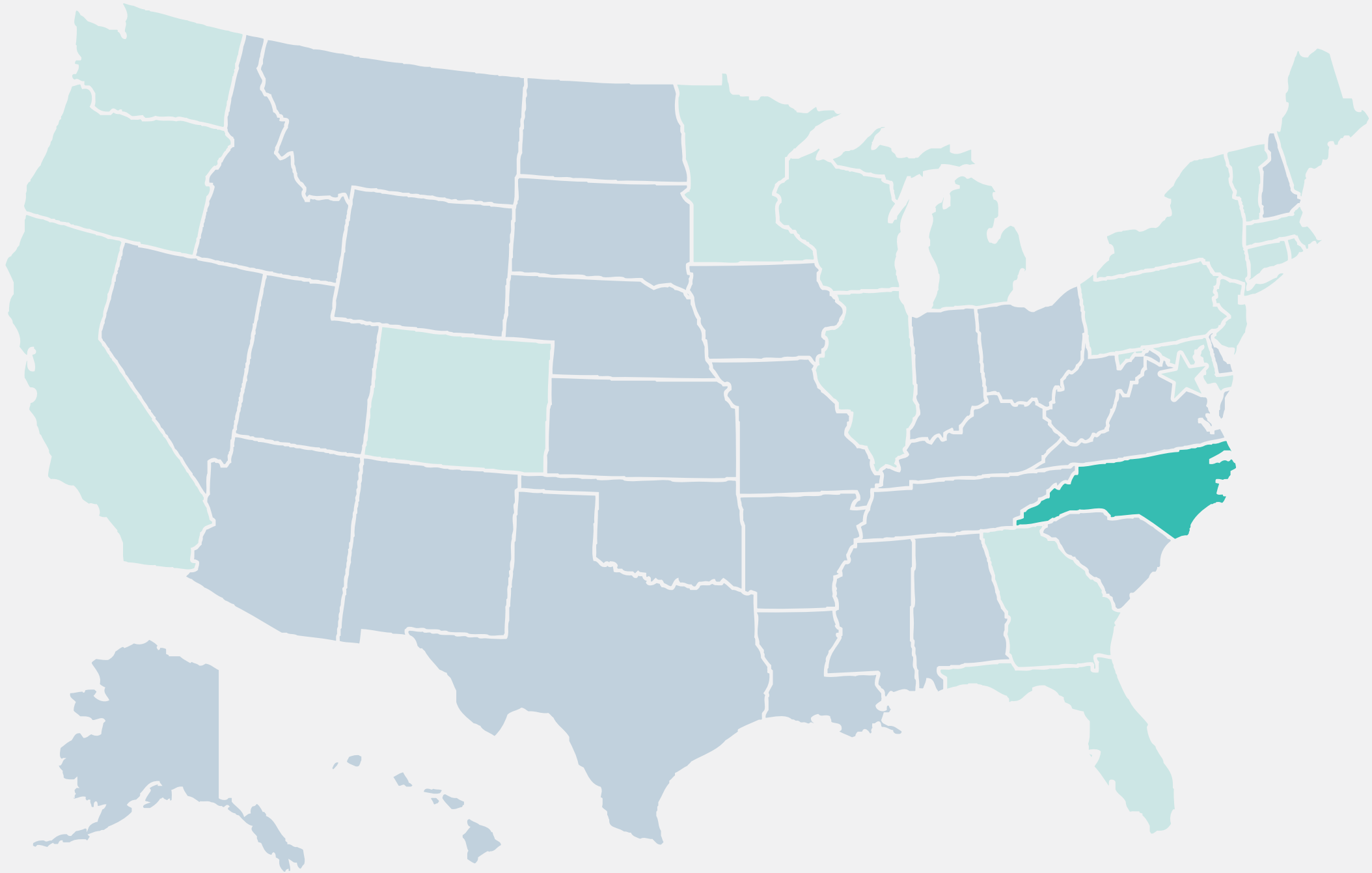
# 2014

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## WINS IN NORTH CAROLINA

Business owners recruited 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.



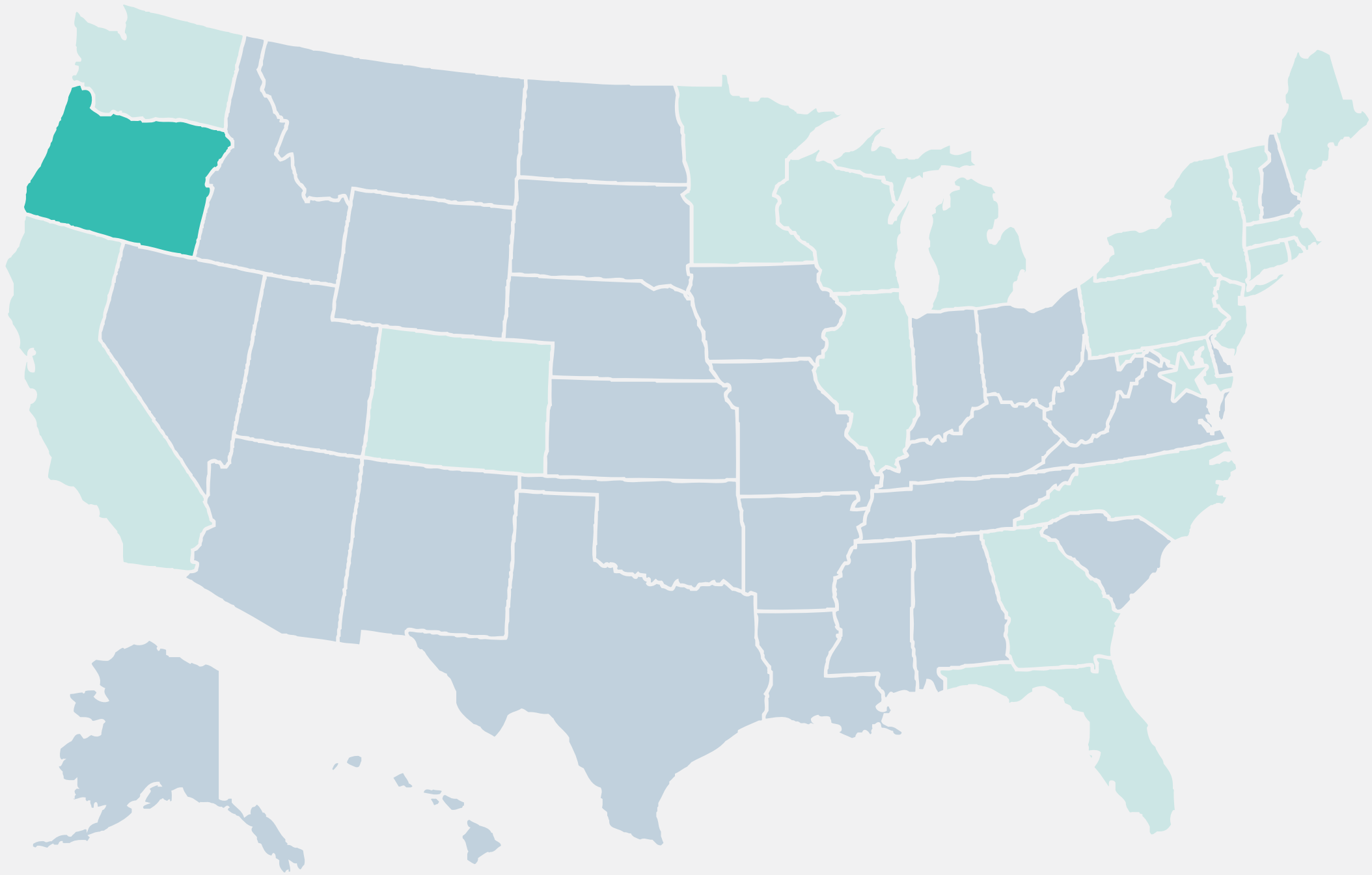
# 2014

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## WINS IN OREGON

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.



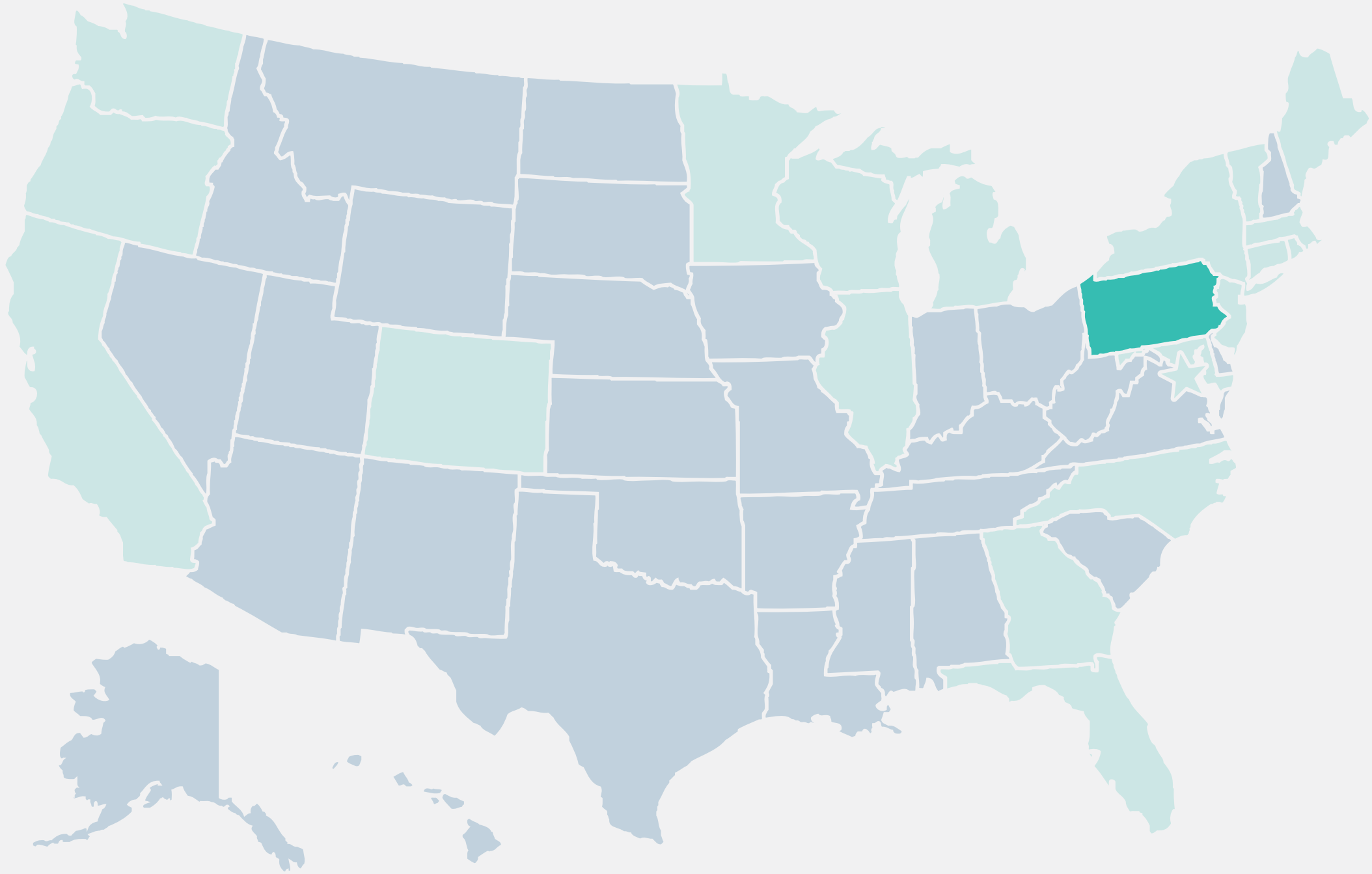
# 2014

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## WINS IN 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.



# 2014

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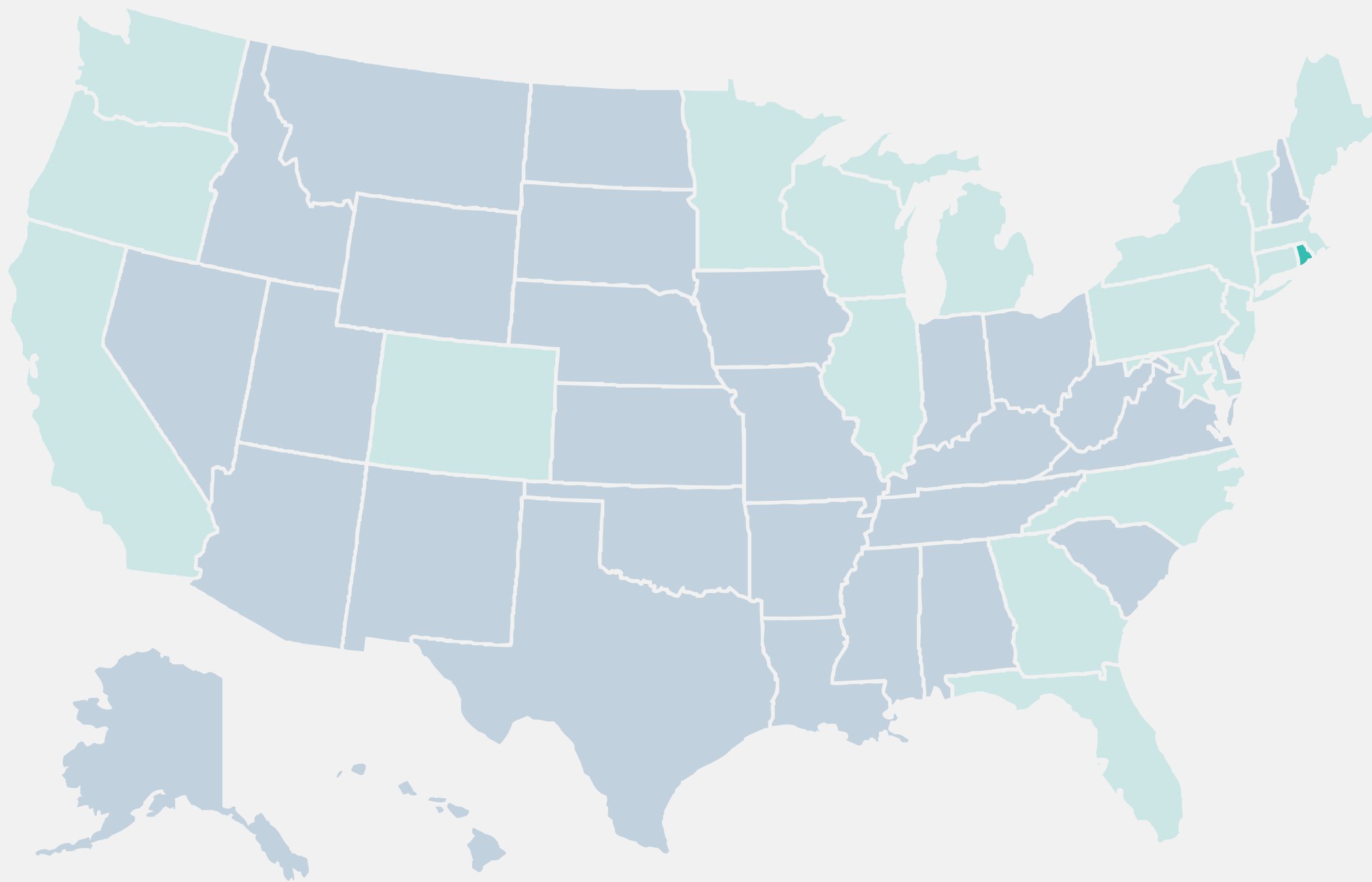
## WINS IN RHODE ISLAND

Pregnancy accommodations legislation passed on the Senate floor.

State awarded \$161,417 from the U.S. Department of Labor to study the benefits of a paid family and medical leave program for the state.

Temporary Caregivers Insurance goes into effect.

Providence & Central Falls pass ordinances to strengthen protections for pregnant women.



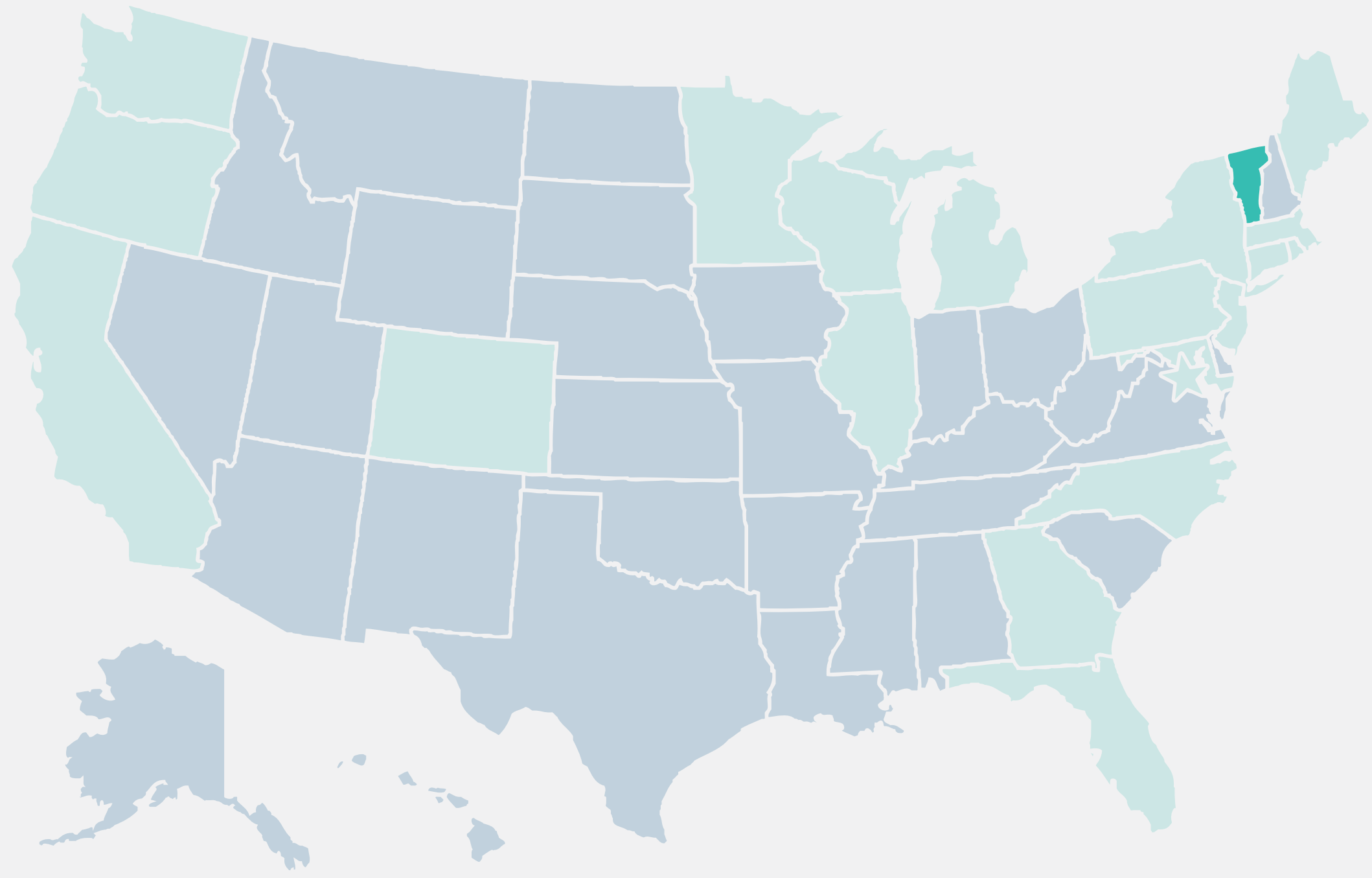
# 2014

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## WINS IN VERMONT

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

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





# 2014

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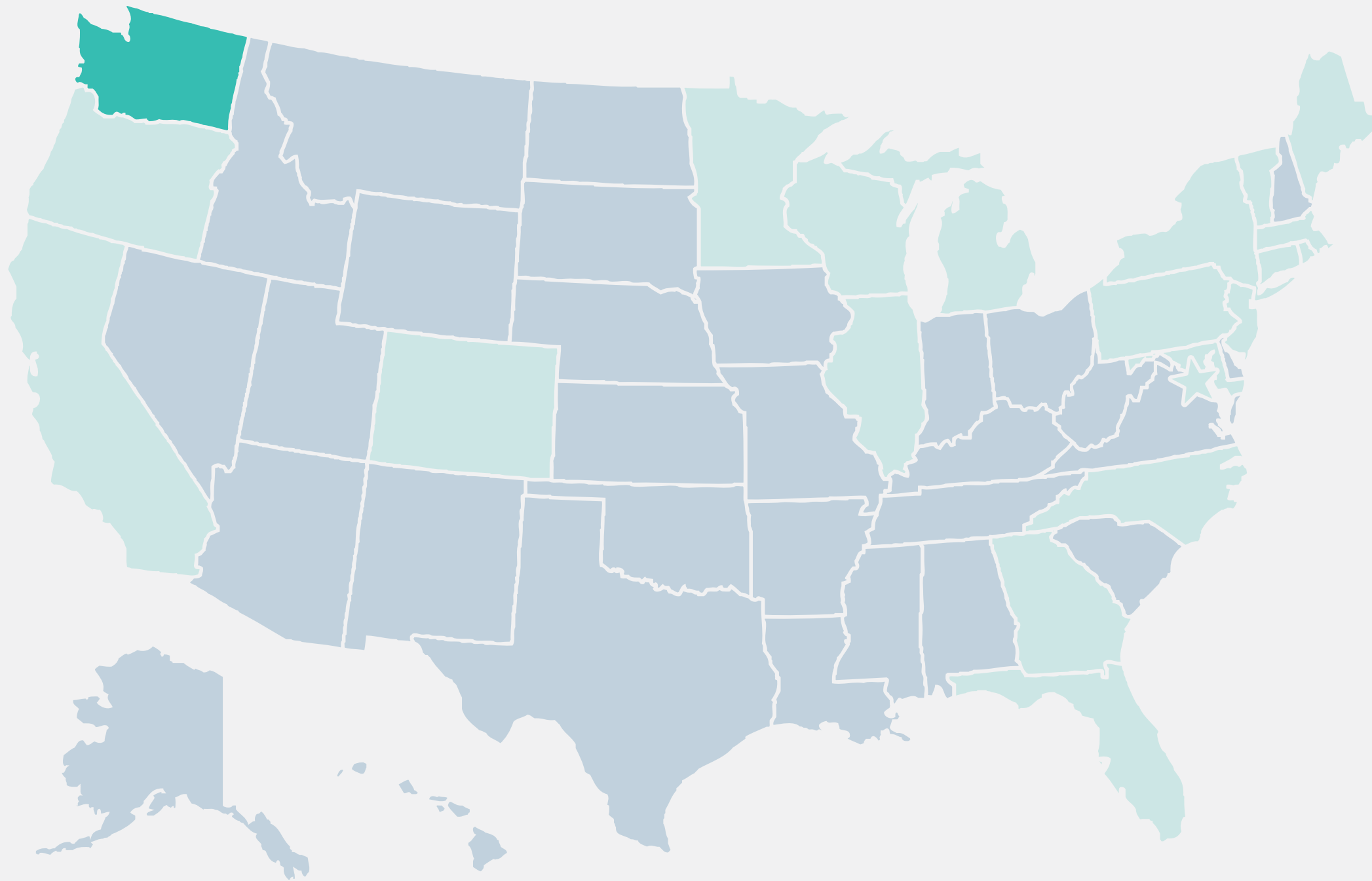
## WINS IN WASHINGTON

Paid Sick and Safe Leave bill passes the State House.

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.



# 2014

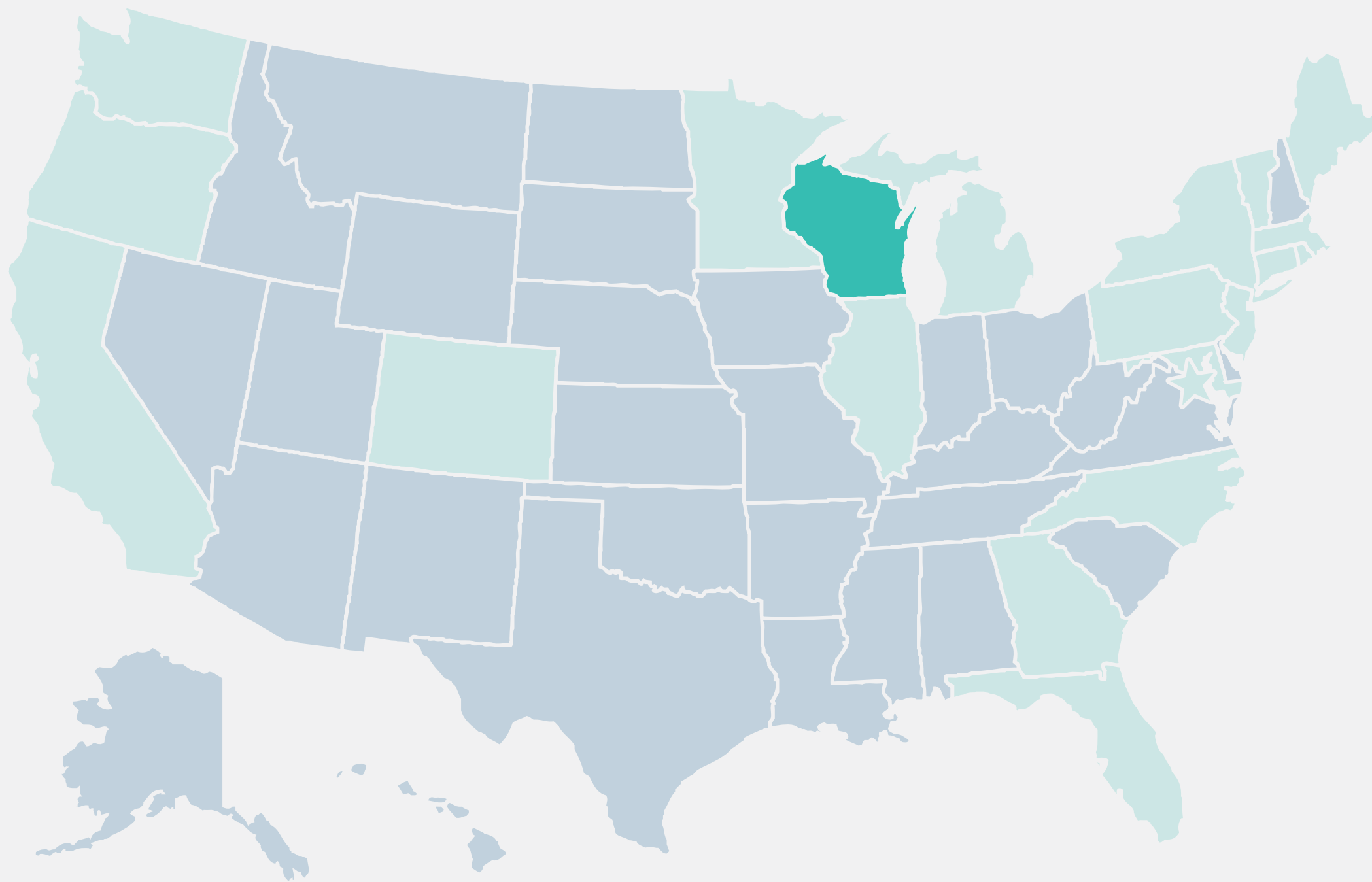
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## WINS IN WISCONSIN

Milwaukee Council increases city living wage from \$9.59 to \$10.10 in September, with plan to raise to \$10.88 in March 2015.

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 organizes to remove “Have you ever been convicted in the courts?” from employment applications within the city.

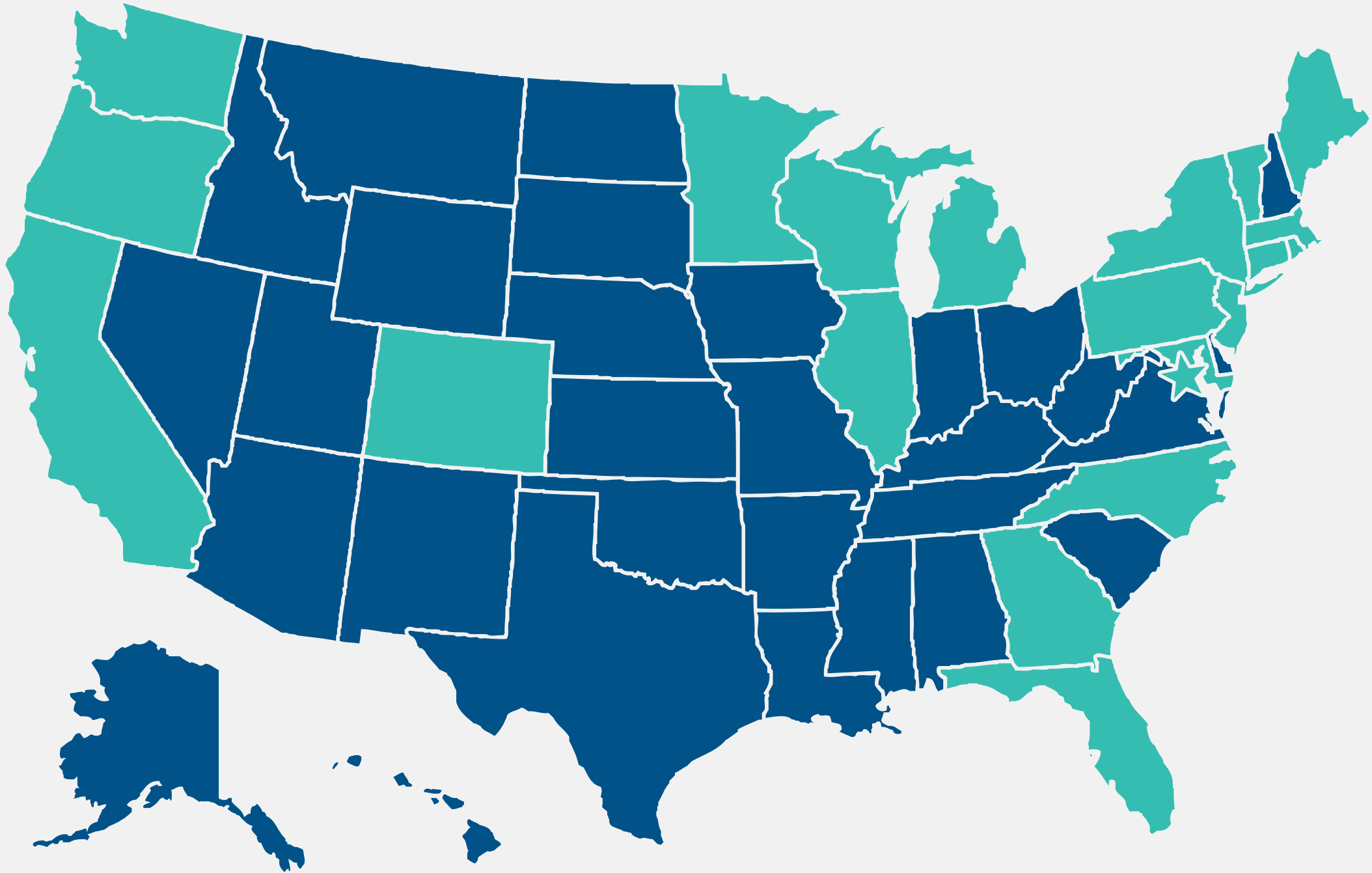


# 2015

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## THIS YEAR

Another state joins the paid sick days win column, along with the first county and 7 more municipalities.



# 2015

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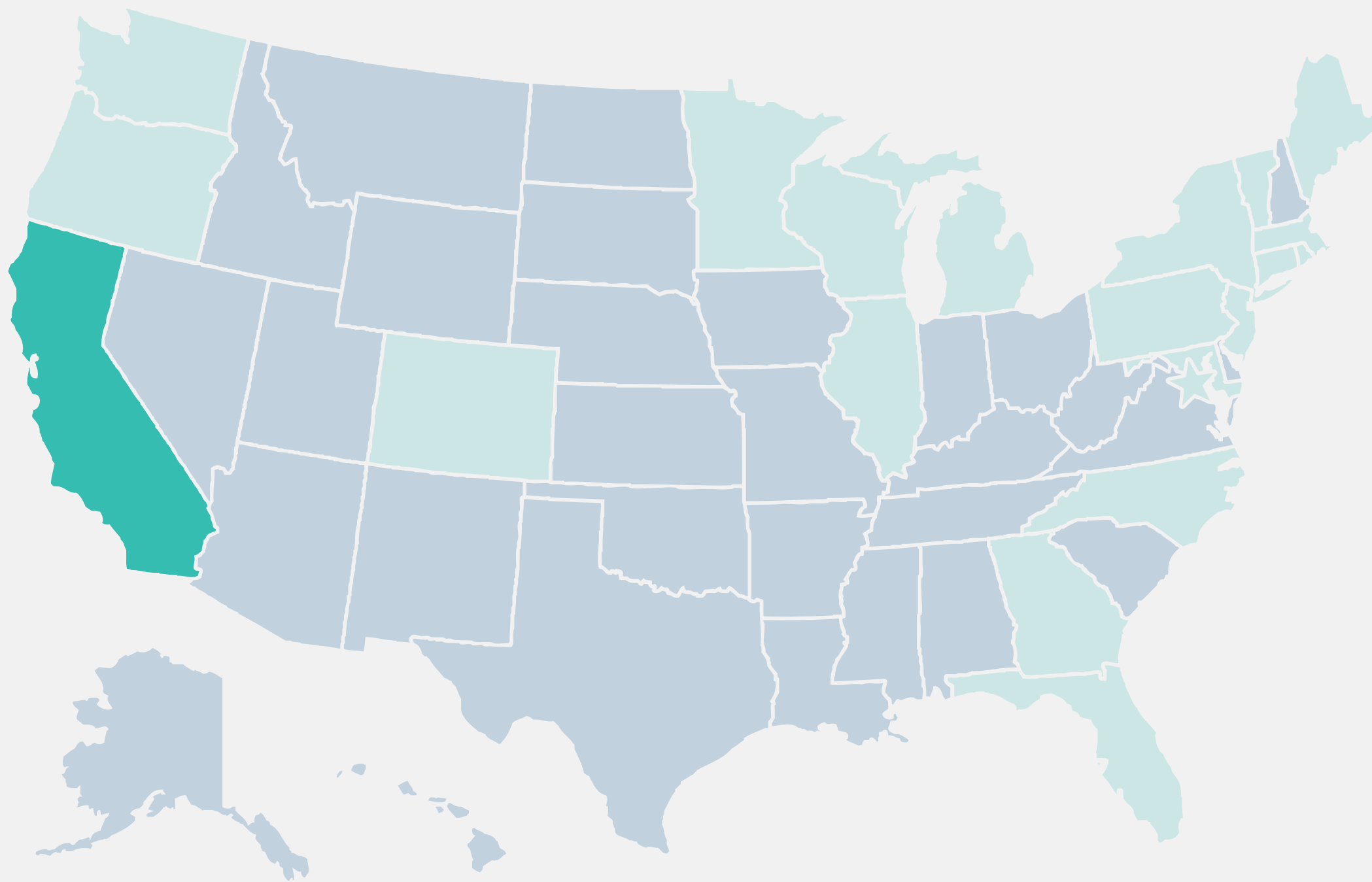
## WINS IN CALIFORNIA

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 Gov. Brown vetoes.

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



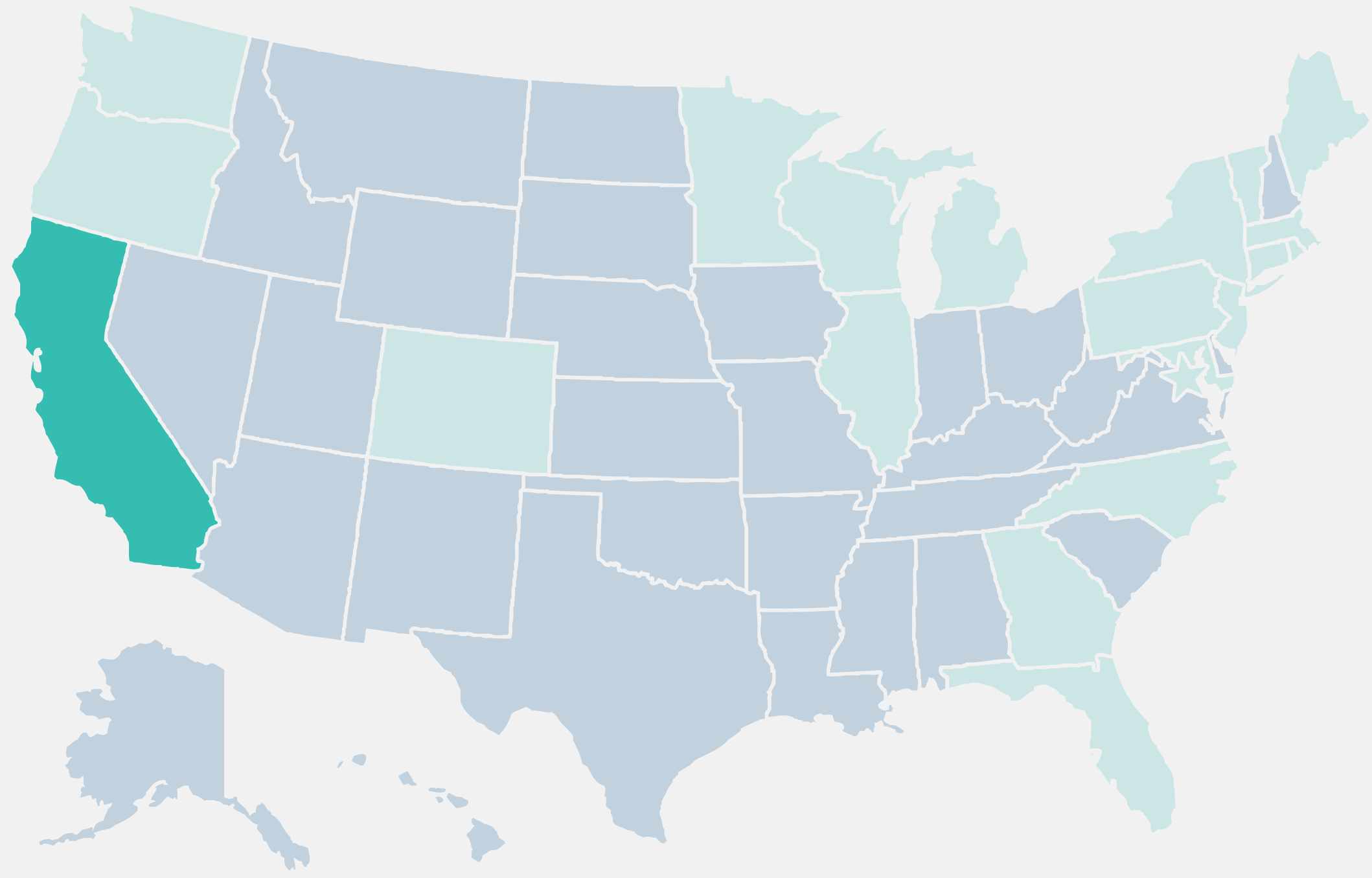
# 2015

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## WINS IN CALIFORNIA

Statewide 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.



# 2015

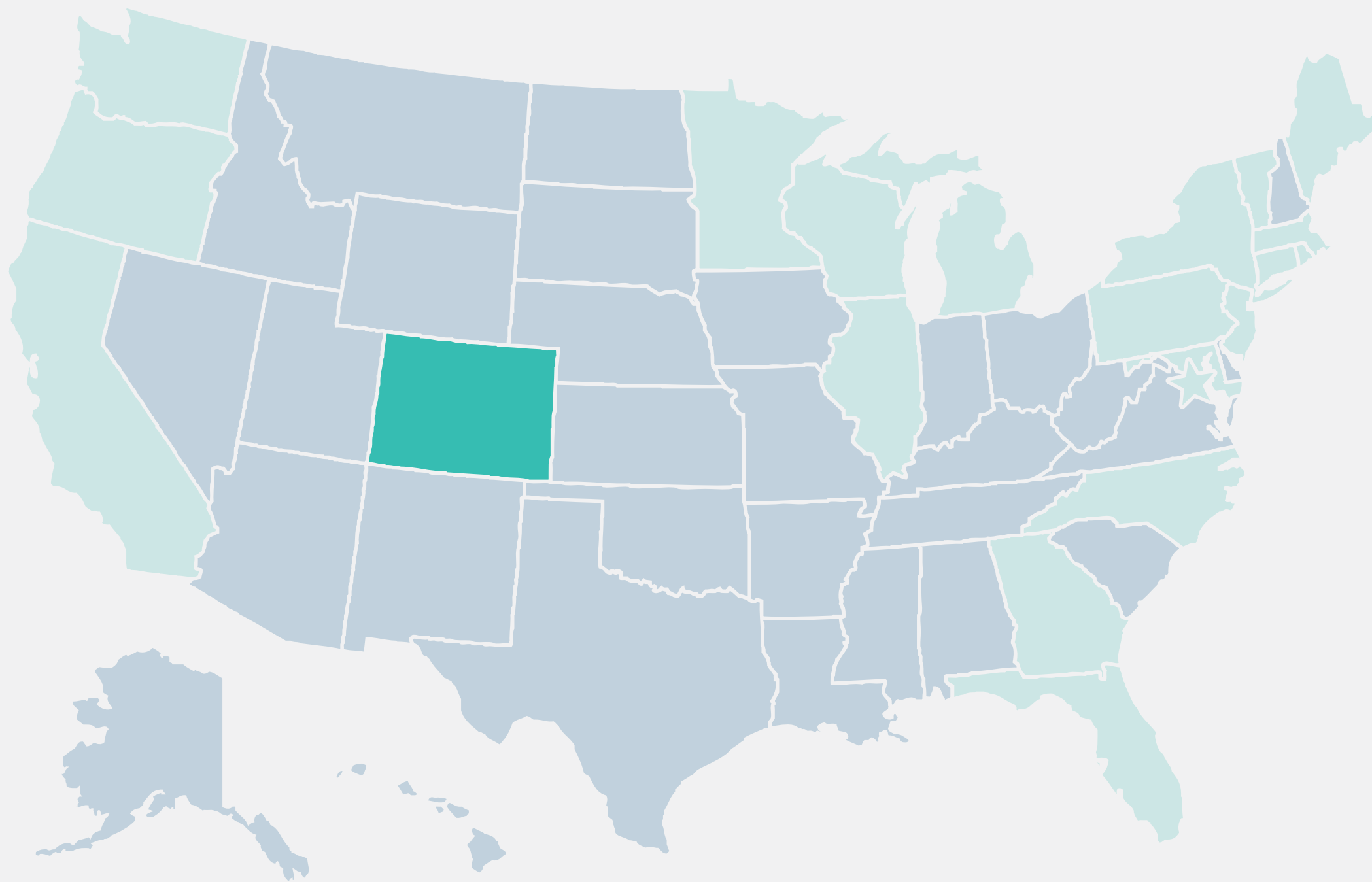
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## WINS IN COLORADO

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

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

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



# 2015

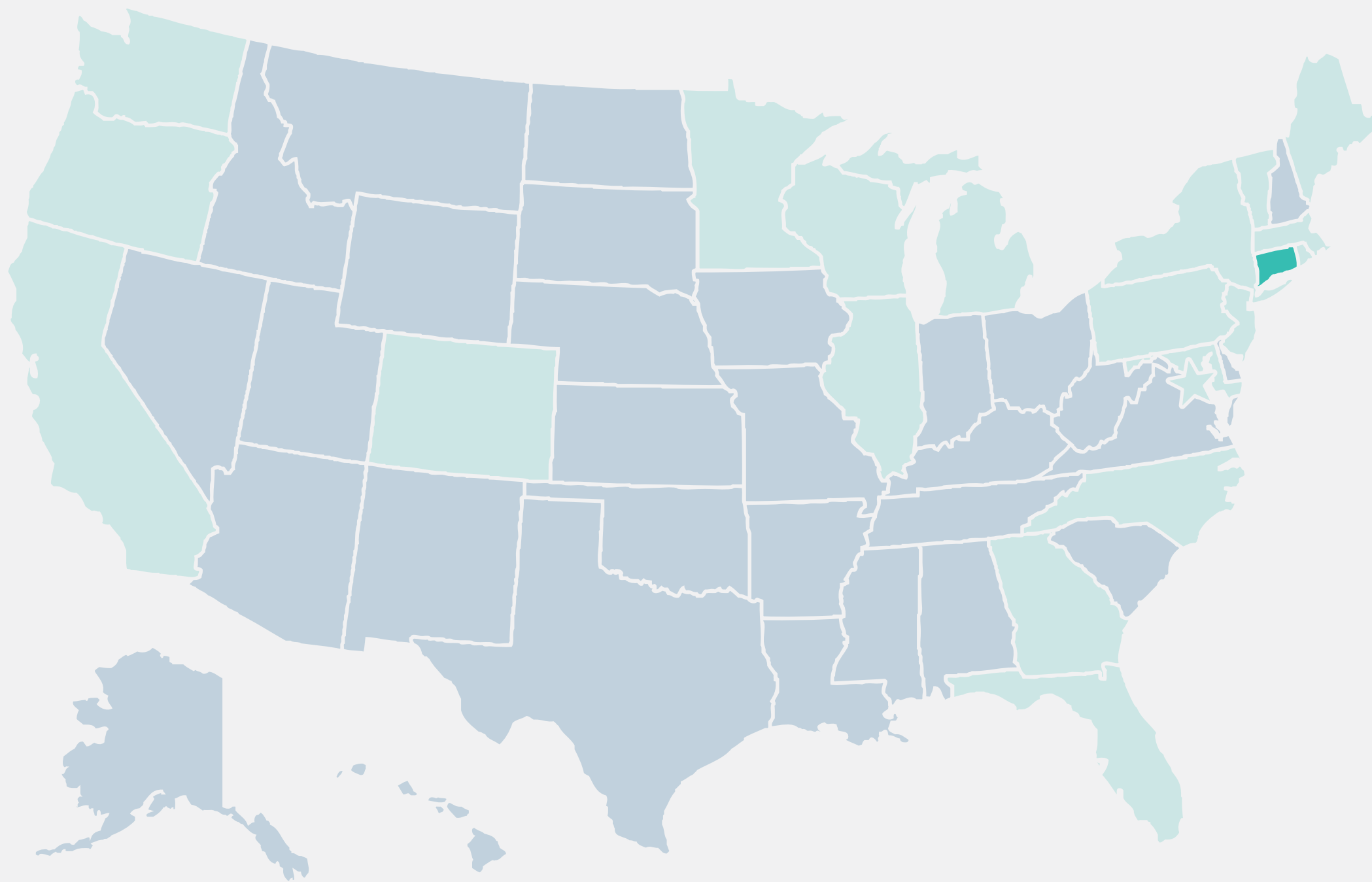
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## WINS IN CONNECTICUT

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.

Legislature stops a bill for tax credits to employers offering paid family leave.



# 2015

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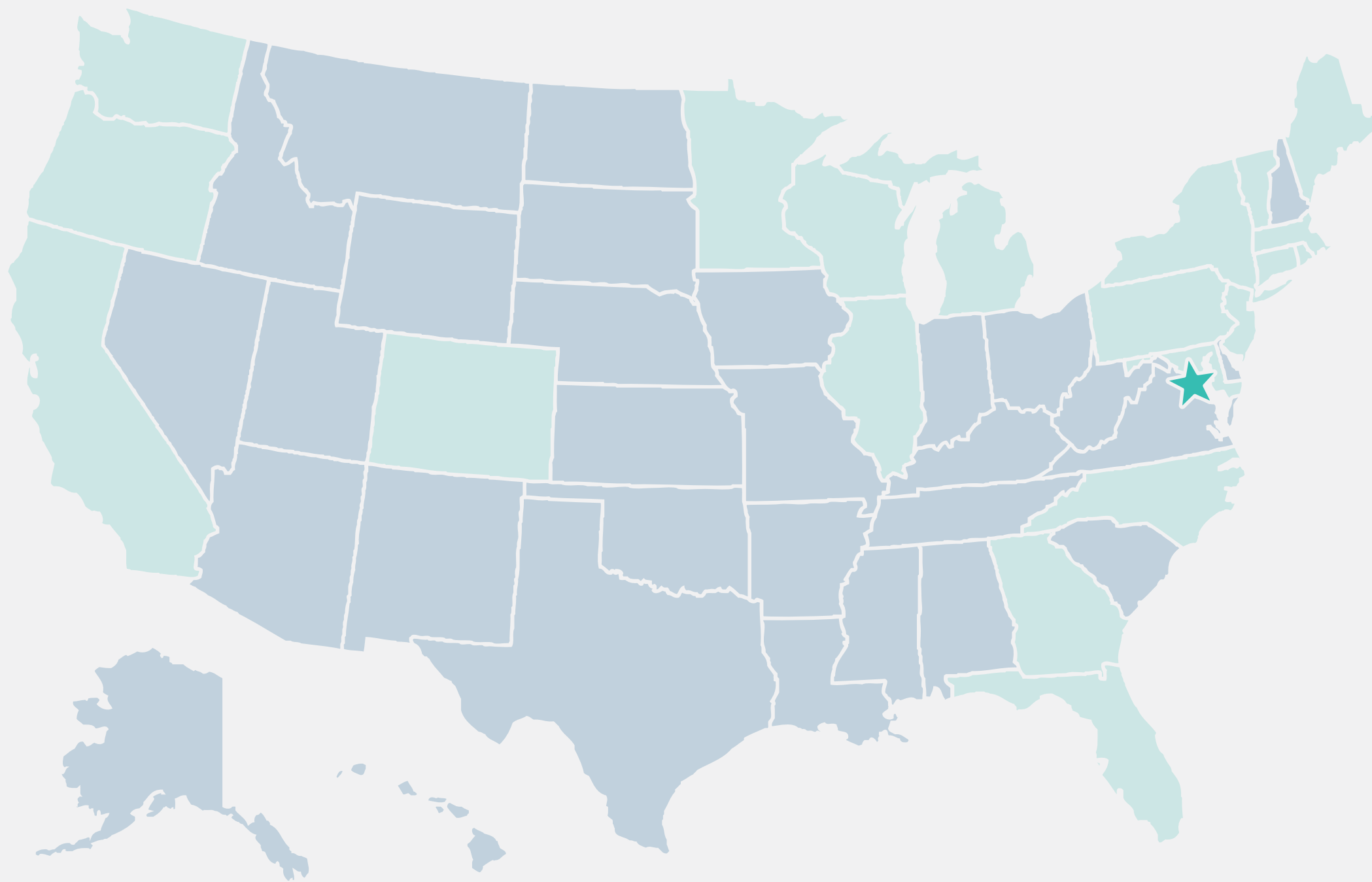
## WINS IN WASHINGTON, D.C.

Public sector workers become eligible to receive eight weeks of fully paid family leave.

Wage Theft Prevention Amendment Act of 2014 goes into effect.

Minimum wage goes up to \$10.50.

Universal Paid Leave Act of 2015 introduced by a majority of the City Council, providing up to 16 weeks of paid family and medical leave.





# 2015

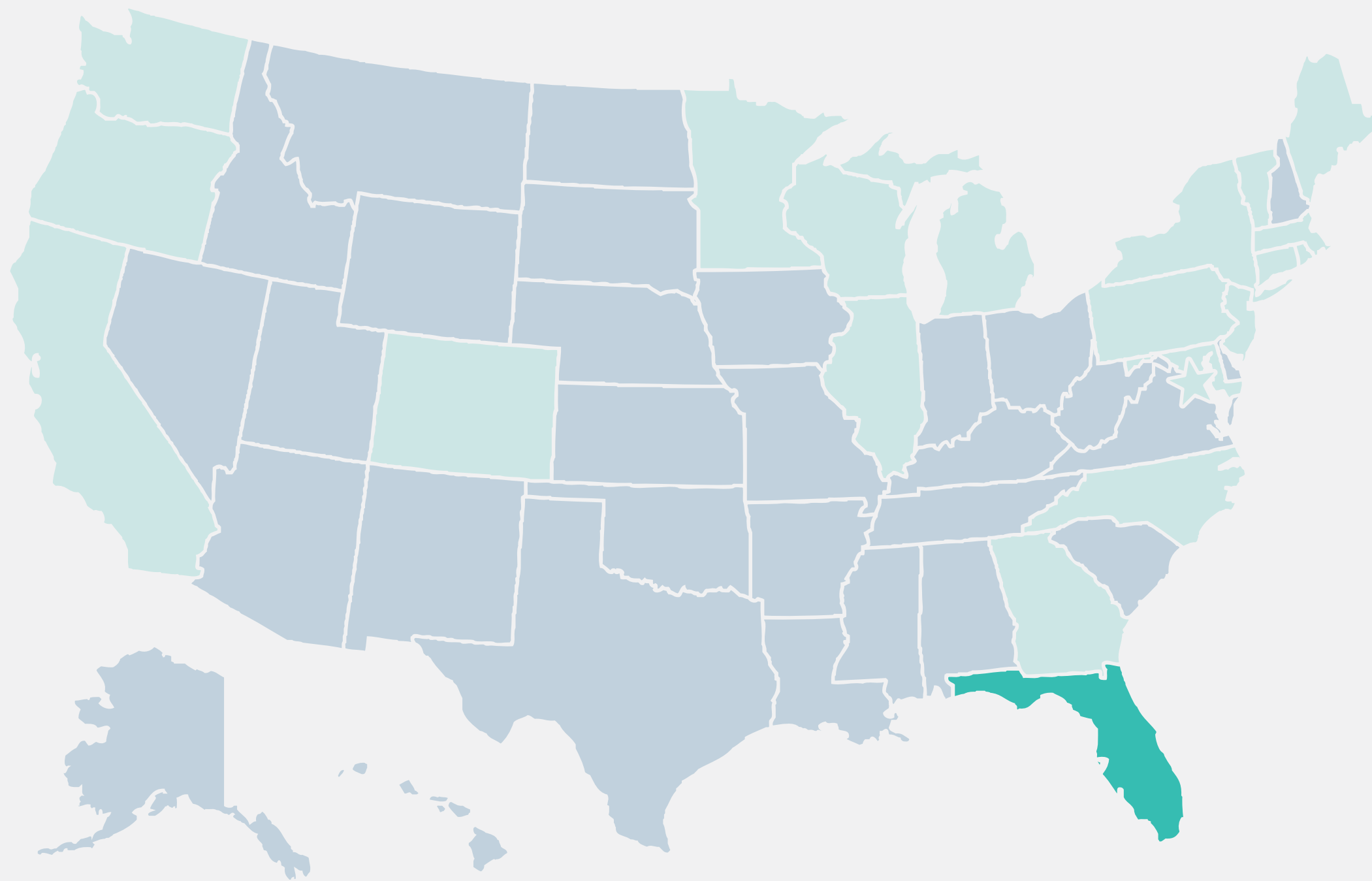
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## WINS IN FLORIDA

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.



# 2015

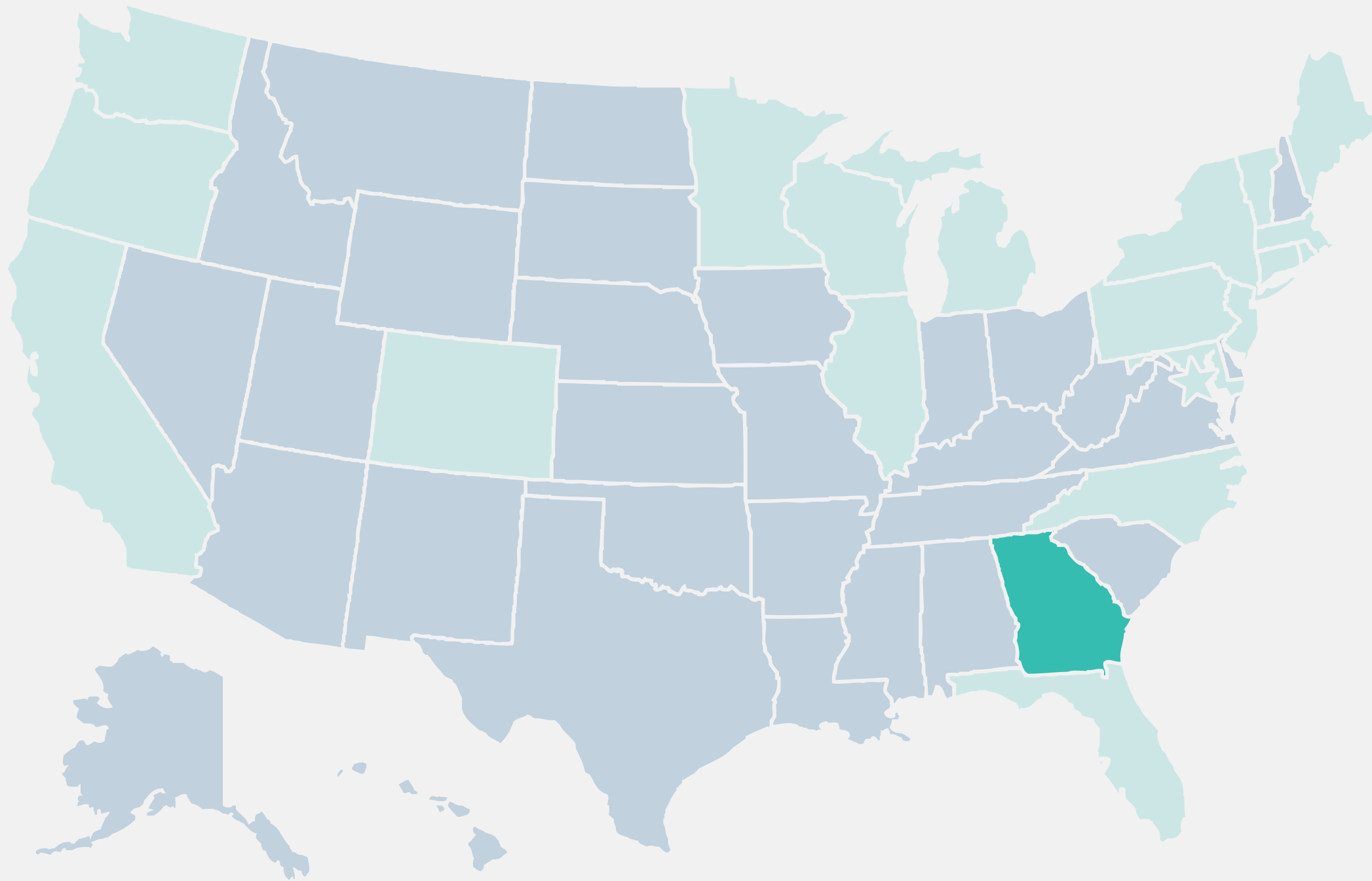
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## WINS IN GEORGIA

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 Family Care Act.

Community Leadership Academy trains leaders in Columbus and Athens.



# 2015

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## WINS IN ILLINOIS

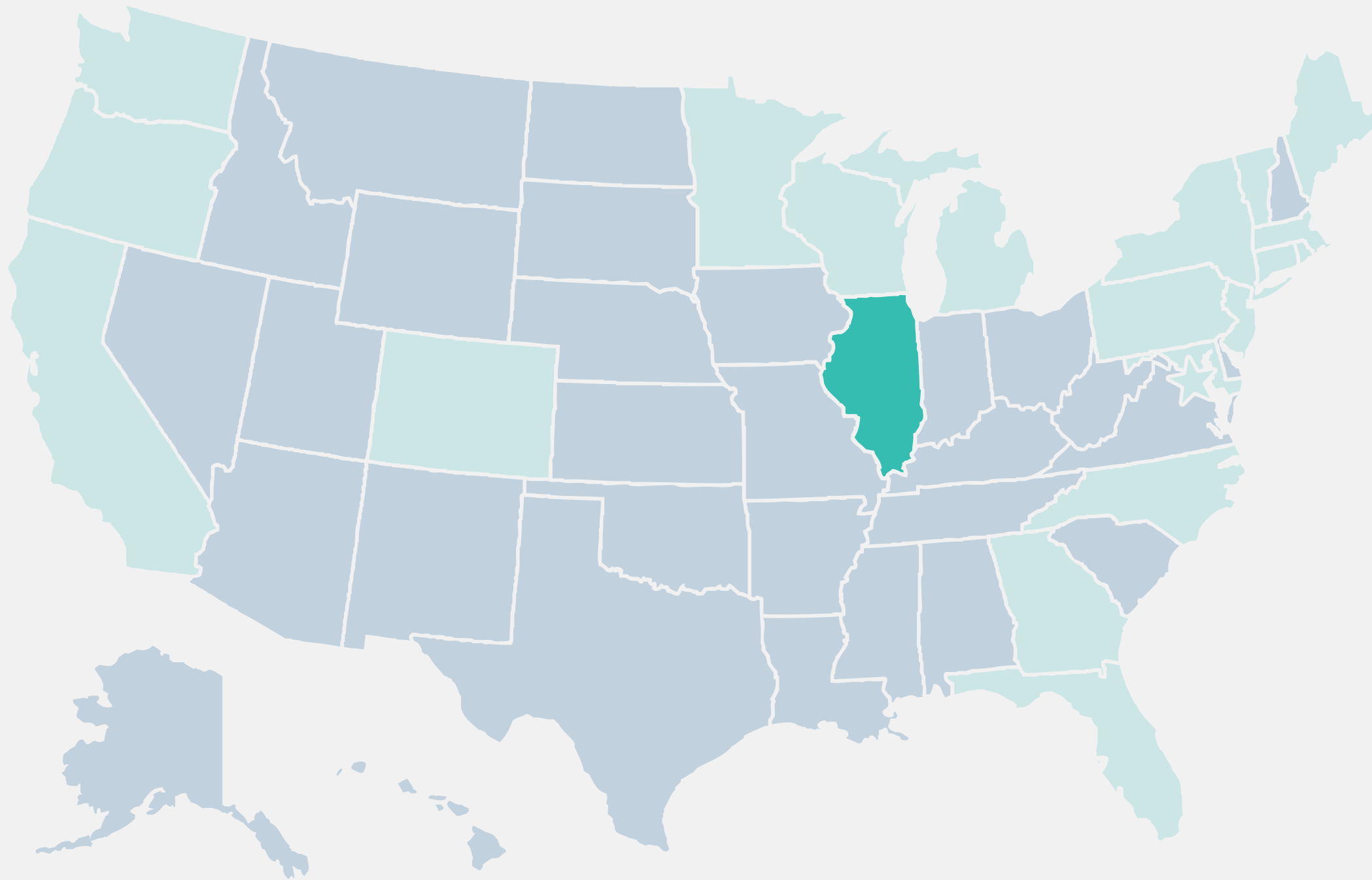
Law for reasonable pregnancy accommodation goes into effect, covering employers of any size.

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

Legislature amends Illinois Equal Pay Act to cover employers of any size.

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

Senate and House introduce the Healthy Workplace Act.



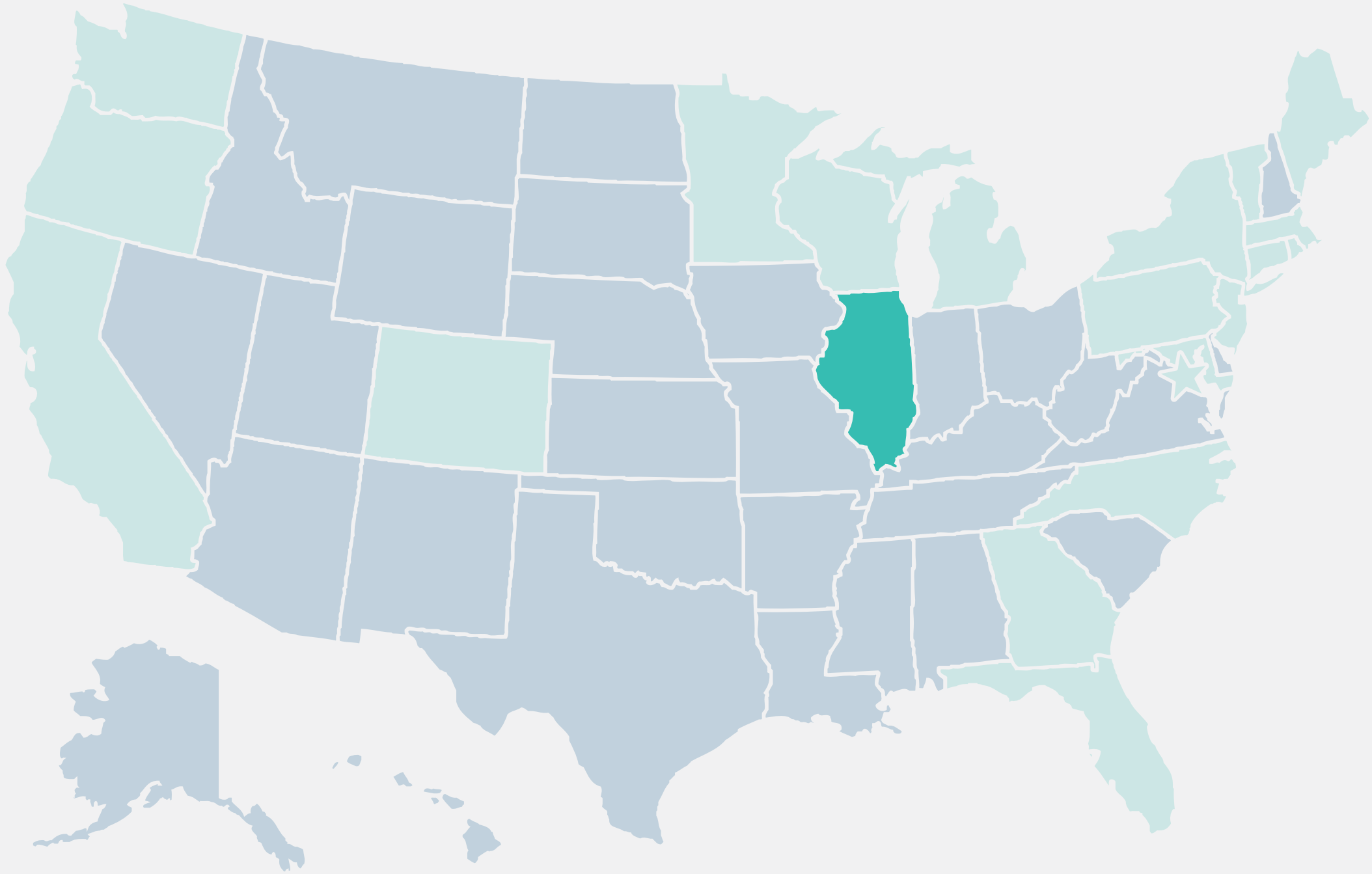
# 2015

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## WINS IN ILLINOIS

House introduces the Family Leave Insurance Program Act.

House introduces a right to request change in work schedule.



# 2015

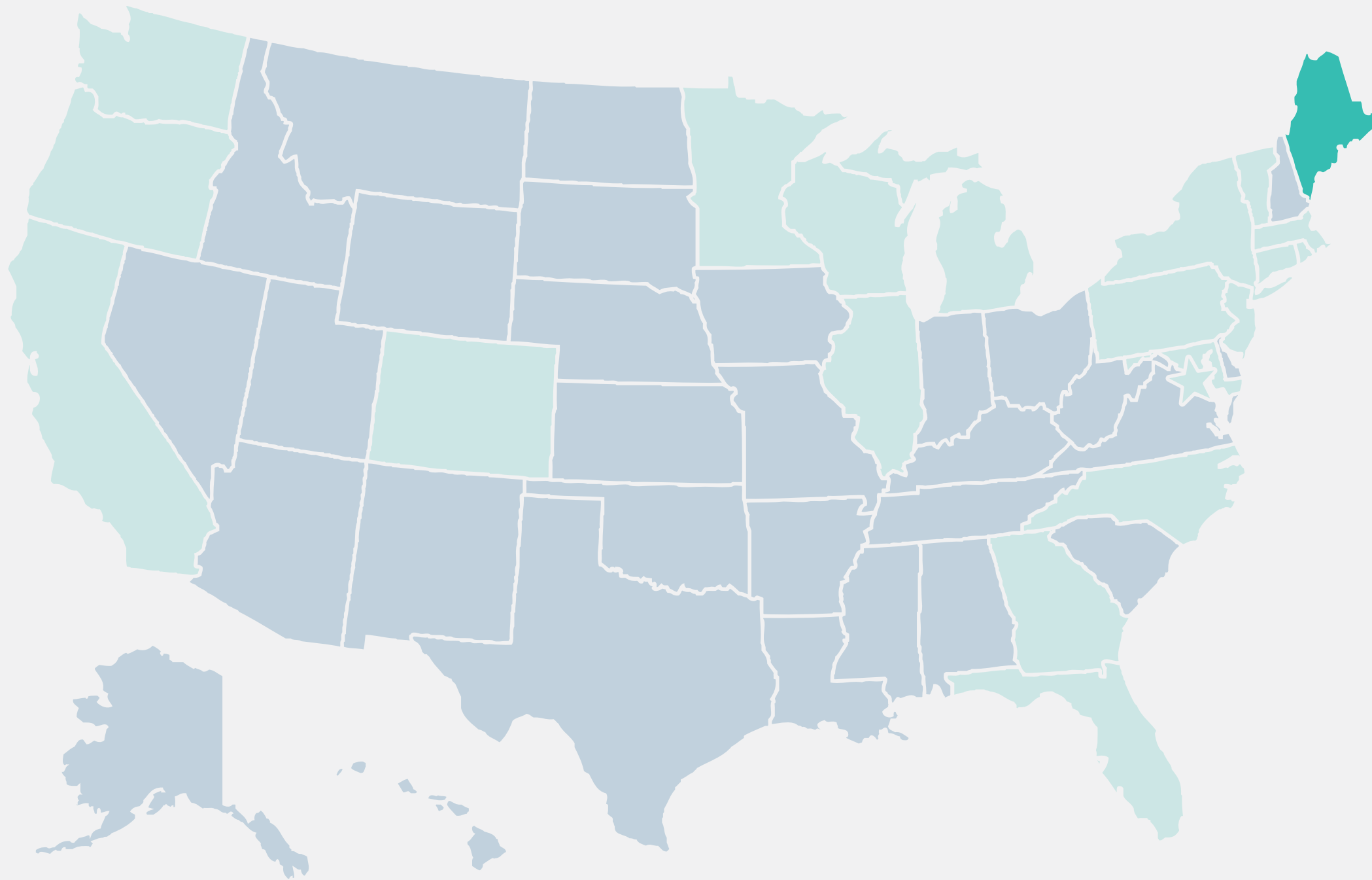
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## WINS IN MAINE

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

Portland 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 publicly commit to support a paid sick days policy.



# 2015

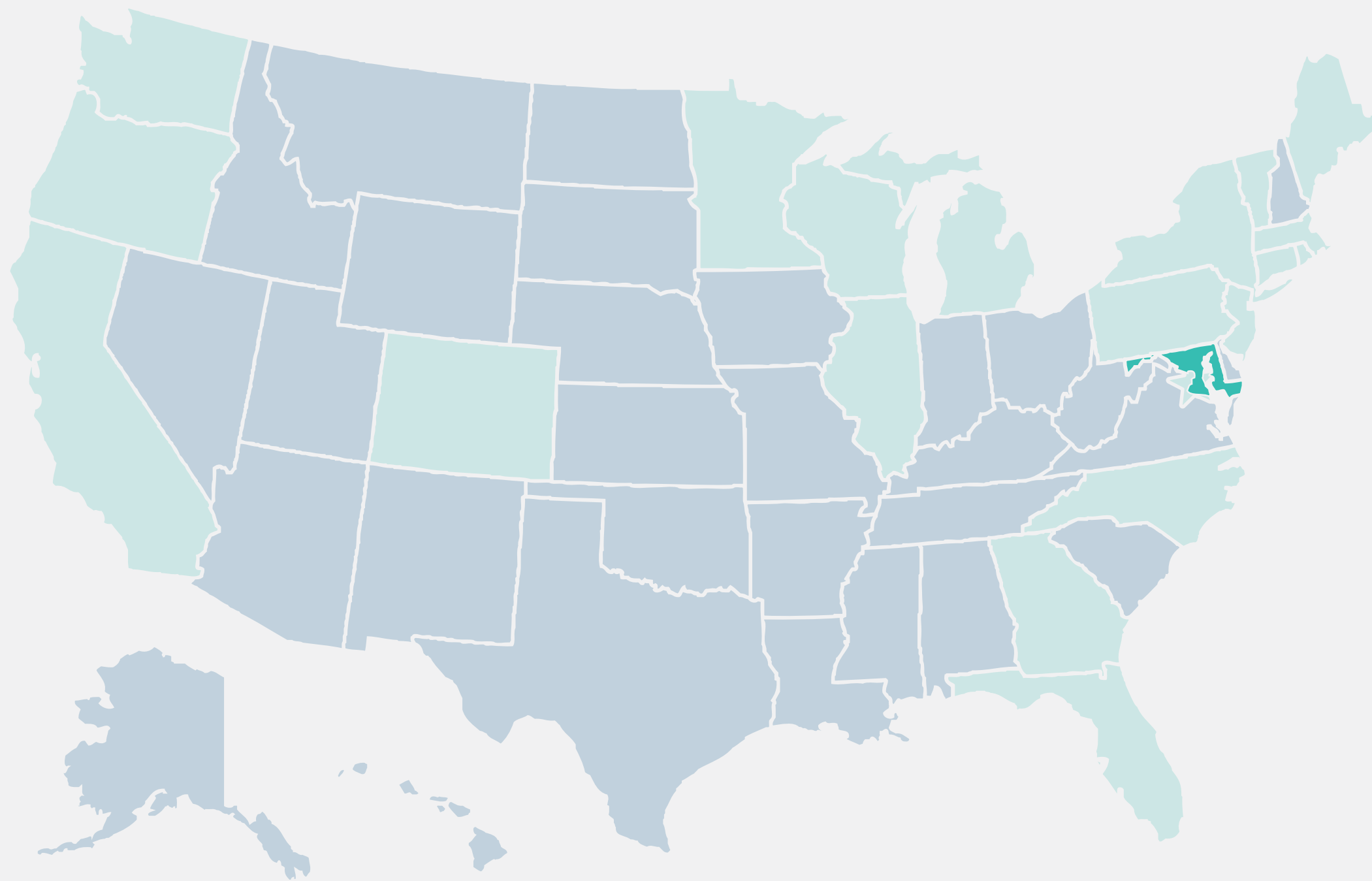
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## WINS IN MARYLAND

Montgomery County Council passes one of the nation's strongest paid sick and safe days statutes.

Healthy Working Families Act is reintroduced with nearly 100 cosponsors.

Montgomery County receives a U.S. Department of Labor grant to conduct a paid leave feasibility study.



# 2015

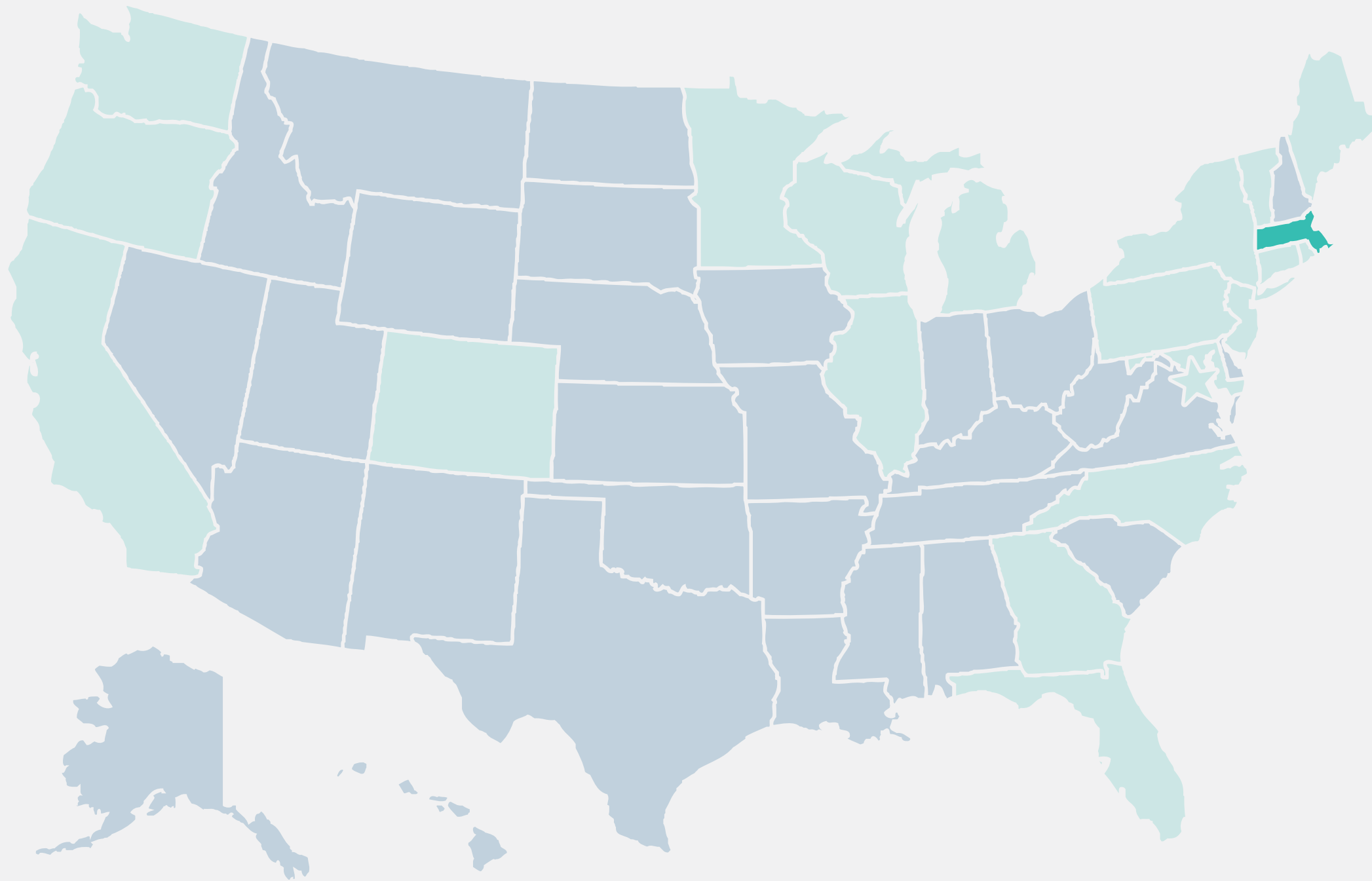
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## WINS IN MASSACHUSETTS

Legislature considers a bill for paid family leave and temporary disability insurance.

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

A hearing for the state paid sick leave bill hears from several dozen supporters, no opponents.



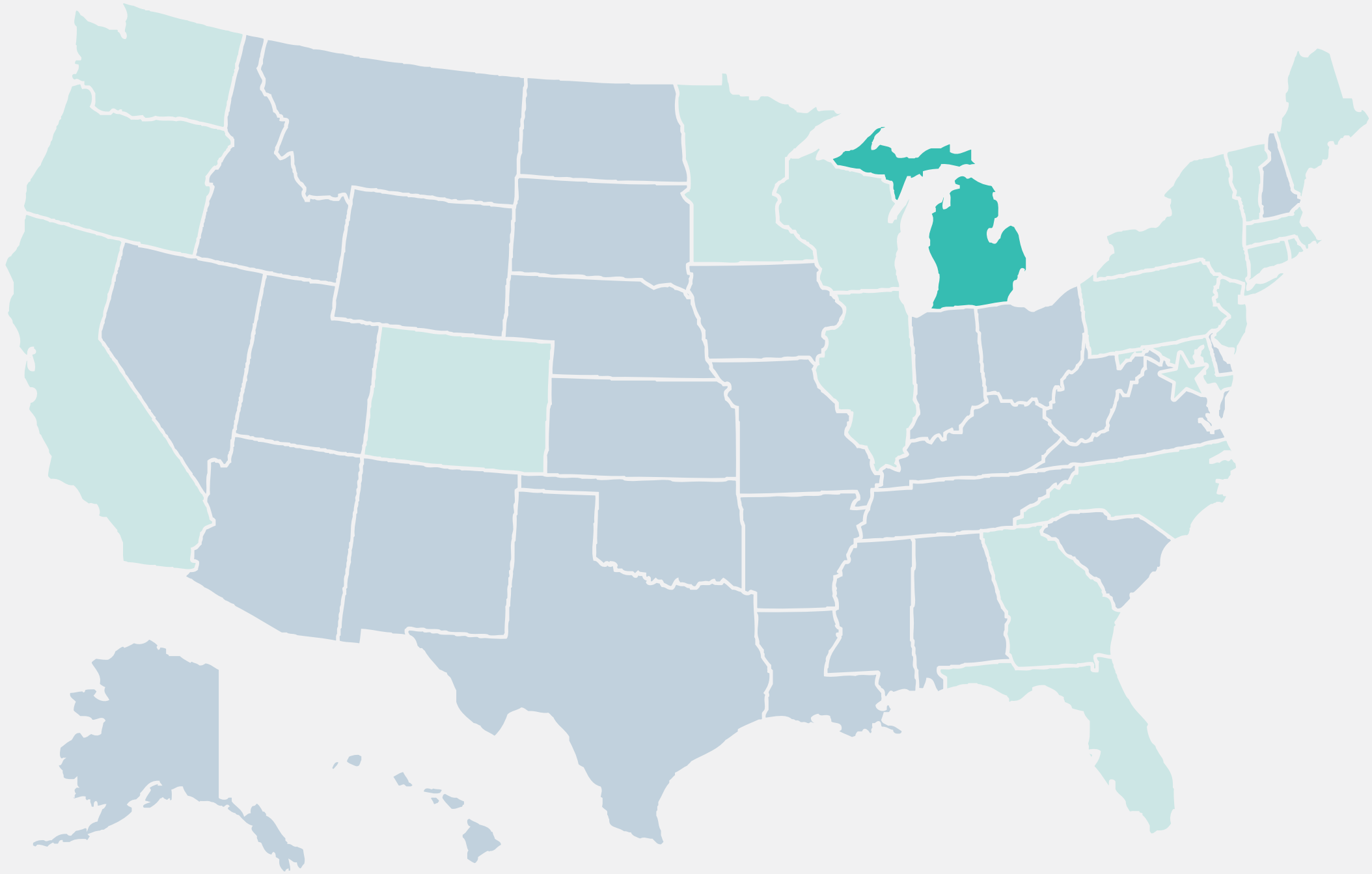
# 2015

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## WINS IN MICHIGAN

Paid sick days legislation introduced.

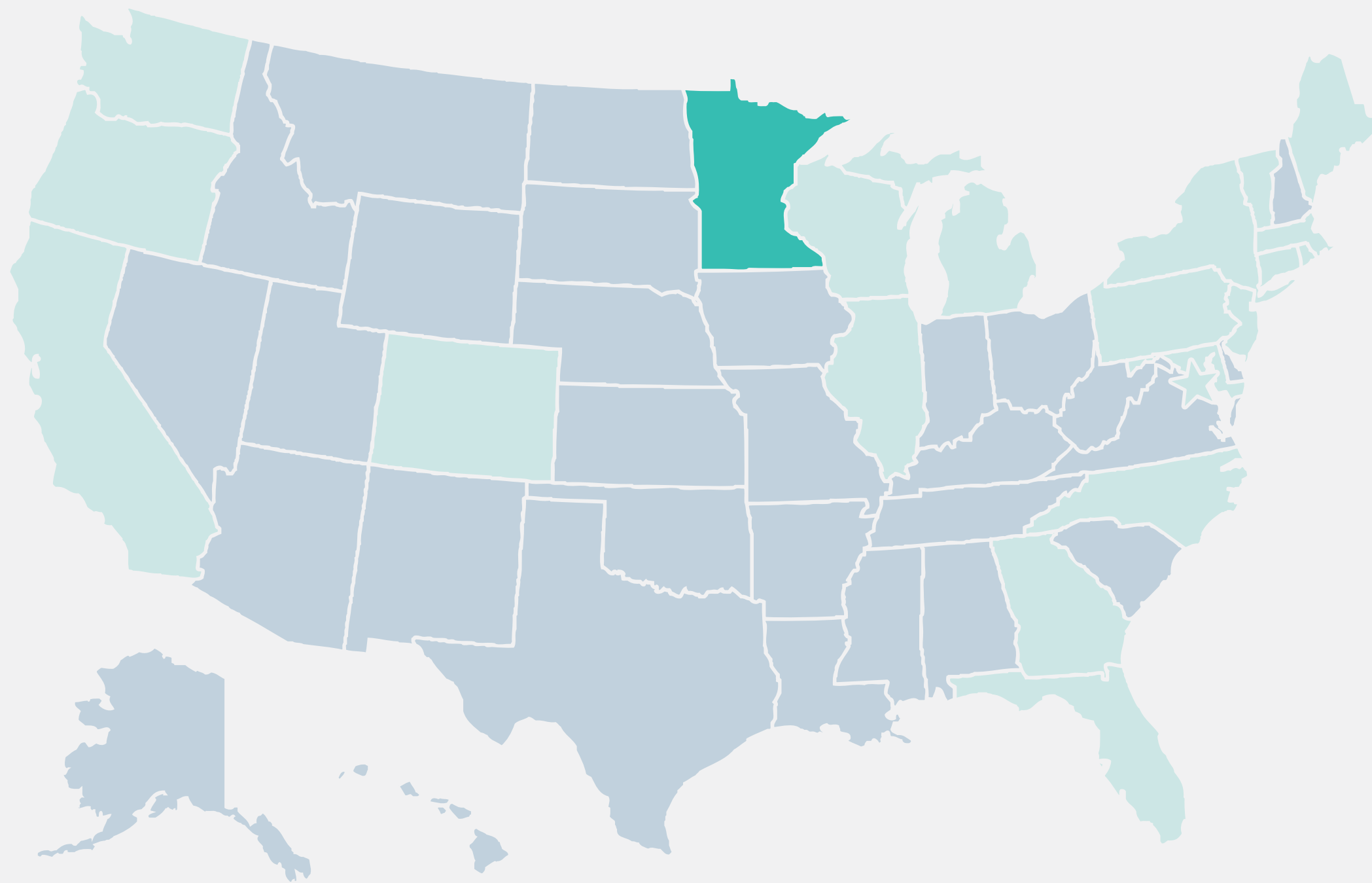
Time to Care Coalition launches a paid sick days 2016 ballot initiative.





# 2015

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## WINS IN 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.

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

# 2015

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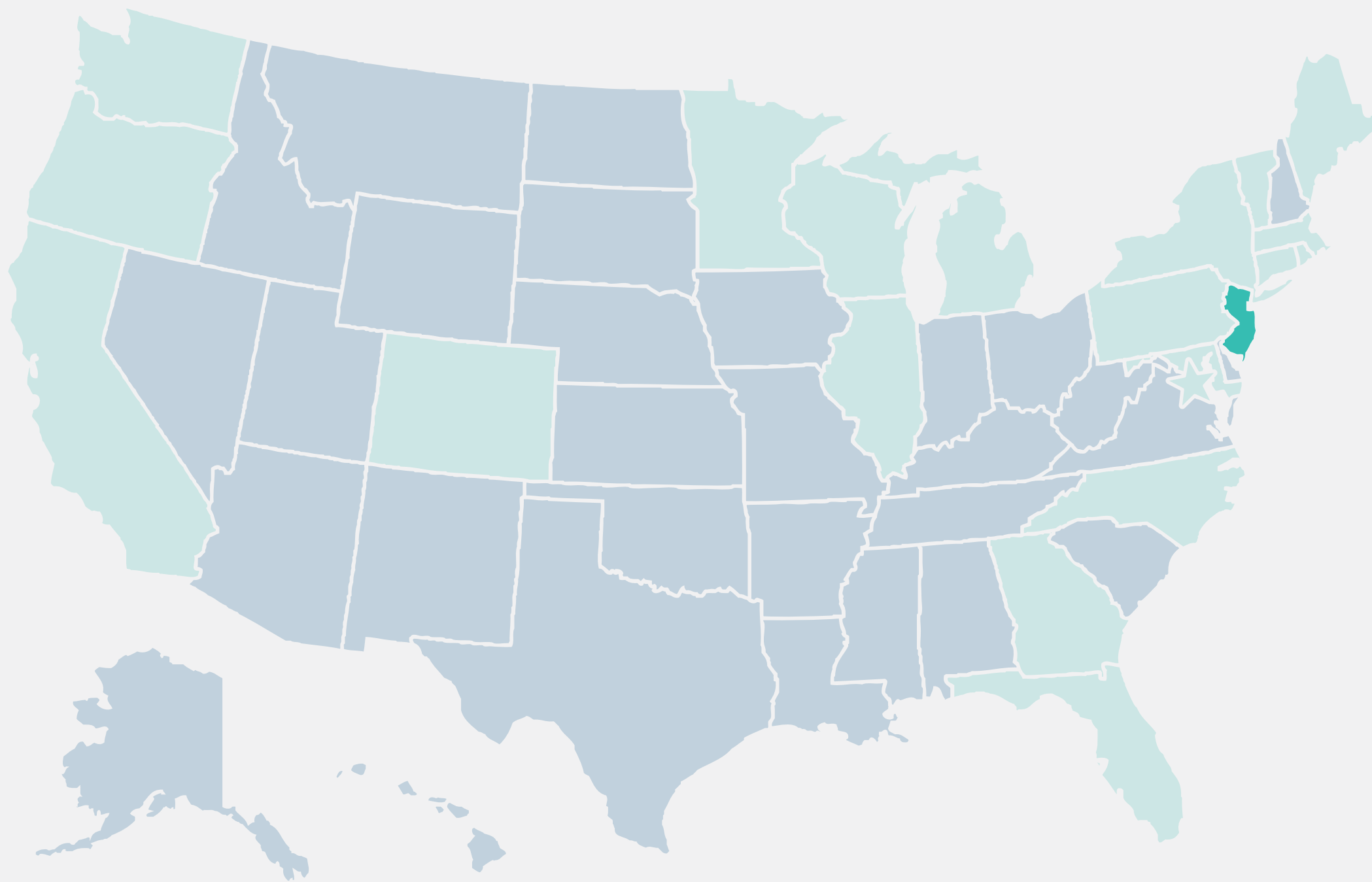
## WINS IN NEW JERSEY

Bloomfield passes Earned Sick Time ordinance.

State 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.

Senate Labor Committee passes Earned Sick and Safe Days legislation.



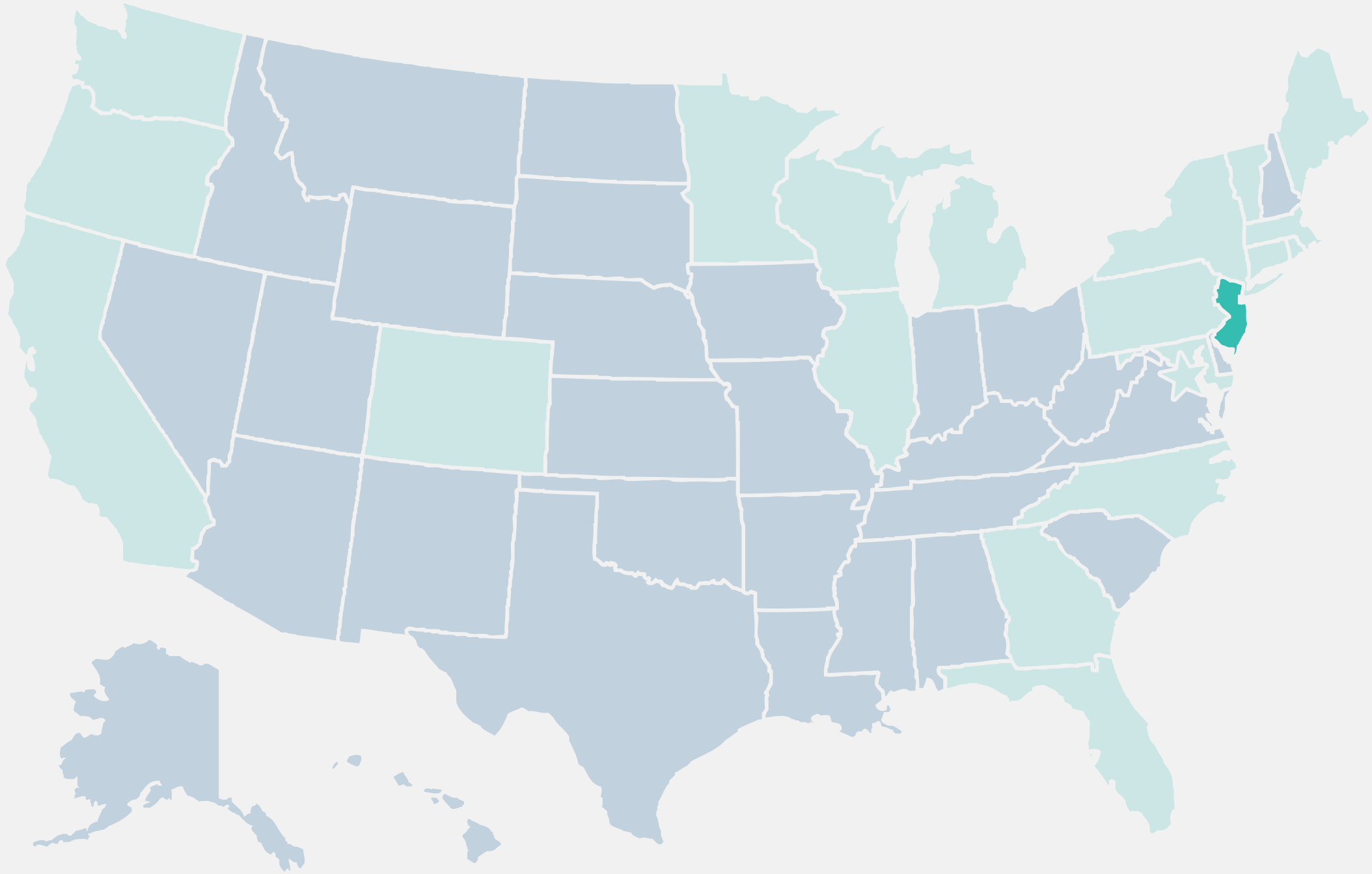
# 2015

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## WINS IN NEW JERSEY

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.



# 2015

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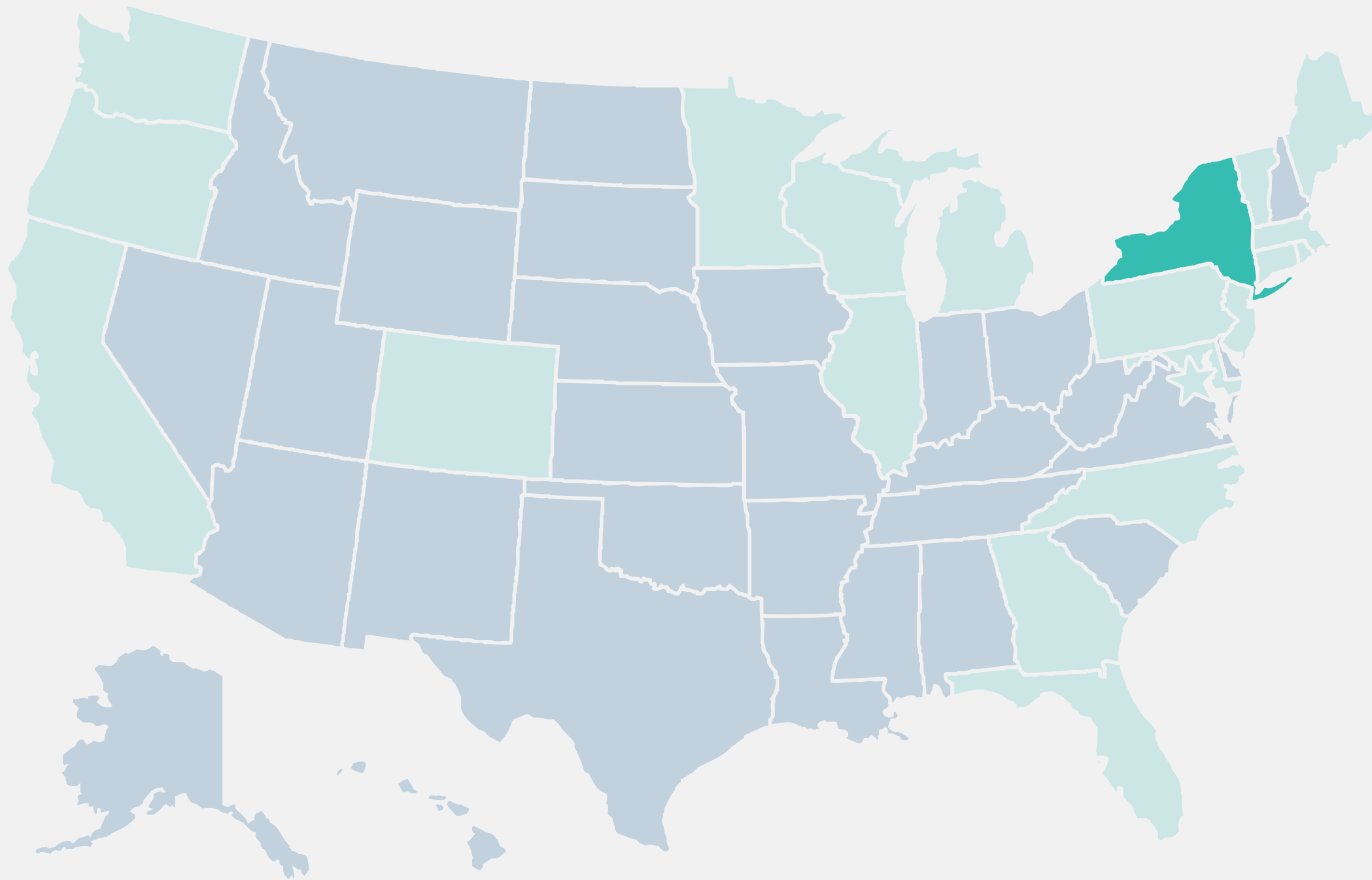
## WINS IN NEW YORK

State assembly passes a paid family leave insurance bill.

Senate holds its first paid family leave hearing in eight years.

Pregnancy accommodation law passed.

New York City wins U.S. Department of Labor grant of \$211,385 to study paid family leave.



# 2015

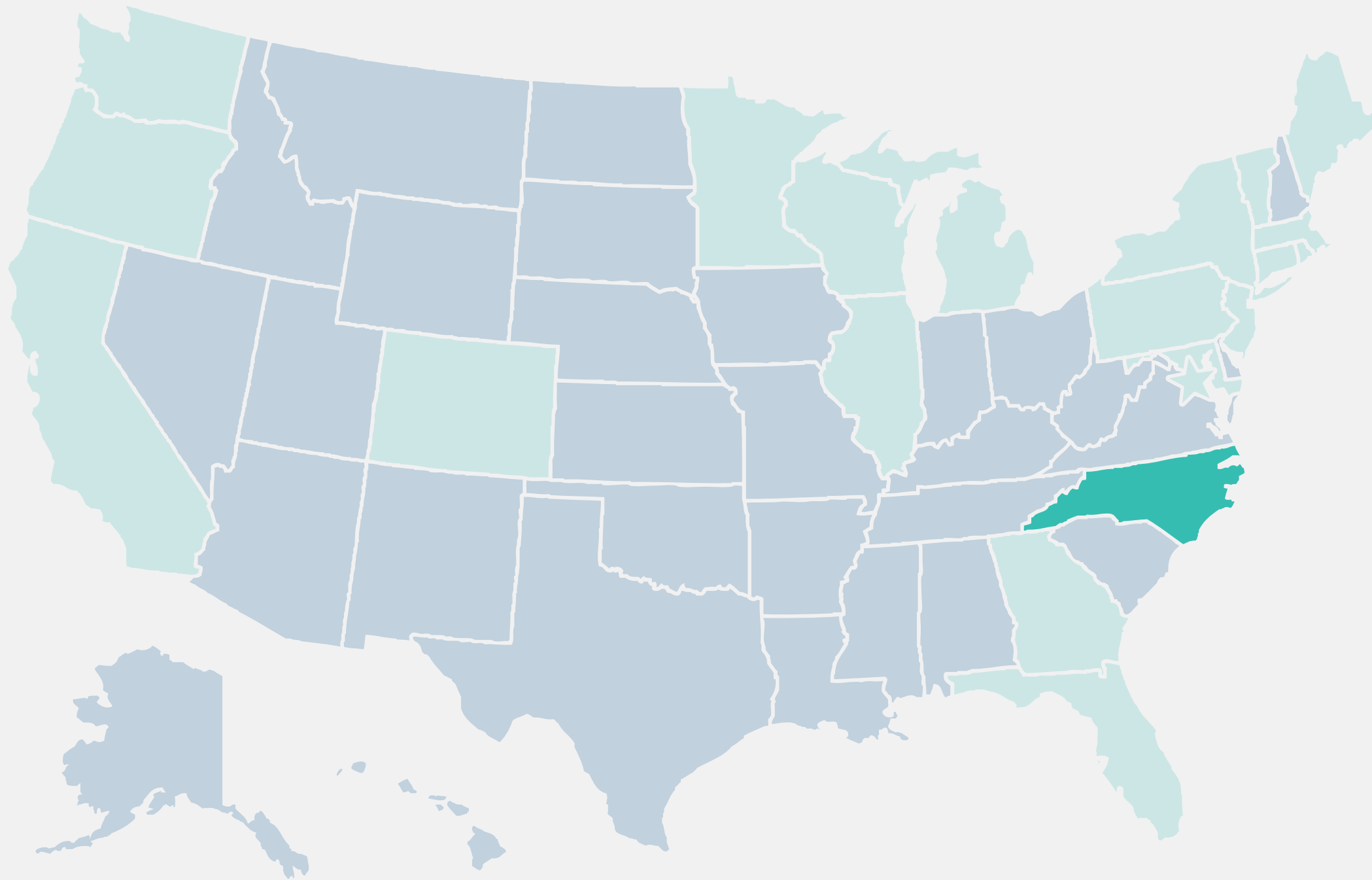
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## WINS IN NORTH CAROLINA

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.

Preemption bill defeated in General Assembly.



# 2015

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## WINS IN OREGON

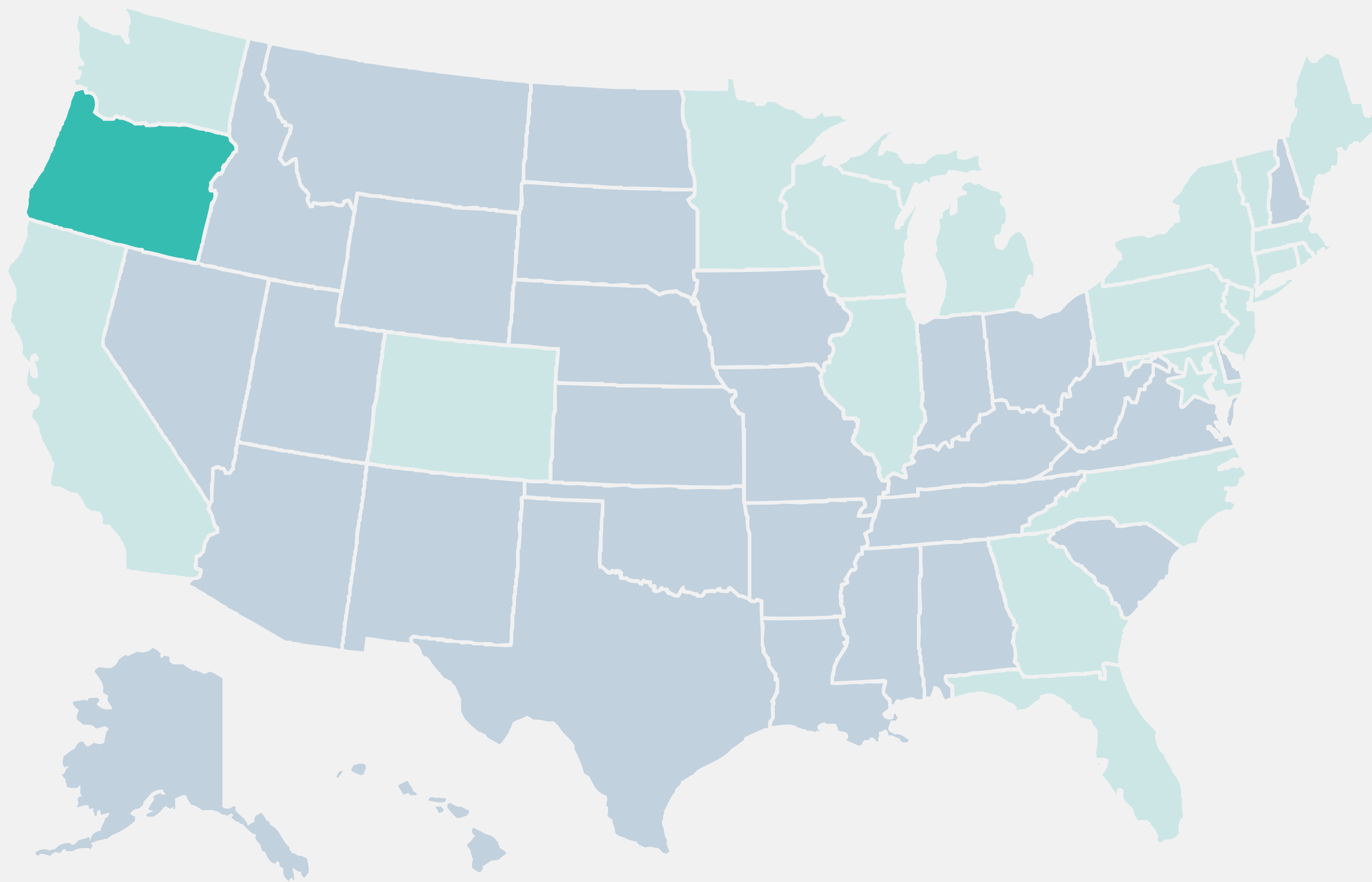
Statewide paid sick days bill passed.

Domestic workers bill of rights for child care workers passed.

Pay transparency bill passed, allowing people to discuss wages without penalty.

Oregon Family Leave Act expanded to protect health insurance coverage during leave.

Ban the Box, a bill to end police profiling, and a state-run retirement program all passed.

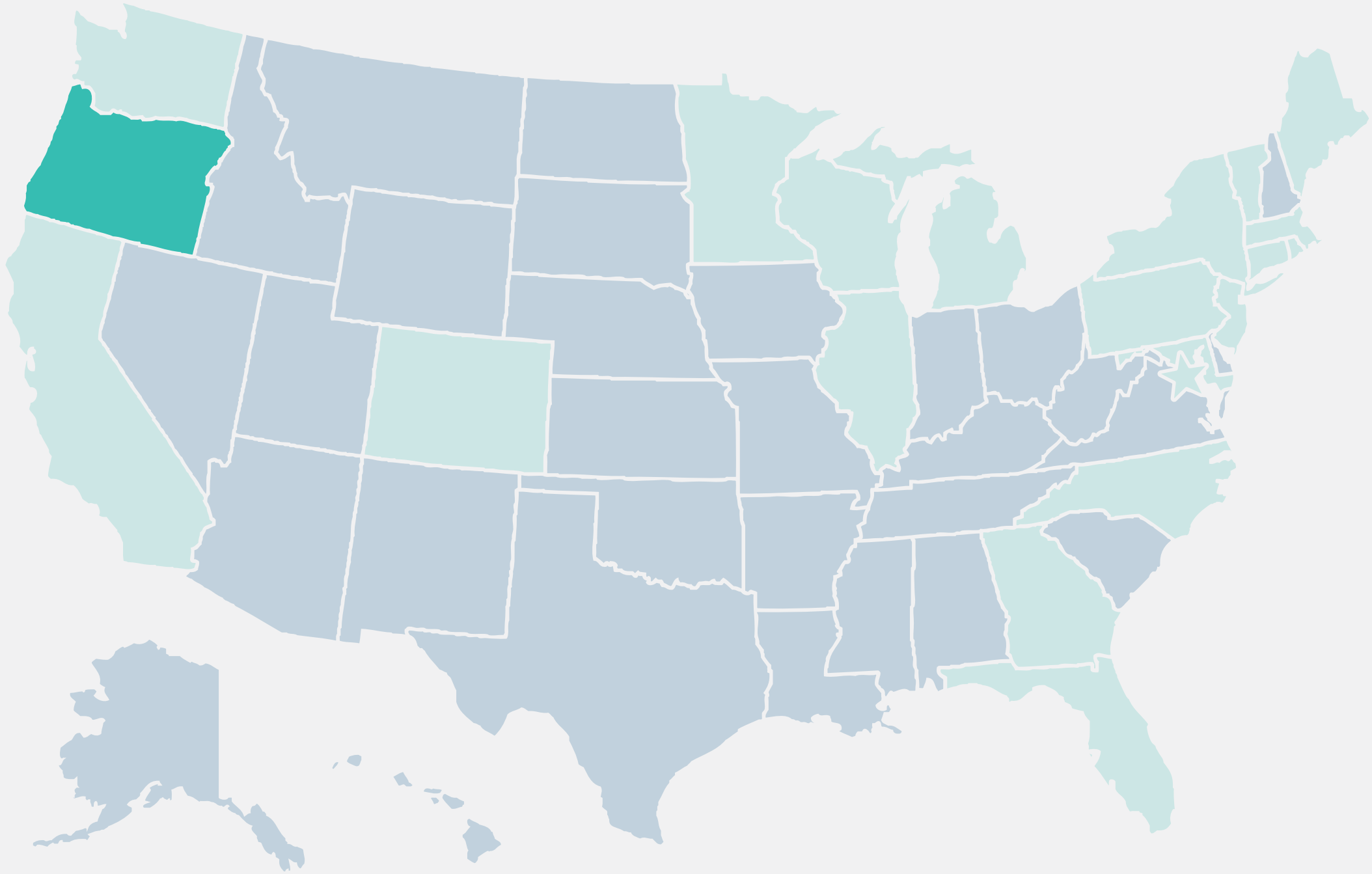


# 2015

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## WINS IN OREGON

Legislature defeats a bill preempting local governments from passing wage and benefit laws.



# 2015

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## WINS IN PENNSYLVANIA

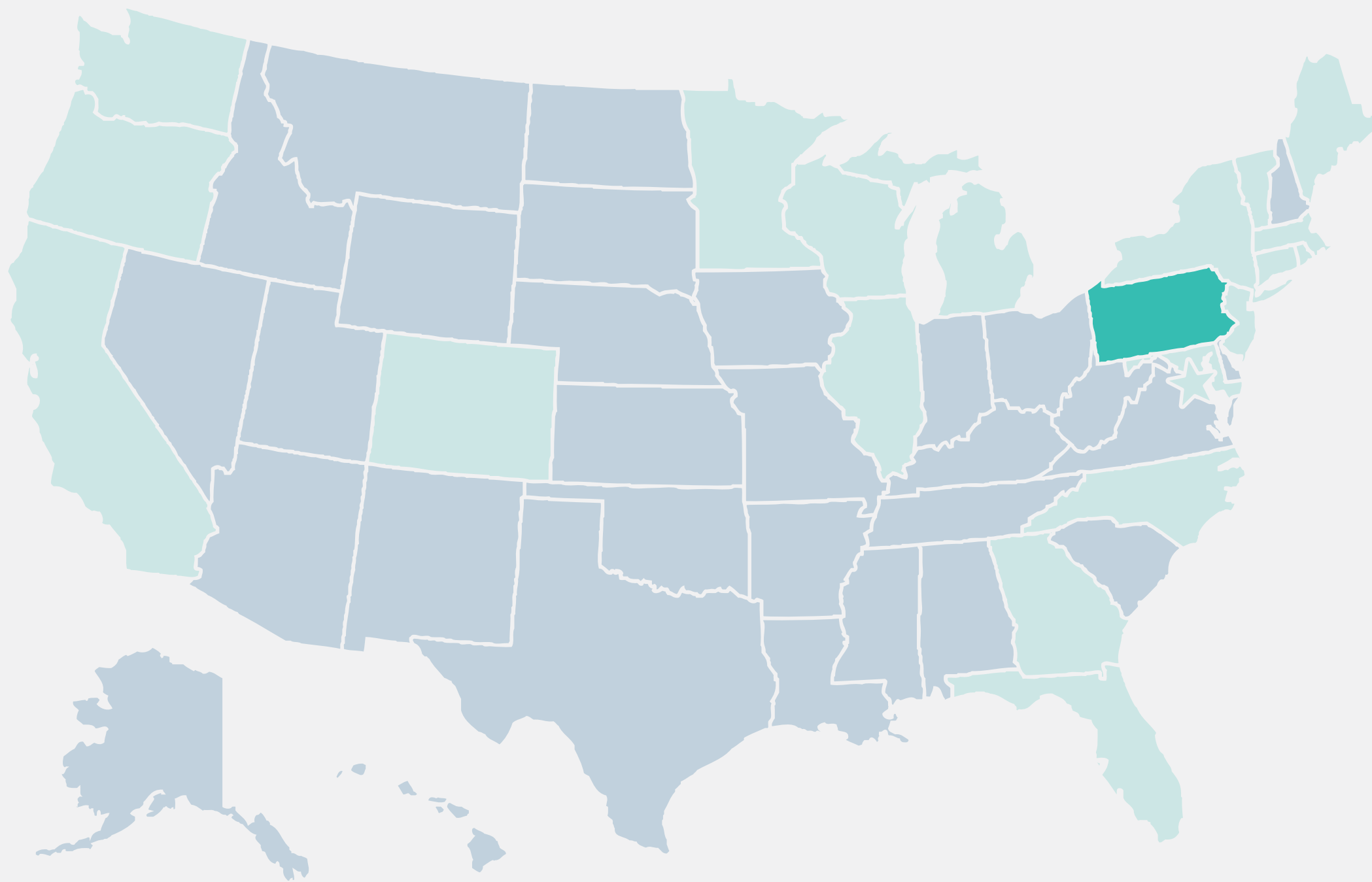
Philadelphia passes a citywide paid sick days law.

Bill to preempt local paid sick days laws stalls in the Pennsylvania House of Representatives.

Pittsburgh passes a citywide paid sick days law.

Legislators introduce the Pregnant Workers Fairness Act in the State Senate and State House.

Legislators introduce the Workplace Accommodations for Nursing Mothers Act in the State House.





# 2015

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## WINS IN RHODE ISLAND

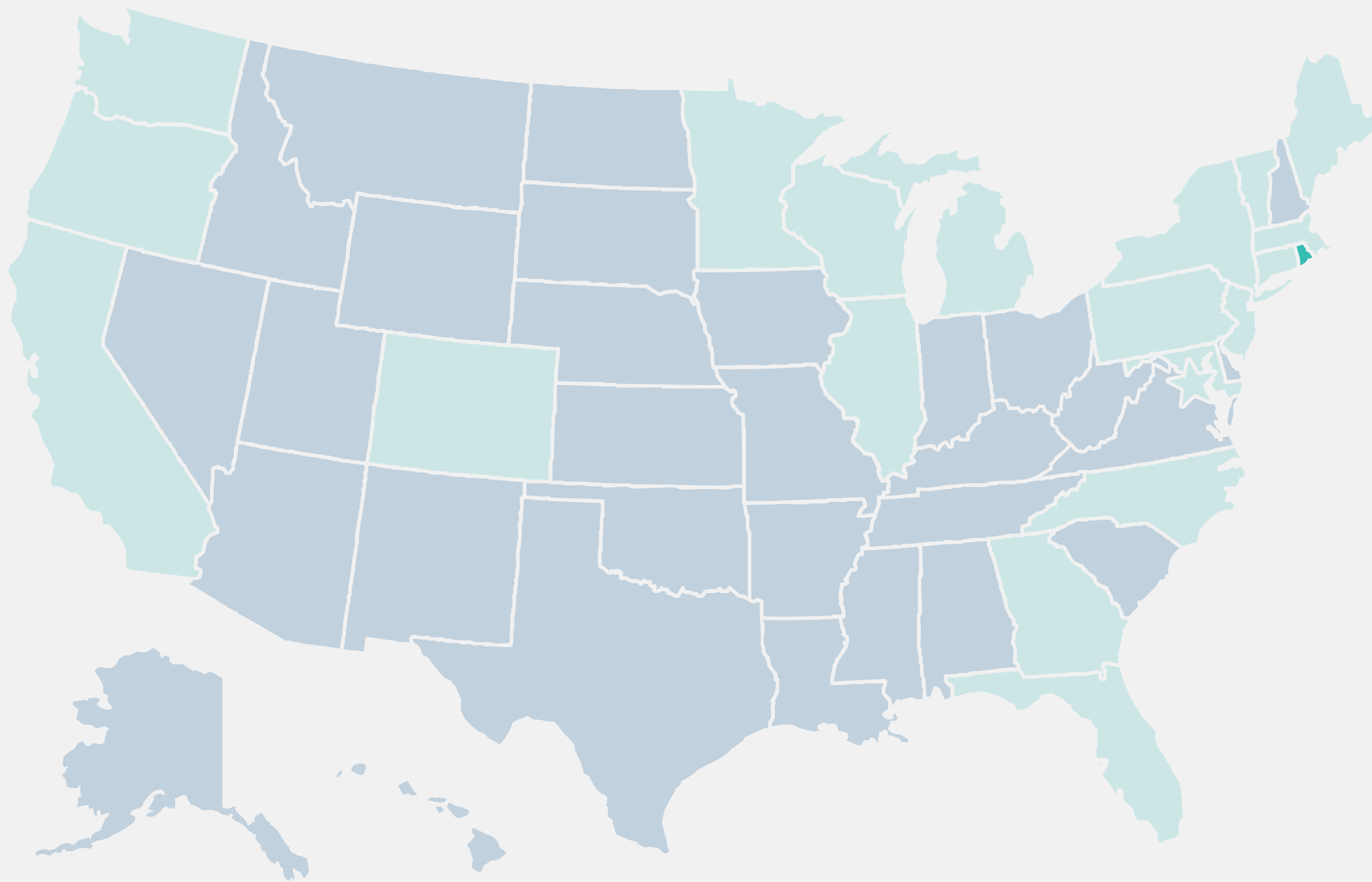
Rhode Island is a stop on the Department of Labor #LeadOnLeave Tour.

Minimum wage raised to \$9.60, effective January 1, 2016.

Reasonable accommodations for pregnant/postpartum employees passed.

Tipped minimum wage raised by \$1 over two years, the first raise in more than 20 years.

Rhode Island receives a second Department of Labor grant to analyze expanded, progressive payout for TCI.



# 2015

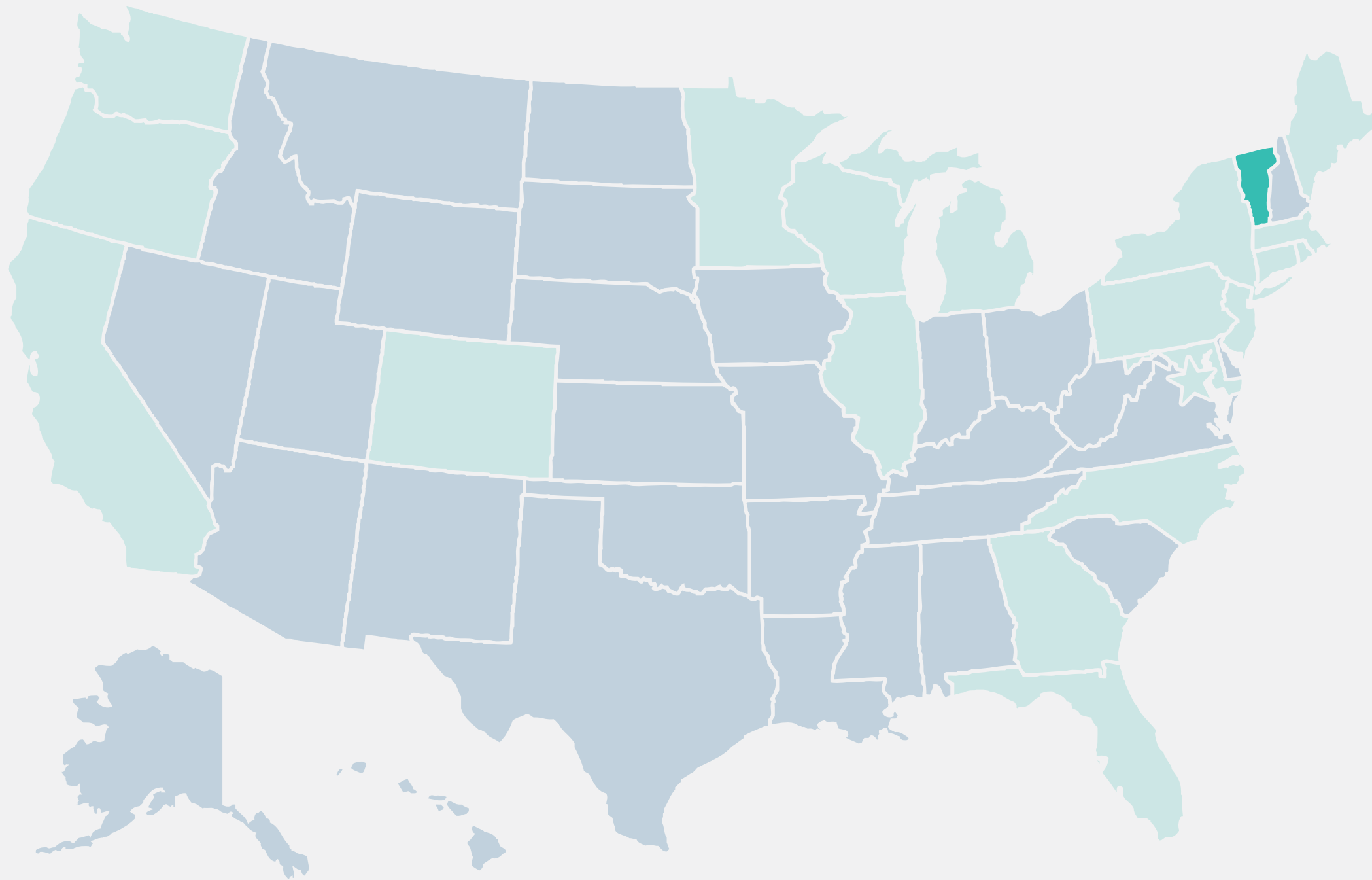
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## WINS IN VERMONT

House of Representatives passes paid sick days legislation.

Vermont wins a Department of Labor paid family leave grant.

U.S. Department of Labor awards \$170,000 for feasibility studies for a statewide family and medical leave insurance program.



# 2015

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## WINS IN WASHINGTON

Tacoma passes paid sick and safe leave.

State House passes paid sick and safe leave.

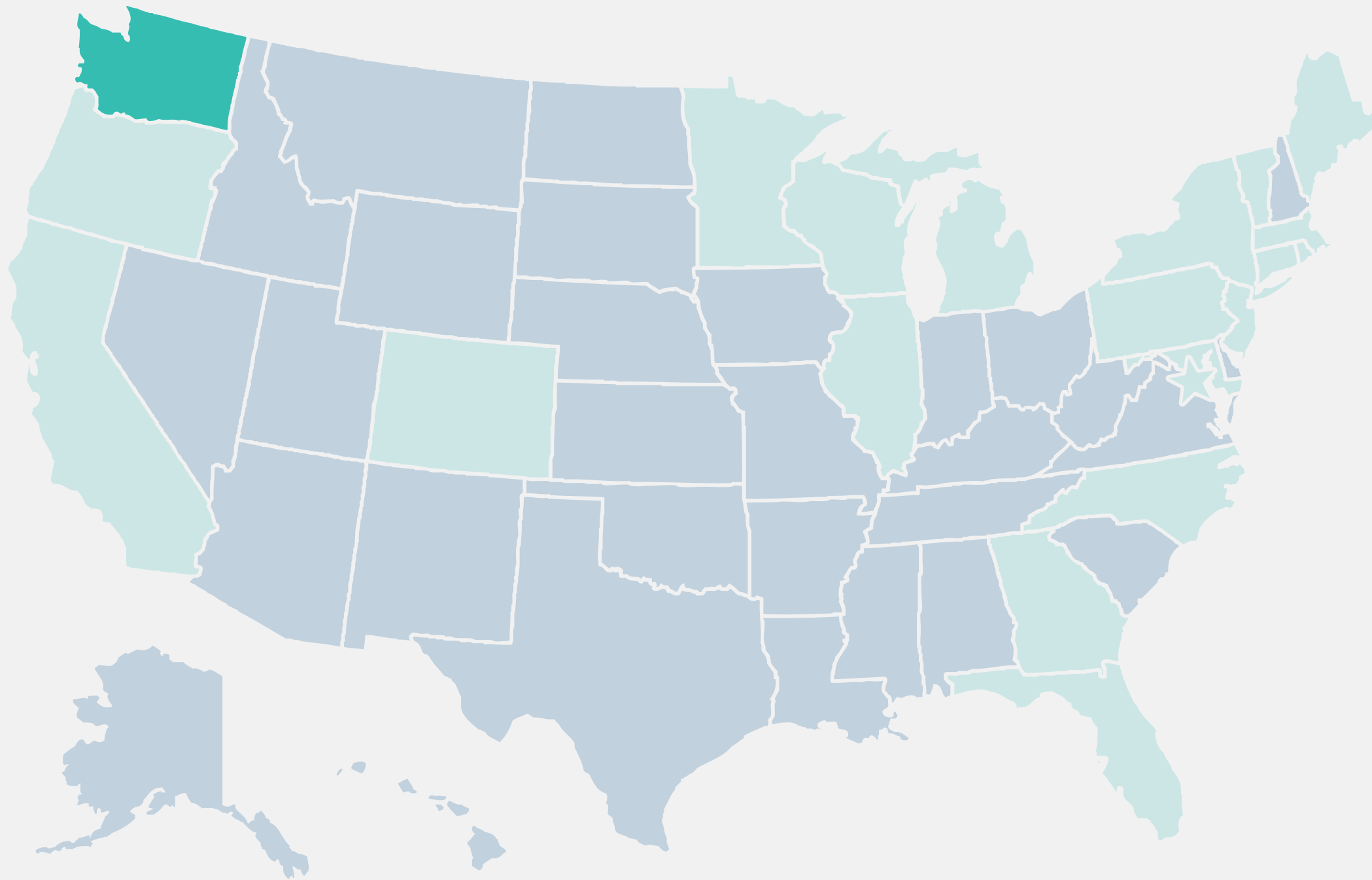
Bill to expand and fund FMLI passes the House Labor Committee.

Seattle implements four weeks of paid parental leave for city employees.

King County commits to 12 weeks of paid parental leave for county employees.

Port of Seattle adopts four weeks of paid parental leave for port employees.

Washington wins U.S. Department of Labor PFL research grant.



# 2015

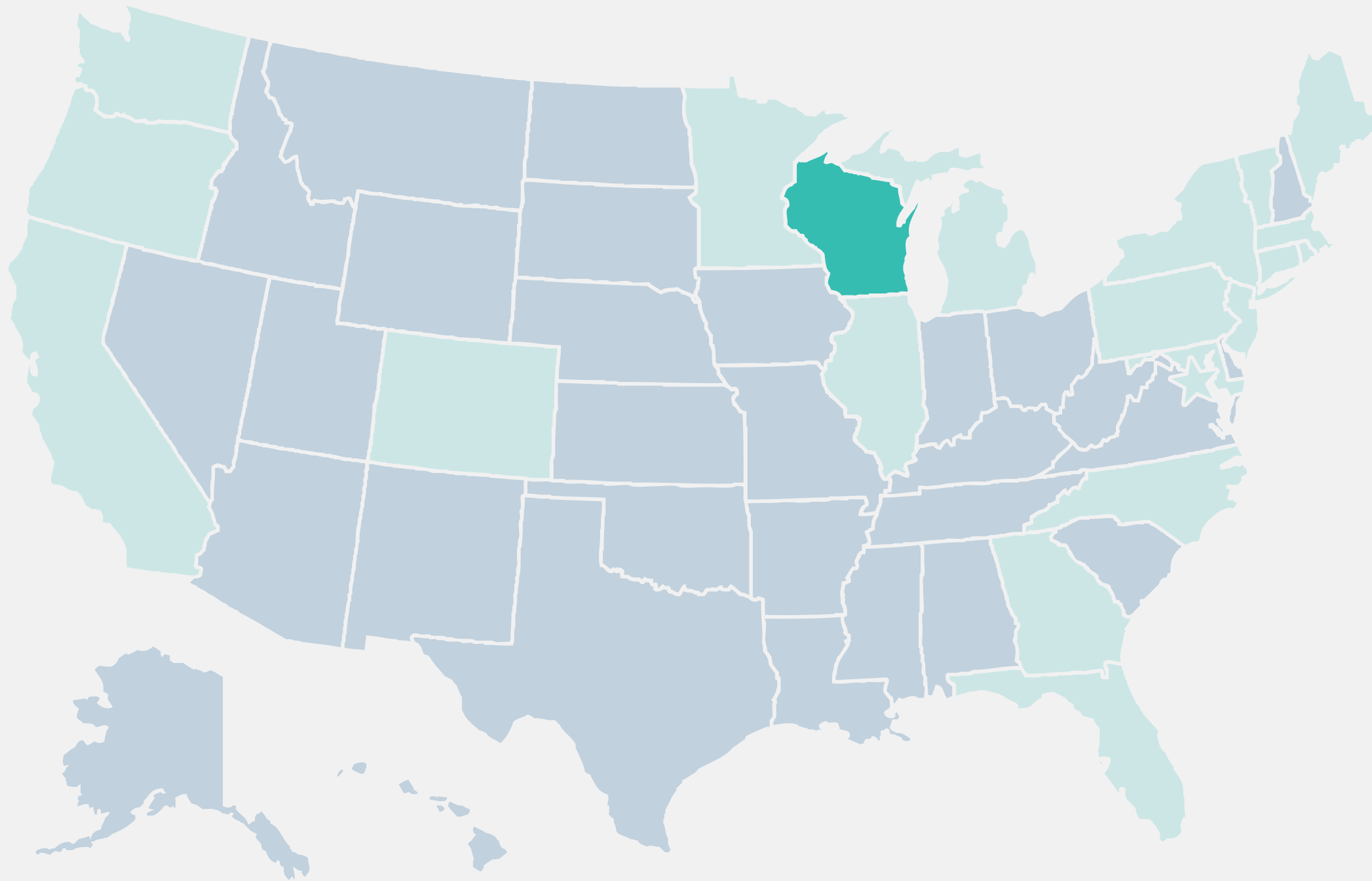
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## WINS IN WISCONSIN

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.





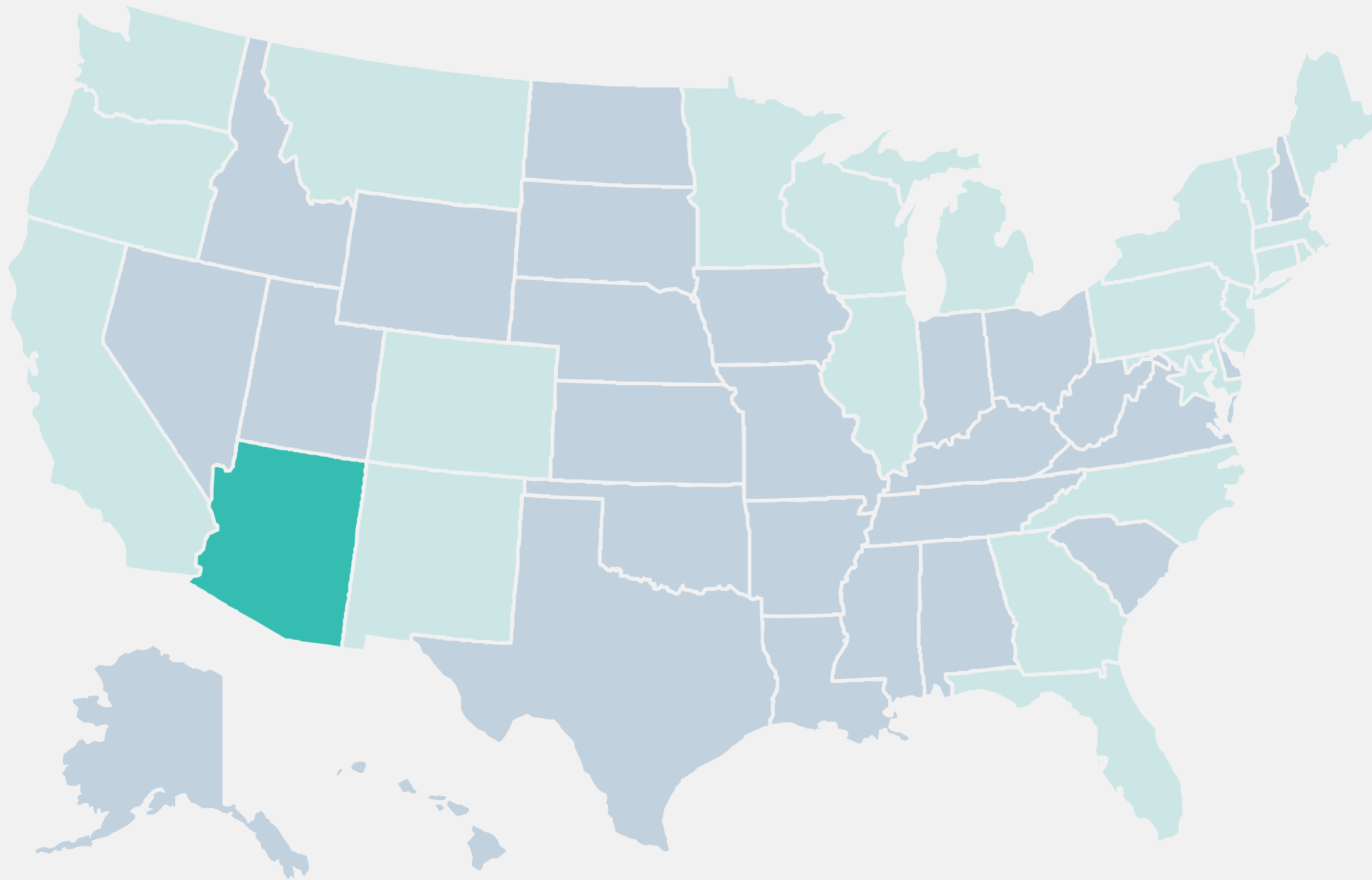
# 2016

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## WINS IN ARIZONA

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

Arizonans for Fair Wages & Healthy Families Coalition organizes a ballot initiative that will guarantee state workers earned sick days and an incremental increase in the minimum wage.



# 2016

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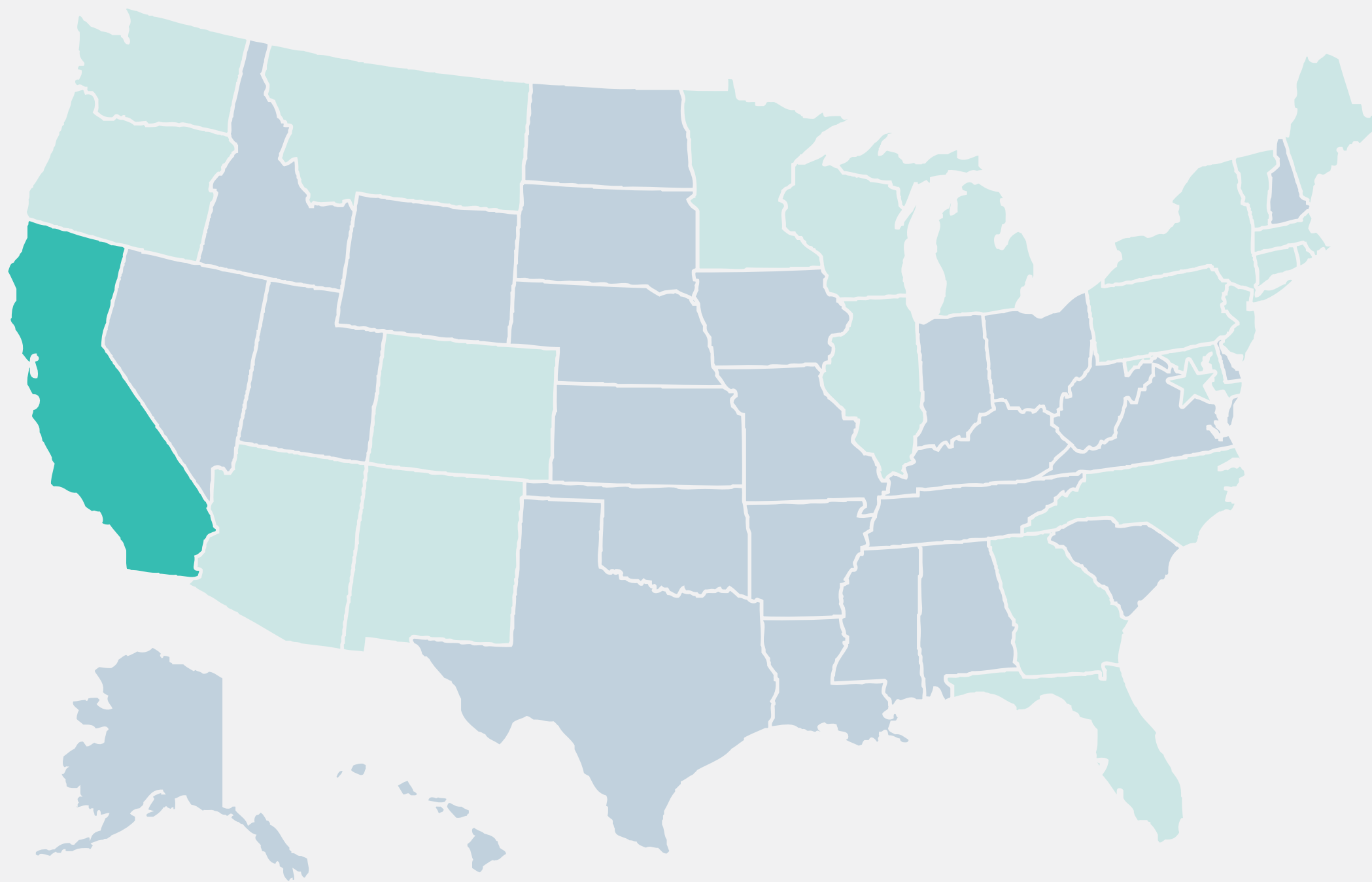
## WINS IN CALIFORNIA

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.

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.



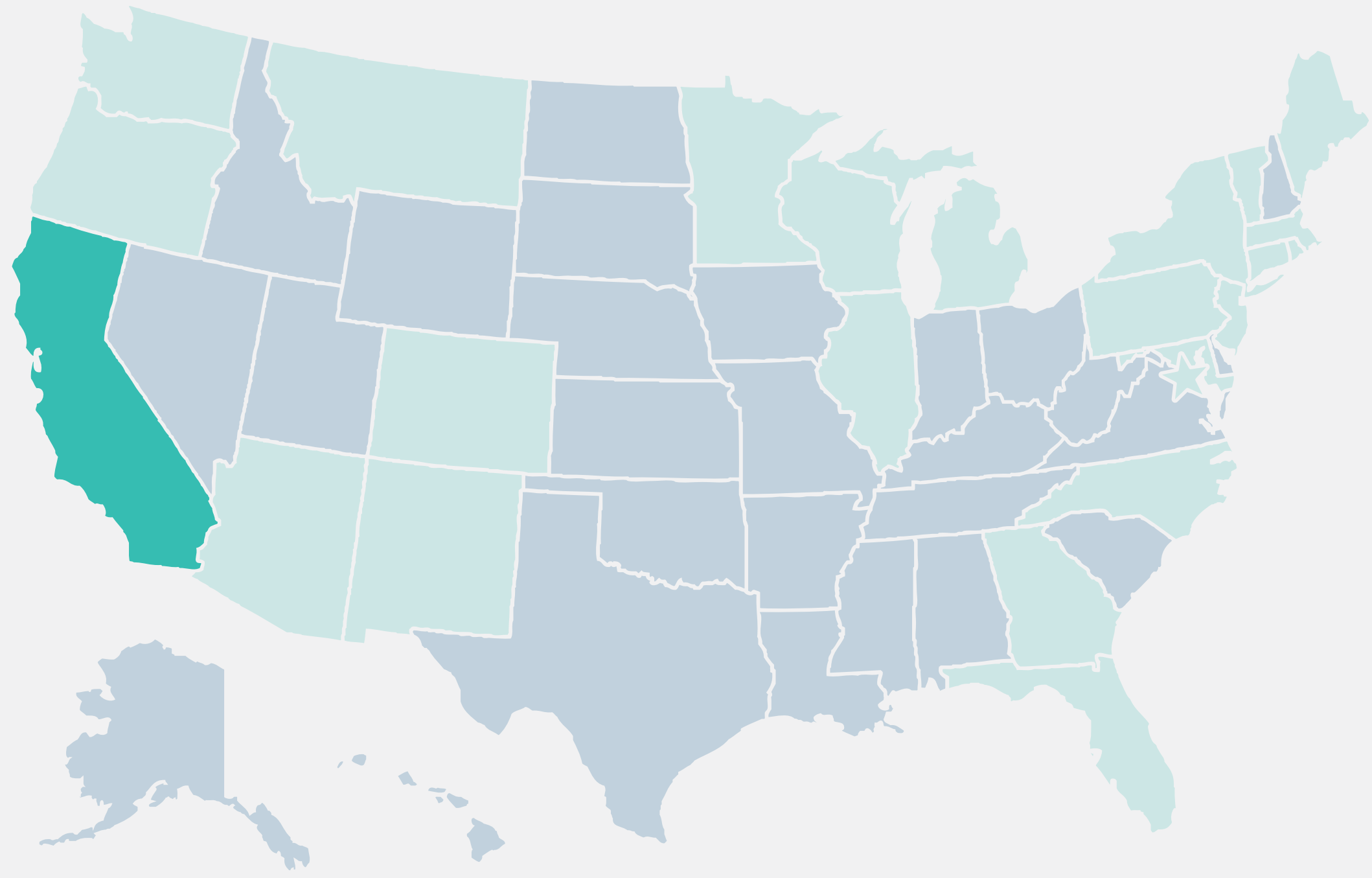
# 2016

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## WINS IN CALIFORNIA

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.

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





# 2016

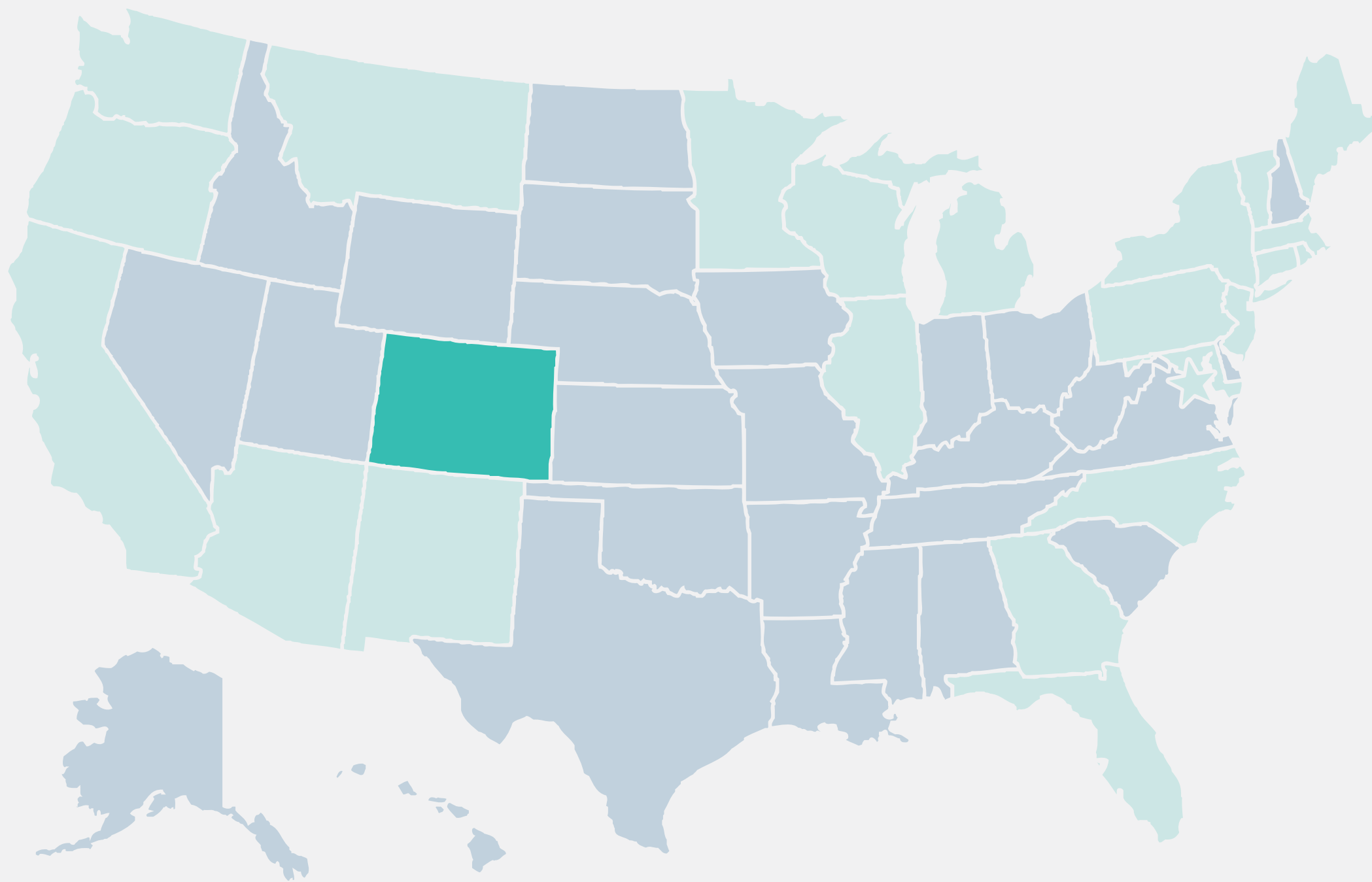
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## WINS IN COLORADO

Pregnant Workers Fairness Act passes with bipartisan support.

State House passes the Parental Involvement Act, under which parents could use FMLA to attend school activities.

The City of Denver receives a U.S. Department of Labor grant to study and improve paid family leave for its employees.





# 2016

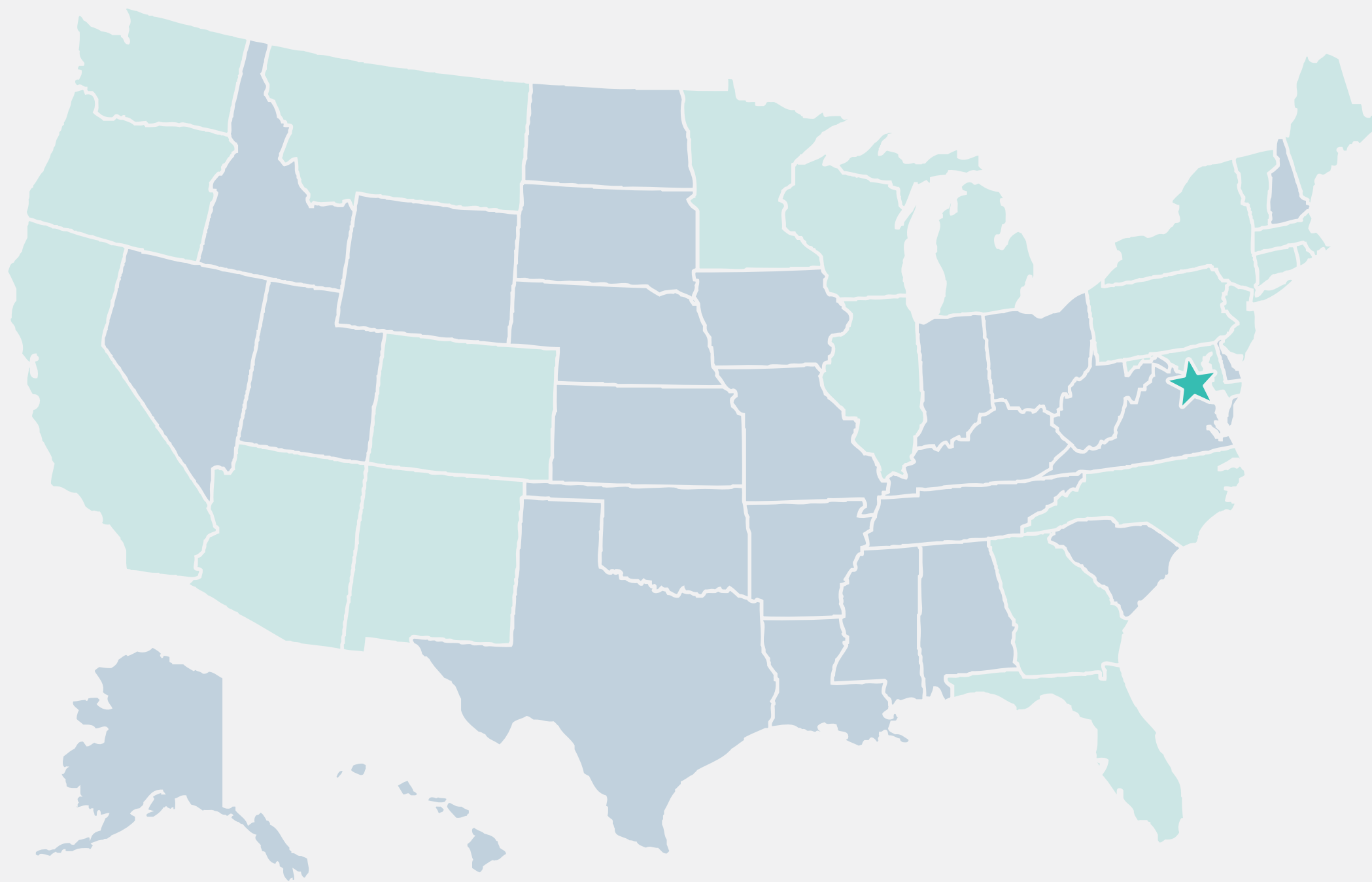
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## WINS IN WASHINGTON, D.C.

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

City Council unanimously votes to raise the minimum wage to \$15/hour by 2020; tipped wages would increase from \$2.77 to \$5/hour on that same schedule.

The Hours and Scheduling Stability Act advances out of committee in the Council.

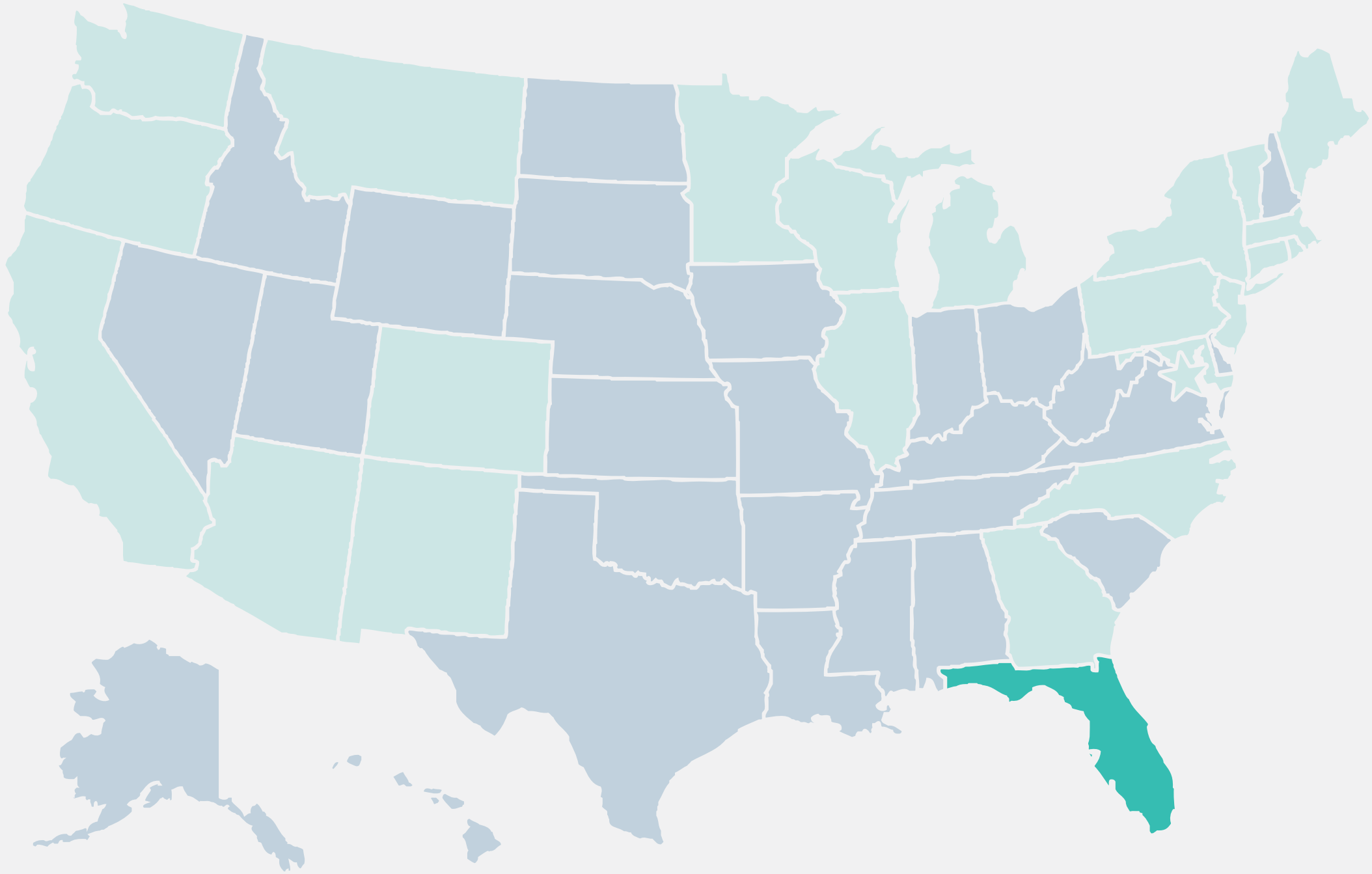


# 2016

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## WINS IN FLORIDA

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.



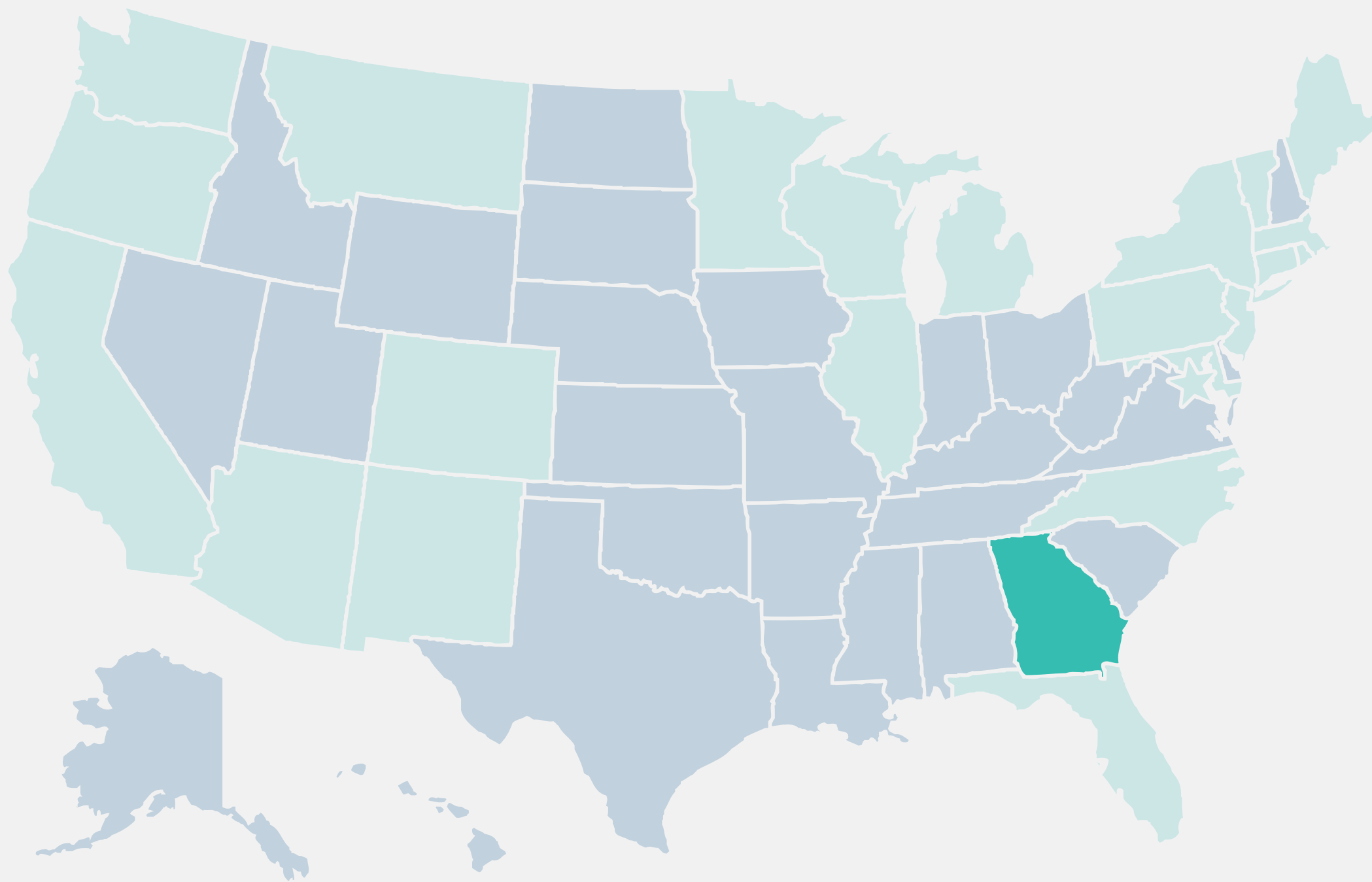
# 2016

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## WINS IN GEORGIA

State Senate introduces the Family Care Act with bipartisan support.

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



# 2016

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## WINS IN ILLINOIS

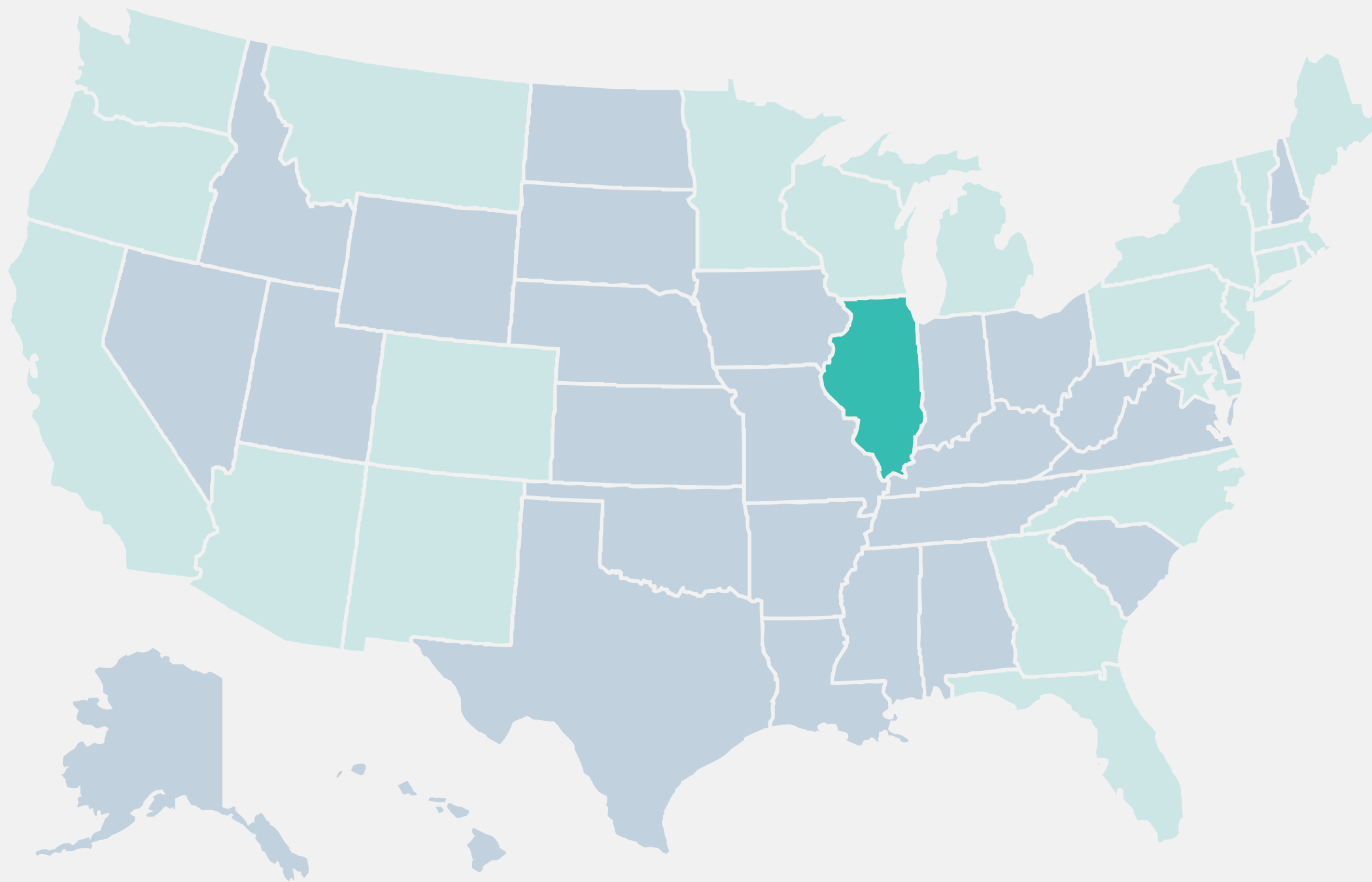
Senate Executive Committee passes the Healthy Workplace Act.

Chicago City Council passes citywide earned sick time ordinance.

Senate introduces Family Leave Insurance Act.

Governor signs the Domestic Workers Bill of Rights into law.

Cook County passes earned sick time ordinance



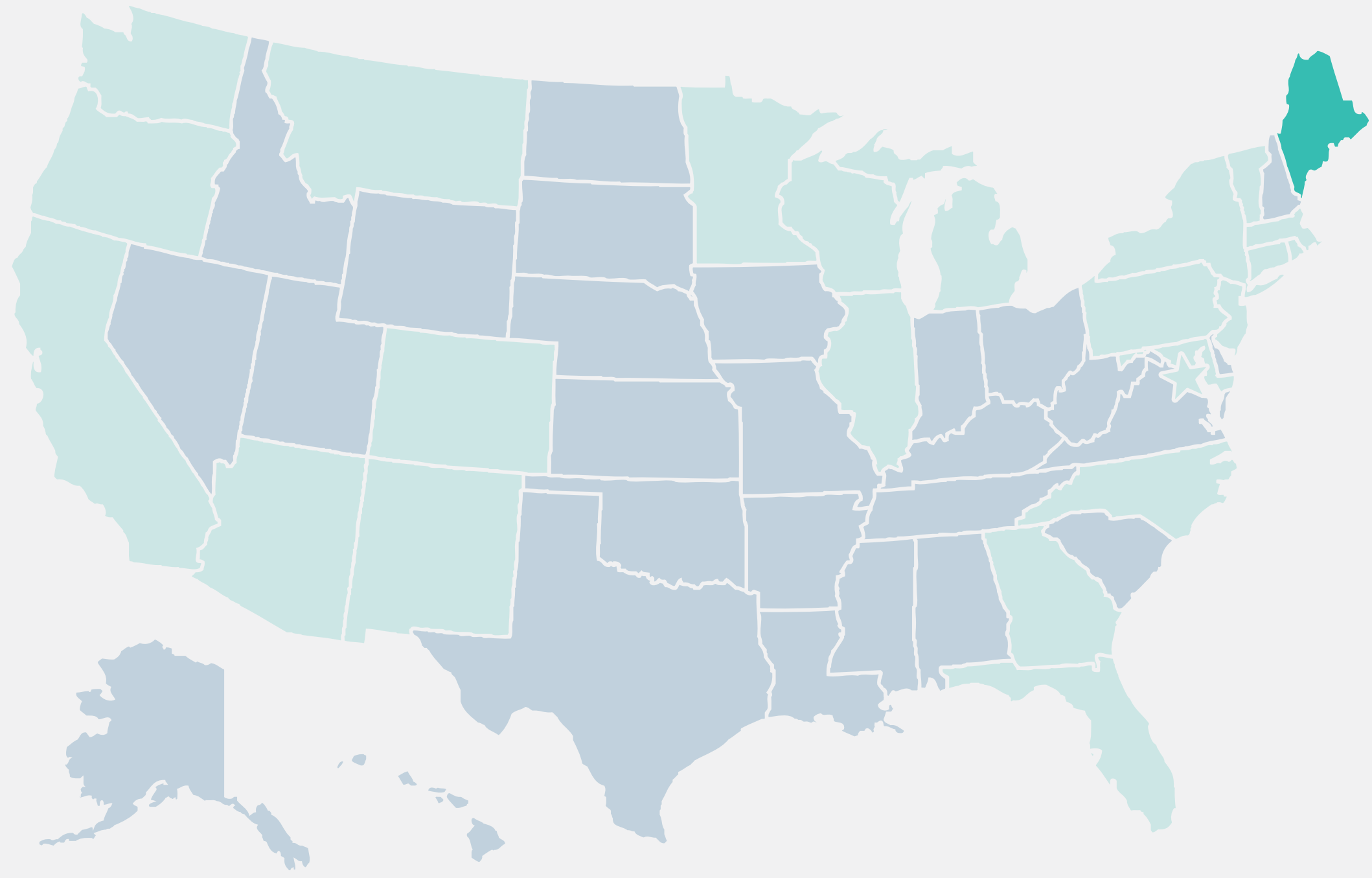
# 2016

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## WINS IN MAINE

Minimum wage in Portland increases to \$10.10, setting the stage for a statewide ballot initiative.

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



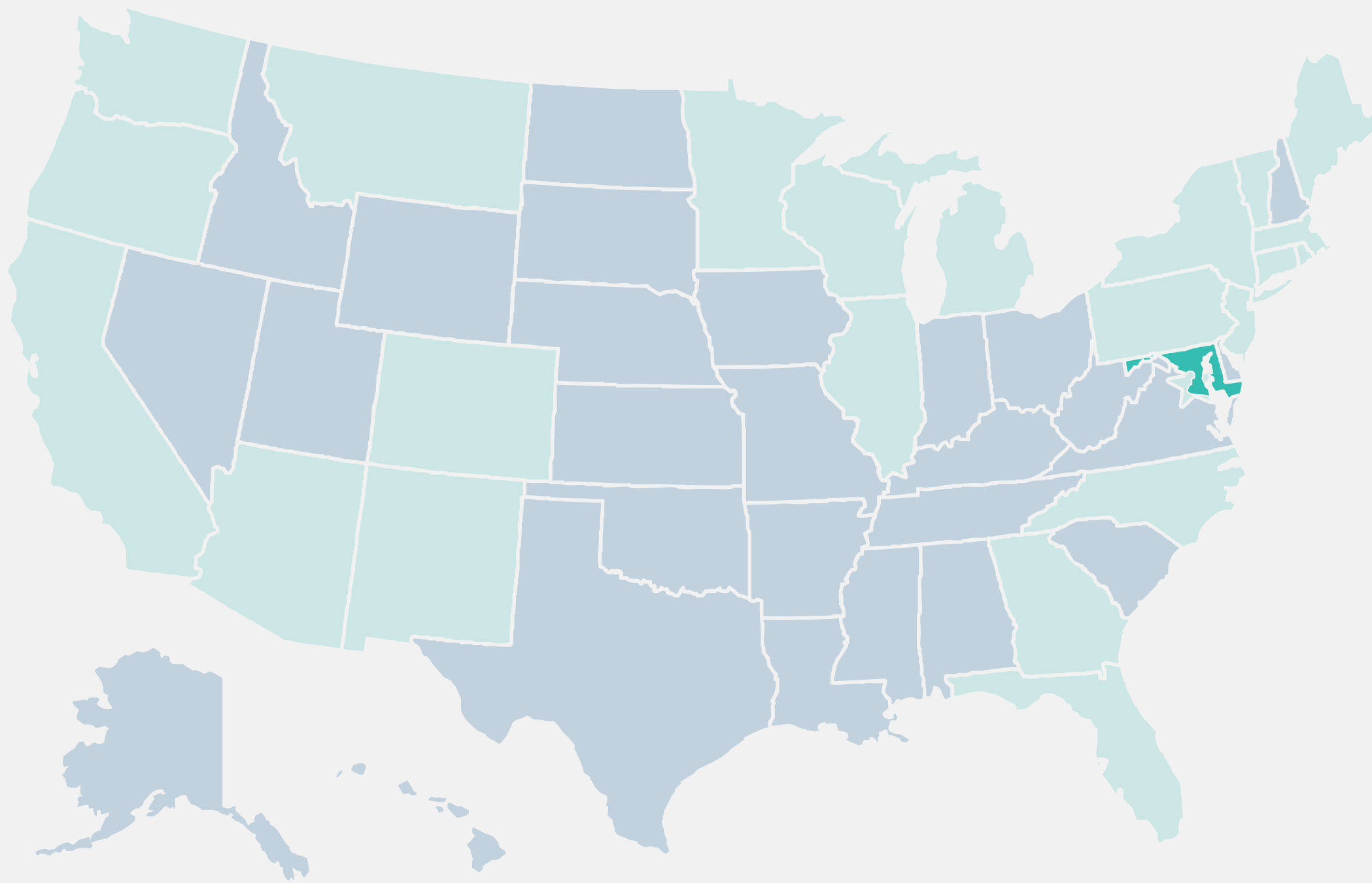
# 2016

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## WINS IN MARYLAND

Healthy Working Families Act passes  
House of Delegates.

Montgomery County paid sick days  
law takes effect.





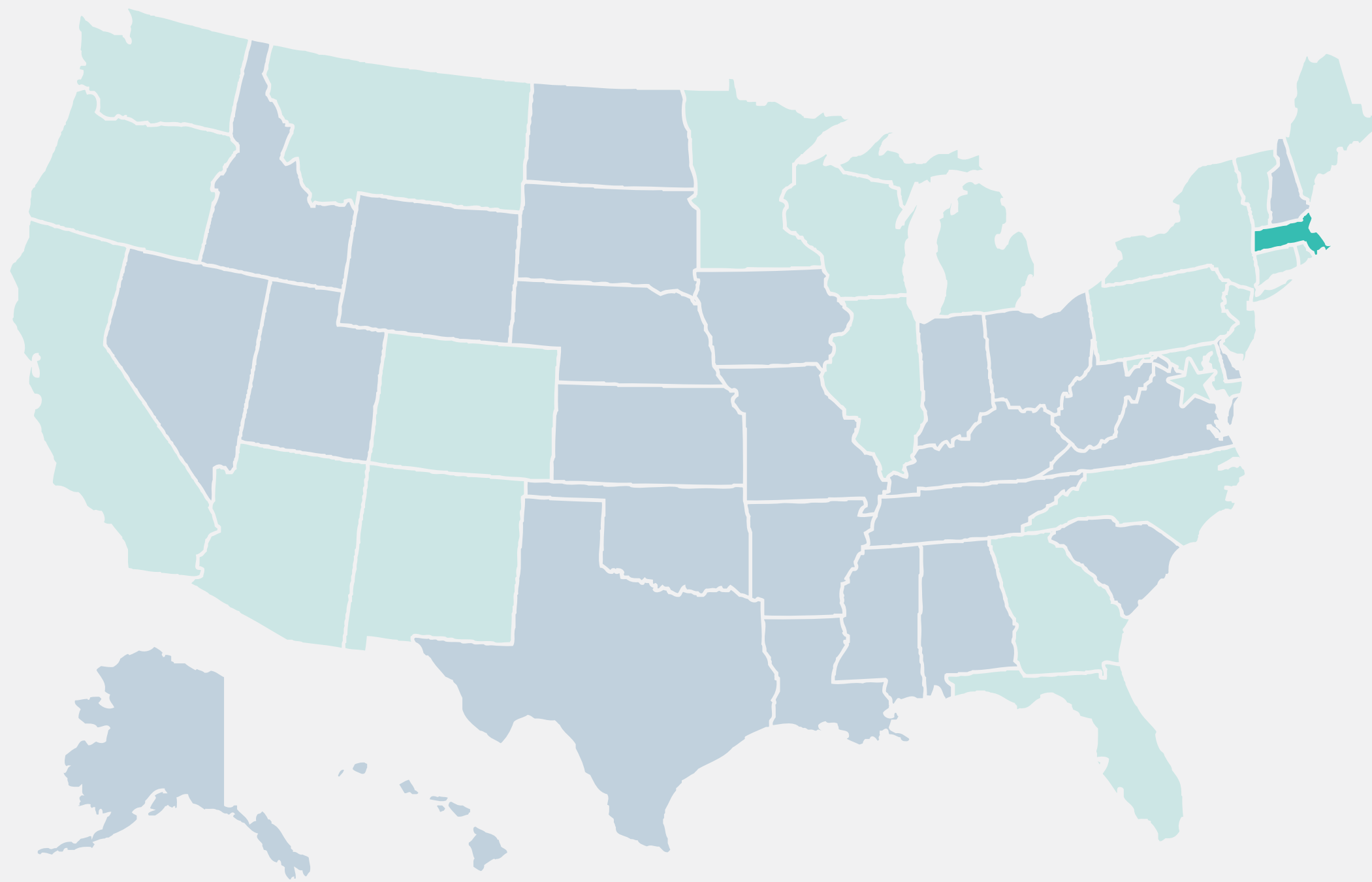
# 2016

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## WINS IN MASSACHUSETTS

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

Senate passes Paid Family Medical Leave and Temporary Disability Insurance.



# 2016

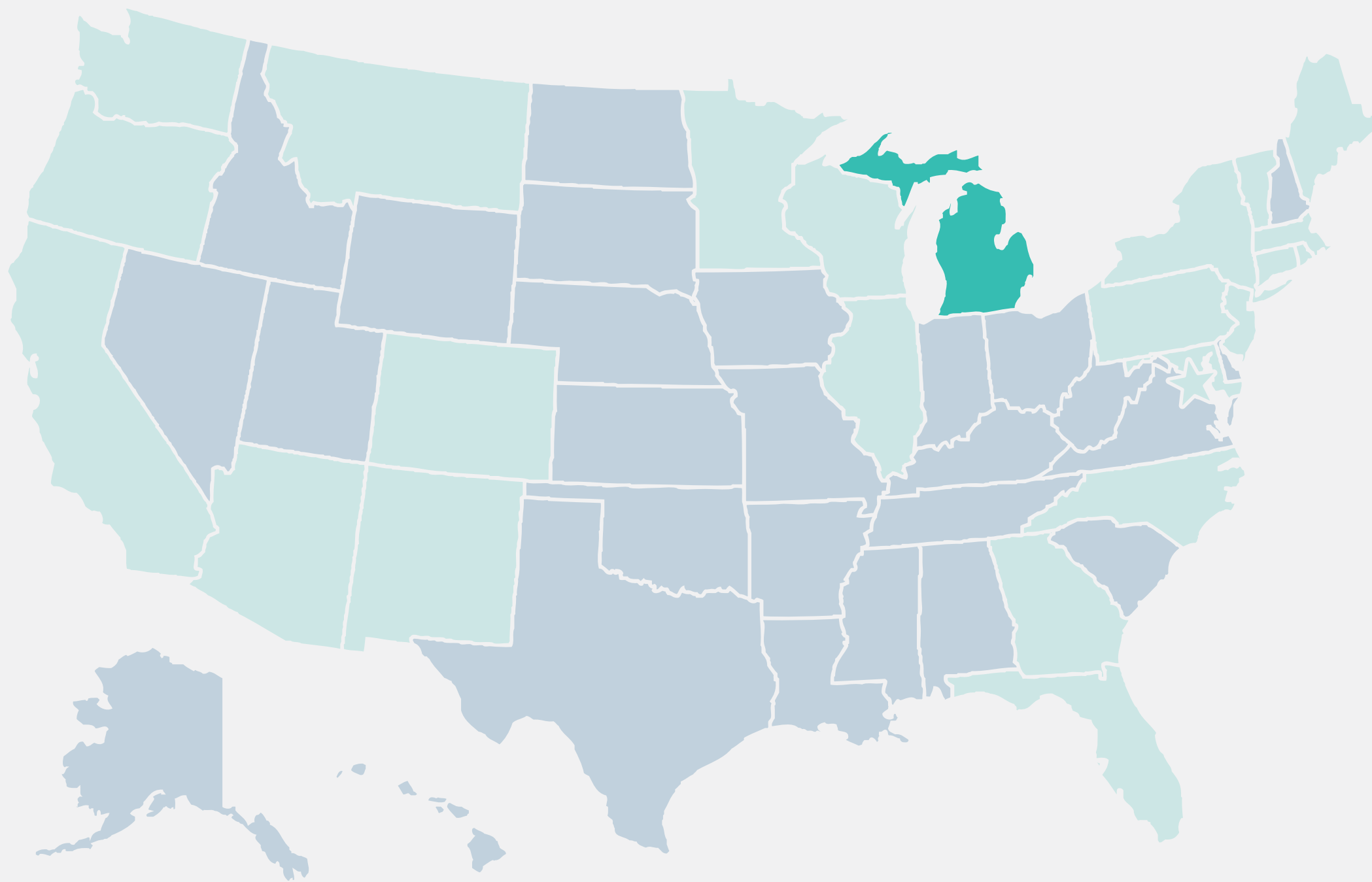
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## WINS IN MICHIGAN

Senate and House introduce 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 extends its sick days policy for county employees to include part-time, seasonal and temporary workers.



# 2016

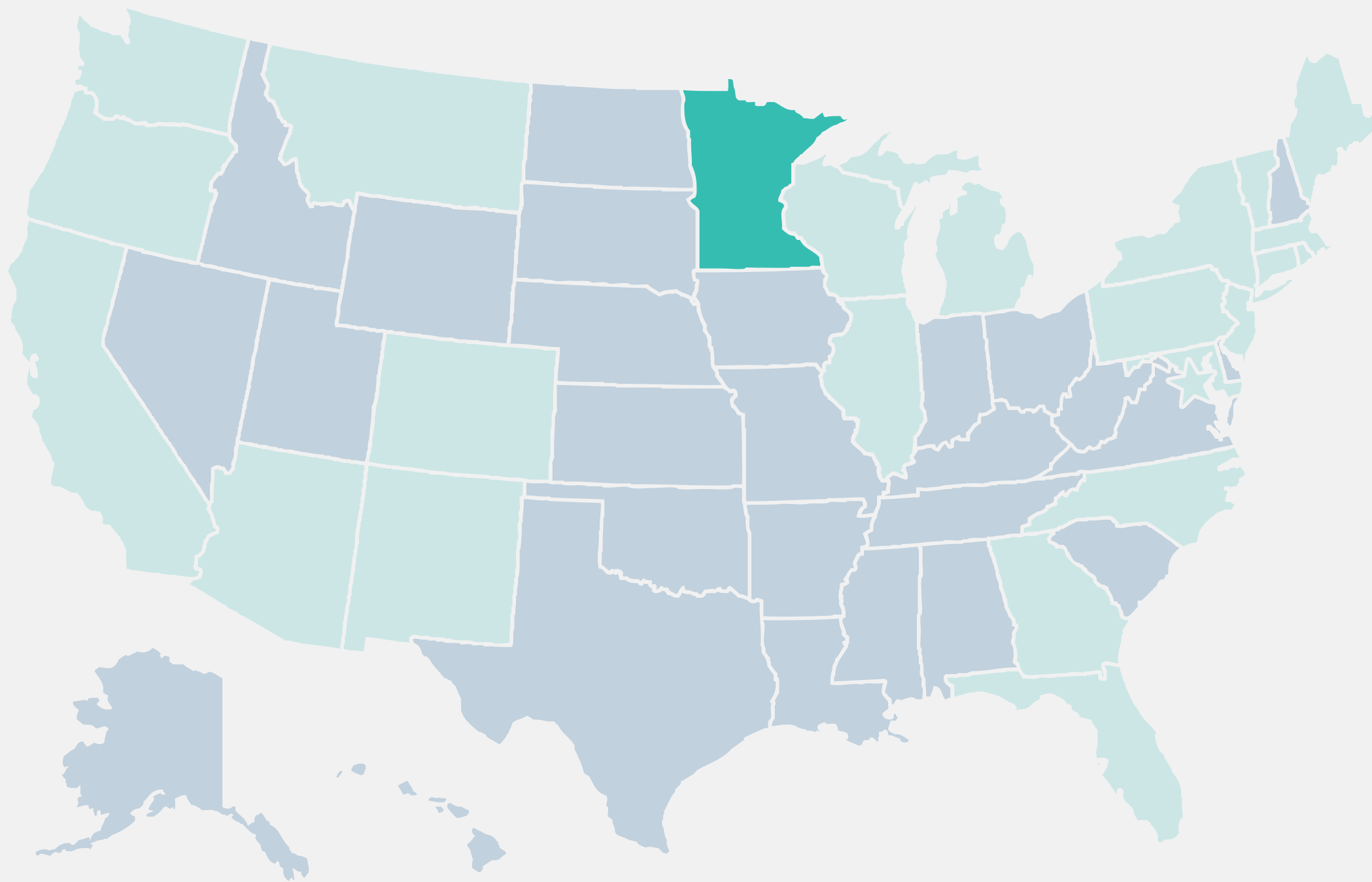
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## WINS IN MINNESOTA

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 appoint 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.



# 2016

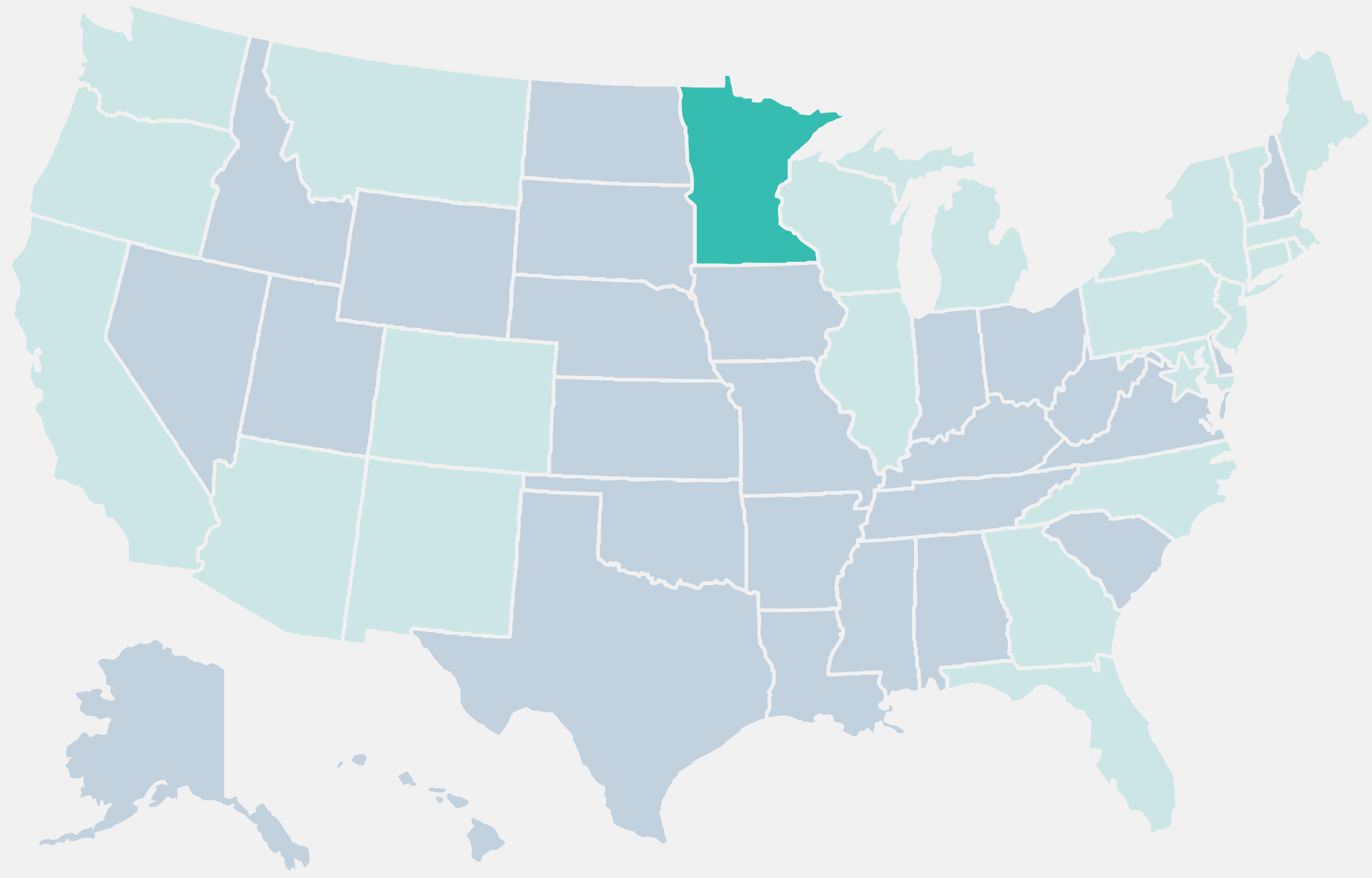
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## WINS IN MINNESOTA

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.



# 2016

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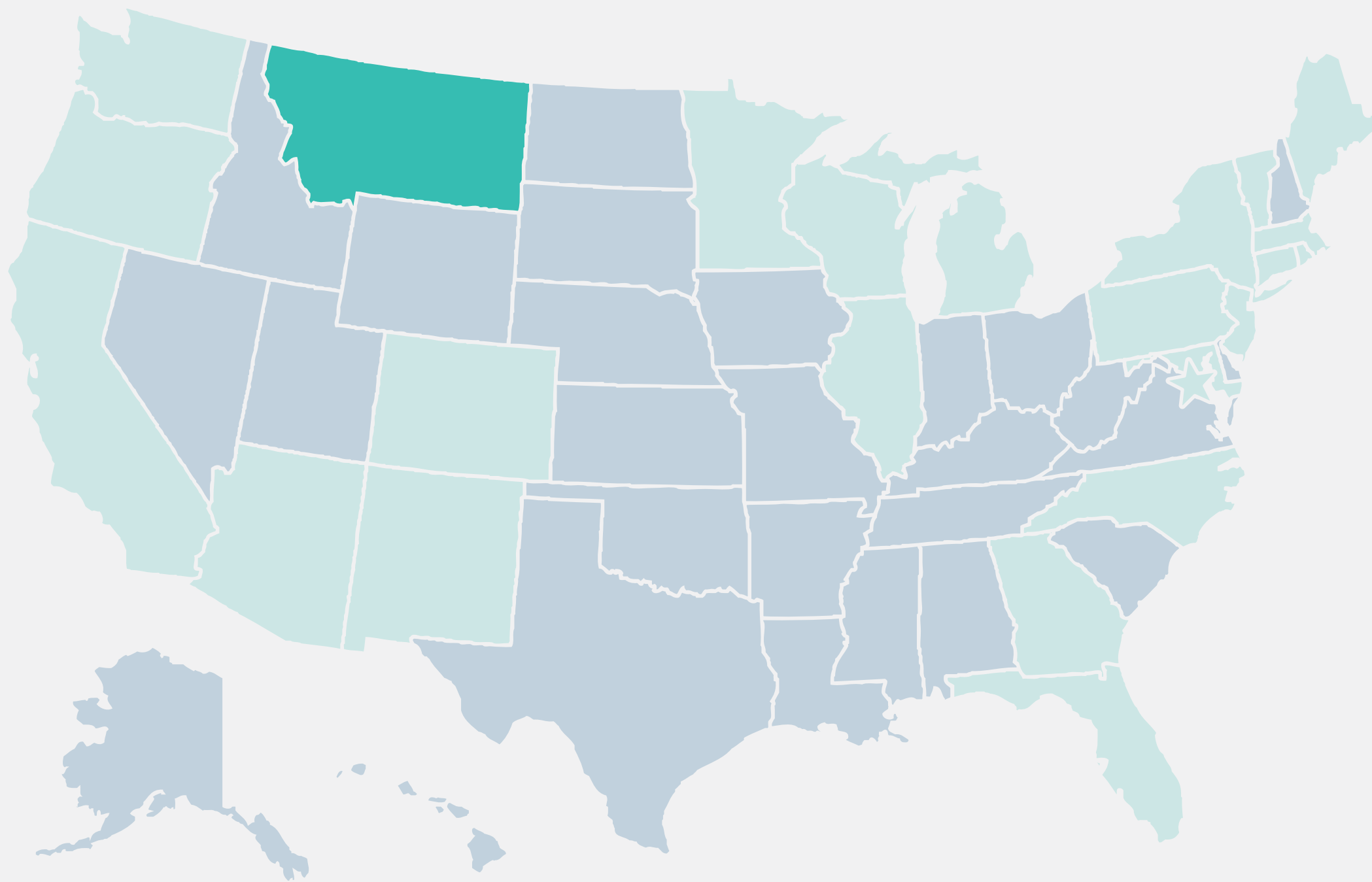
## WINS IN MONTANA

Missoula County extends 6 weeks of paid parental leave to county employees.

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.

Advocates secure sponsor to introduce a statewide FMLI proposal in 2017.



# 2016

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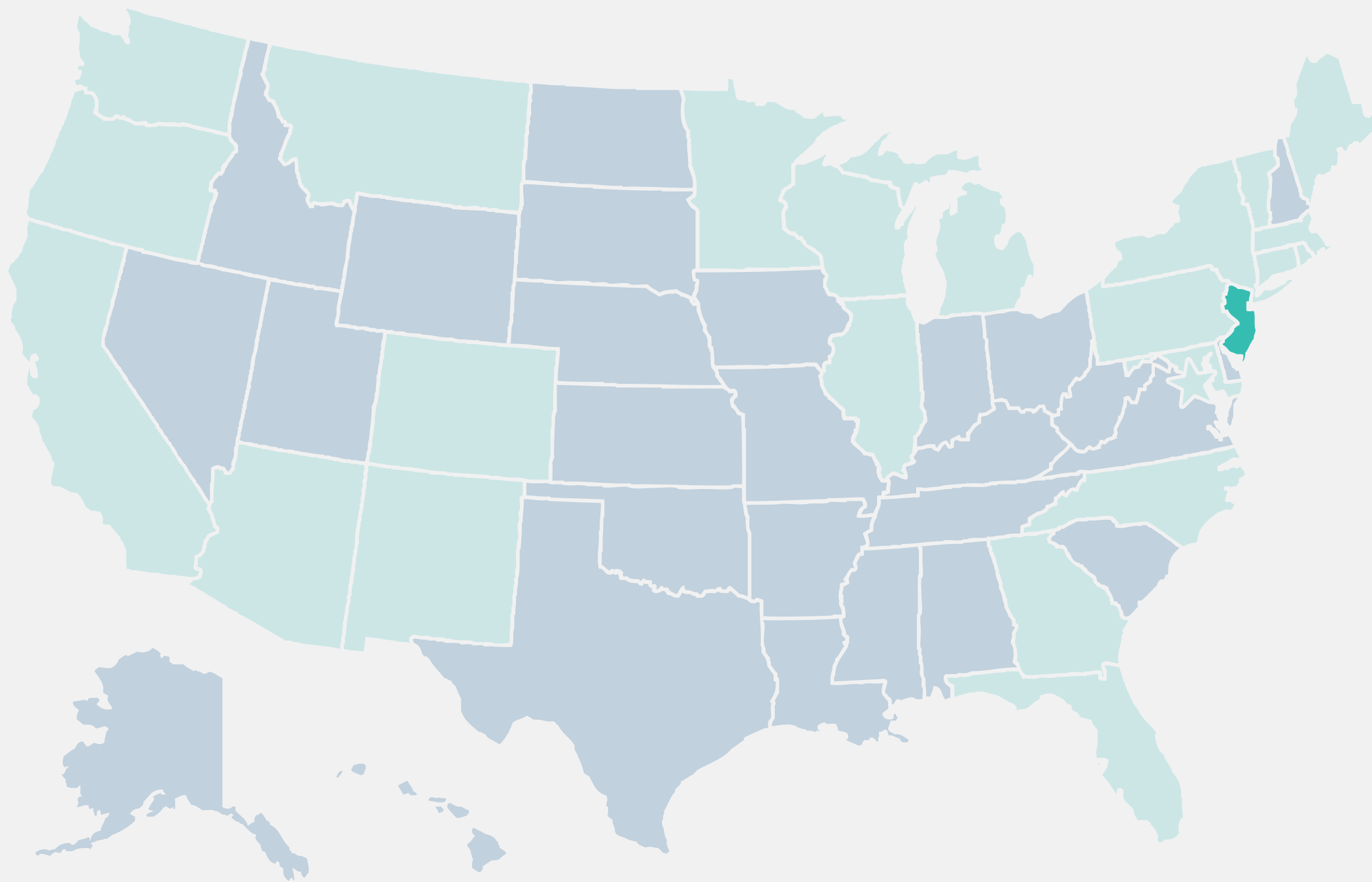
## WINS IN NEW JERSEY

New Brunswick Council approves and implements Earned Sick Days ordinance.

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

Plainfield Council approves and implements Earned Sick Days ordinance.

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



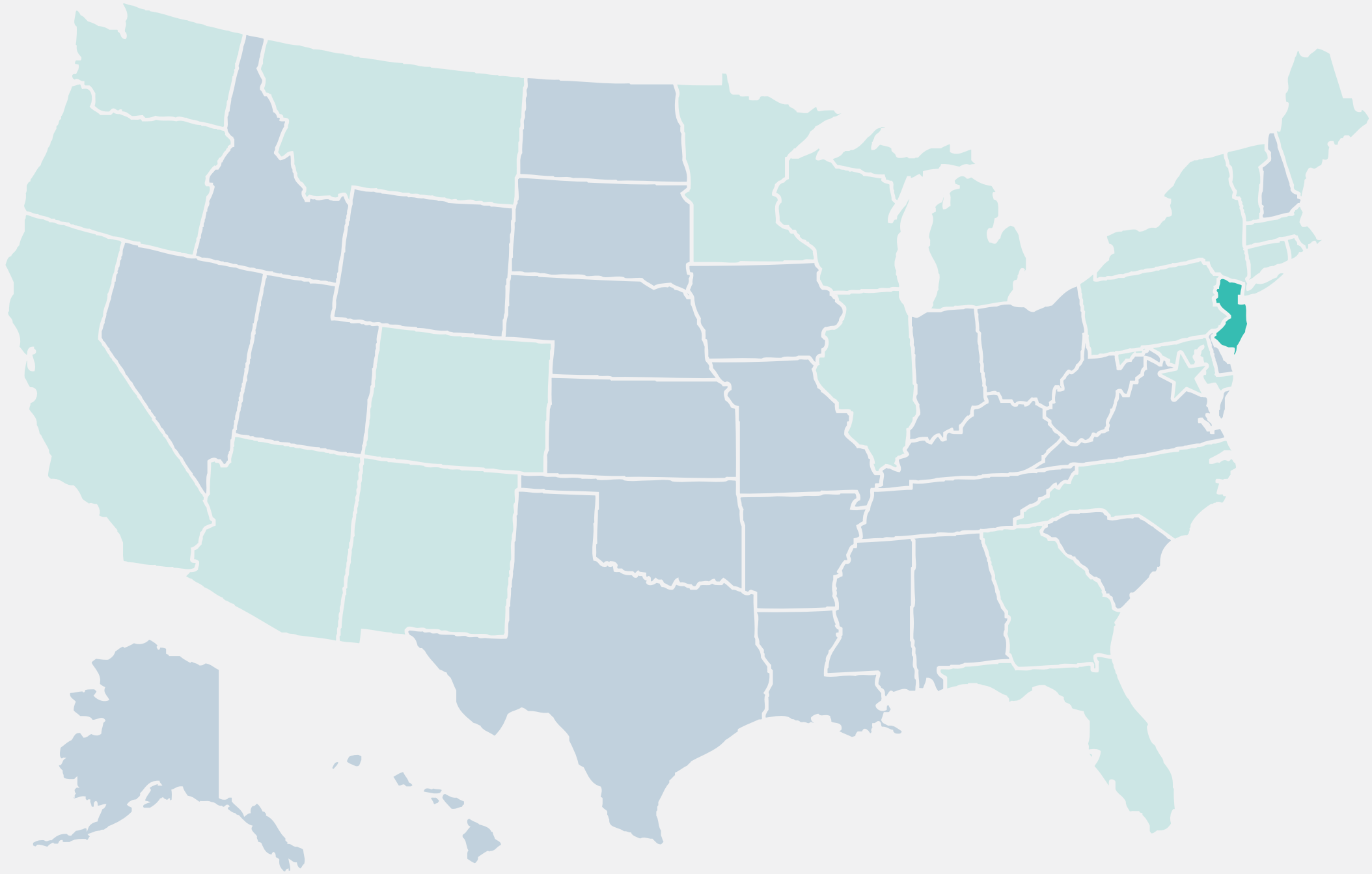
# 2016

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## WINS IN NEW JERSEY

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

Morristown Council approves and implements Earned Sick Day ordinance.



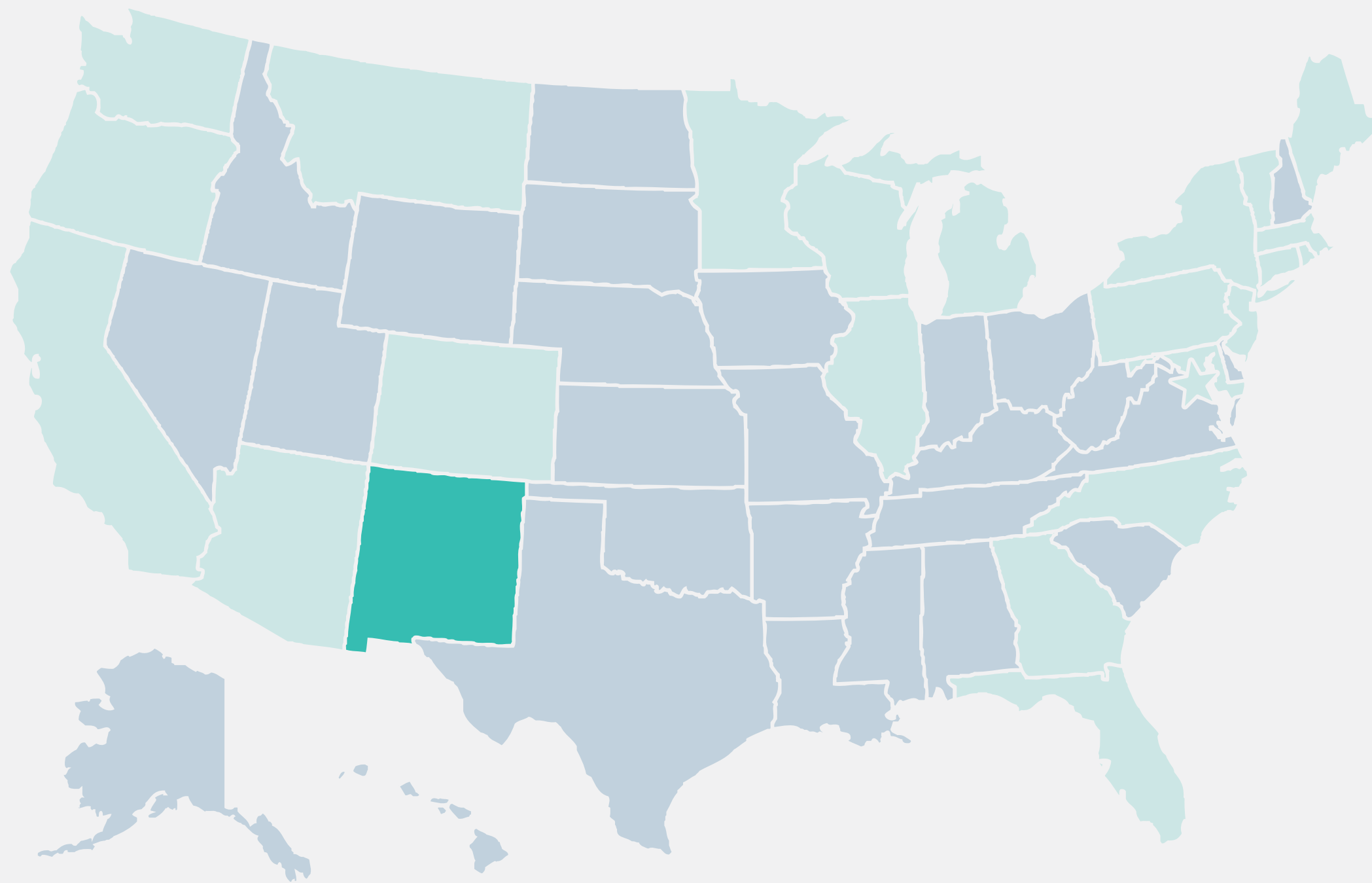
# 2016

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## WINS IN NEW MEXICO

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.





# 2016

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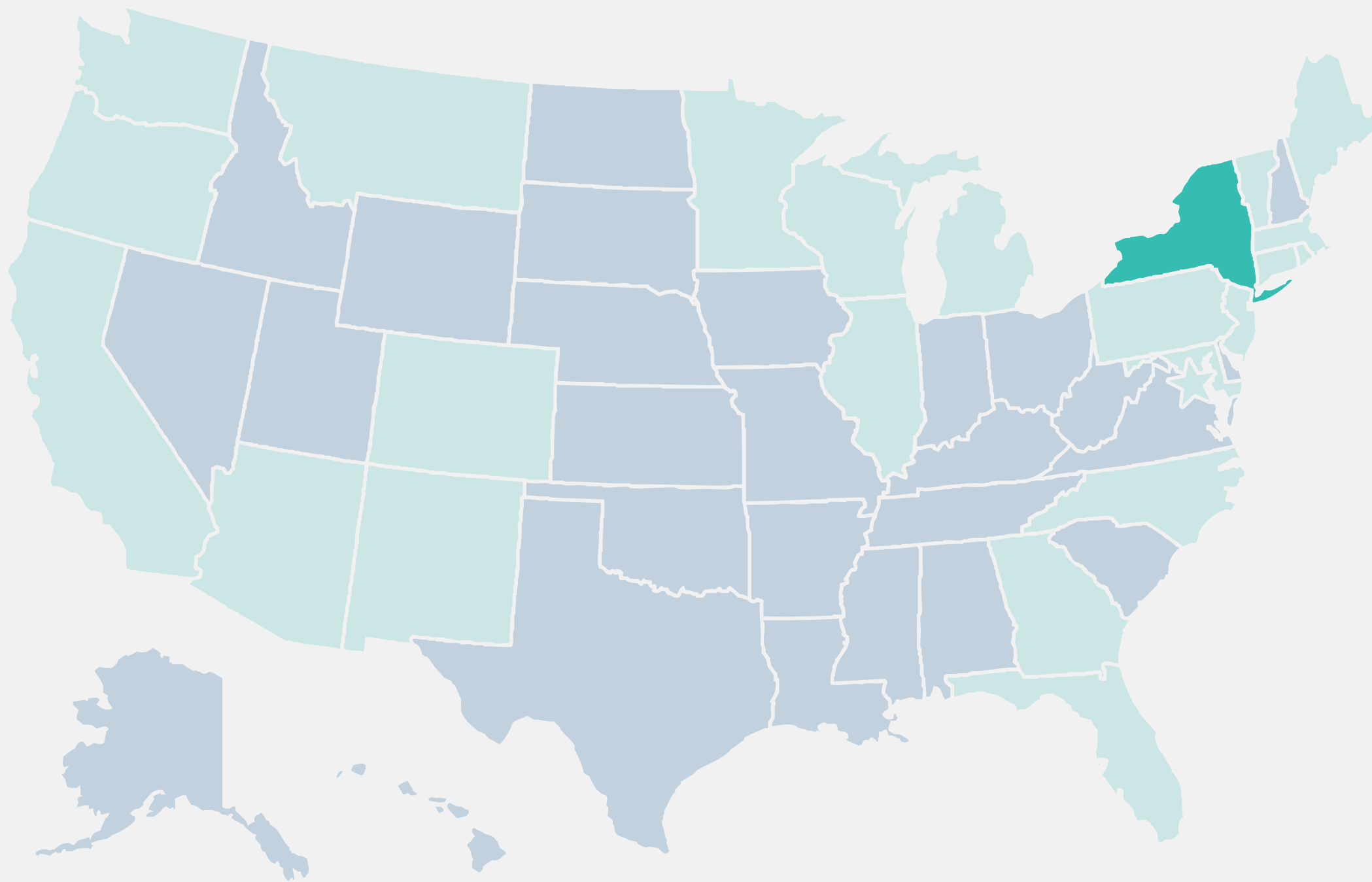
## WINS IN NEW YORK

New York City mayor signs Executive Order to provide Paid Parental Leave to 20,000 managers and non-unionized workers.

New York state 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.

Predictable and stable scheduling bill introduced in both houses.



# 2016

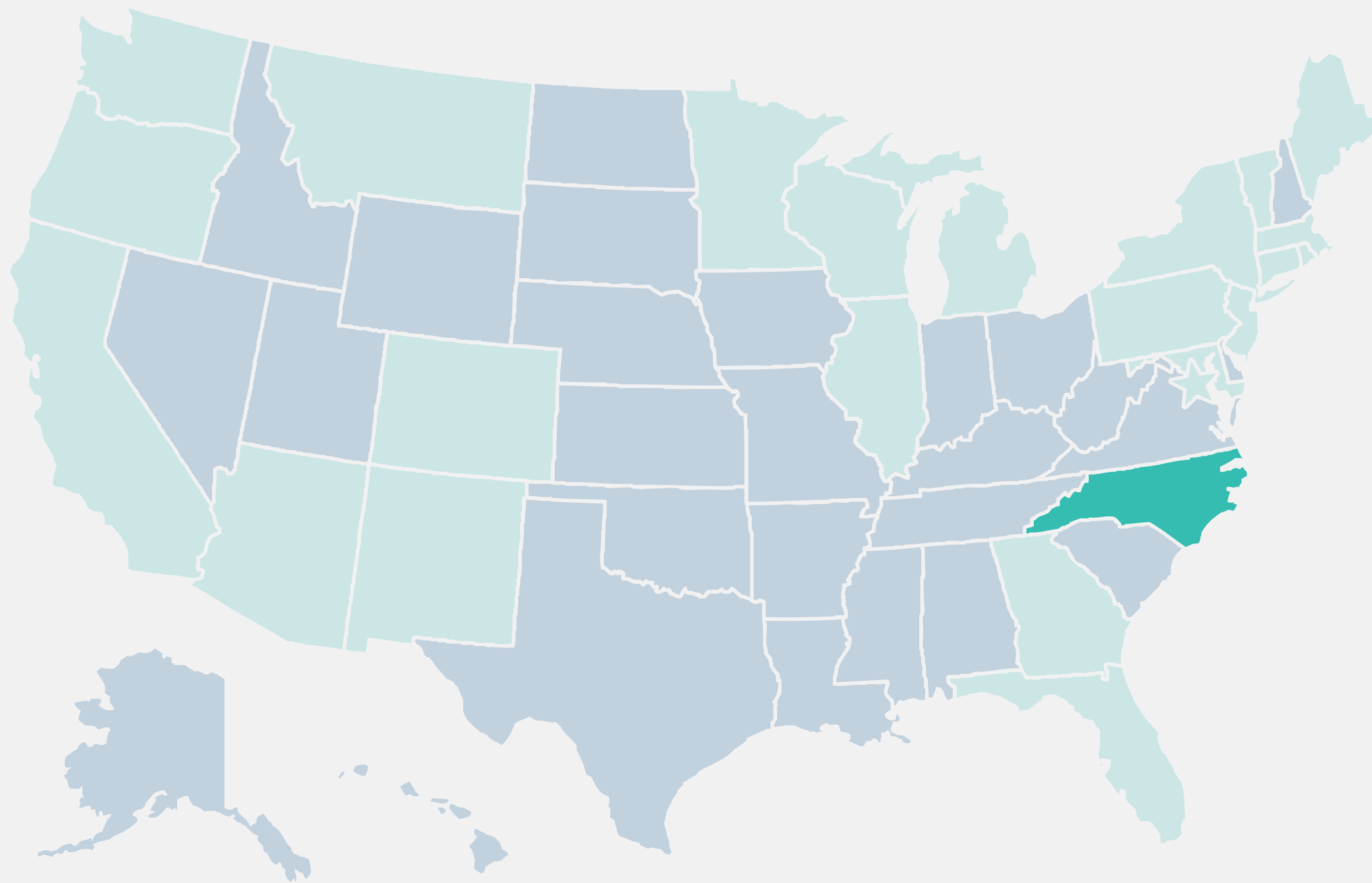
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## WINS IN NORTH CAROLINA

City of Greensboro passes 6 weeks of 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 of paid parental leave for County government employees.



# 2016

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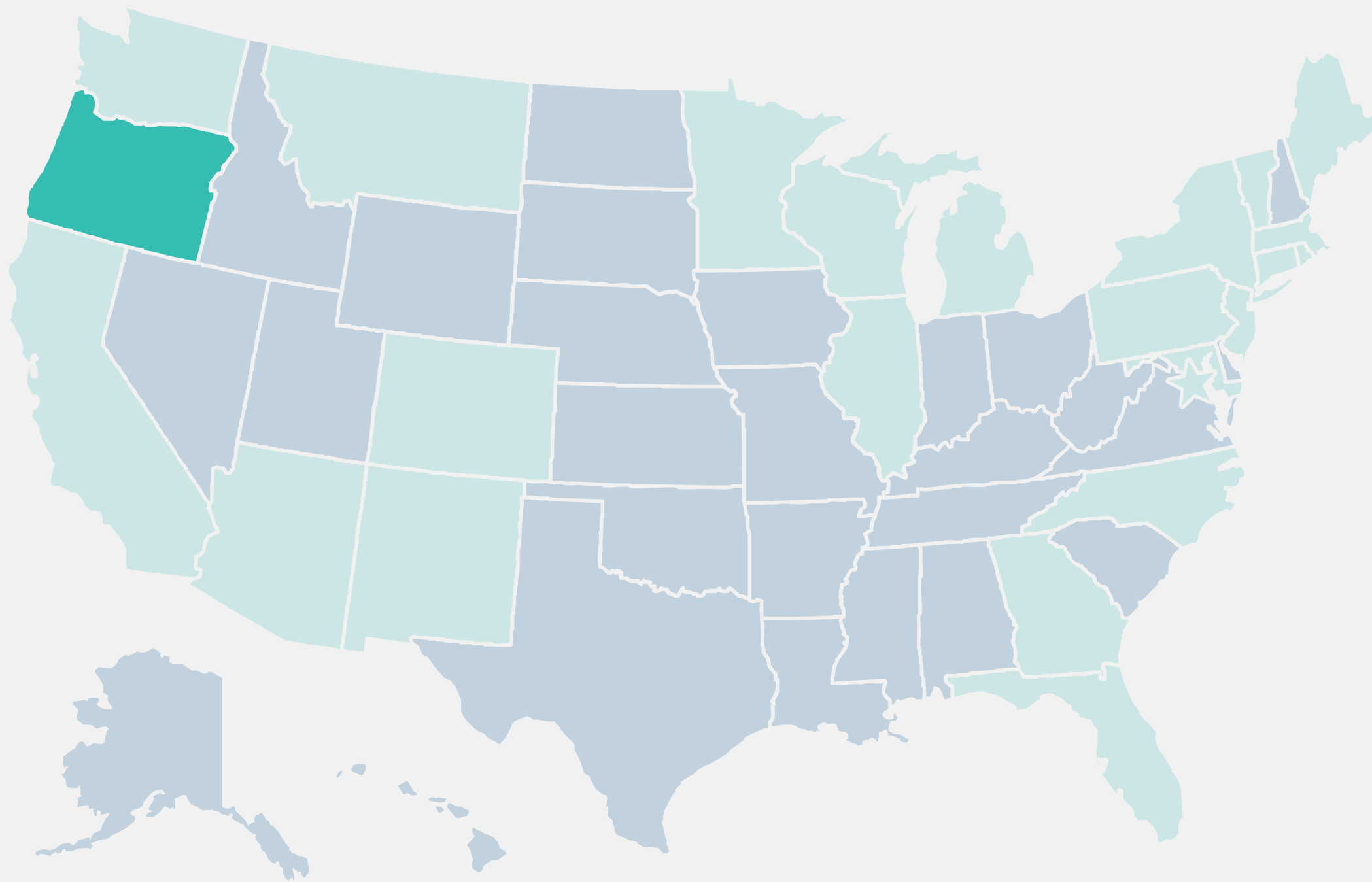
## WINS IN OREGON

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.

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

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



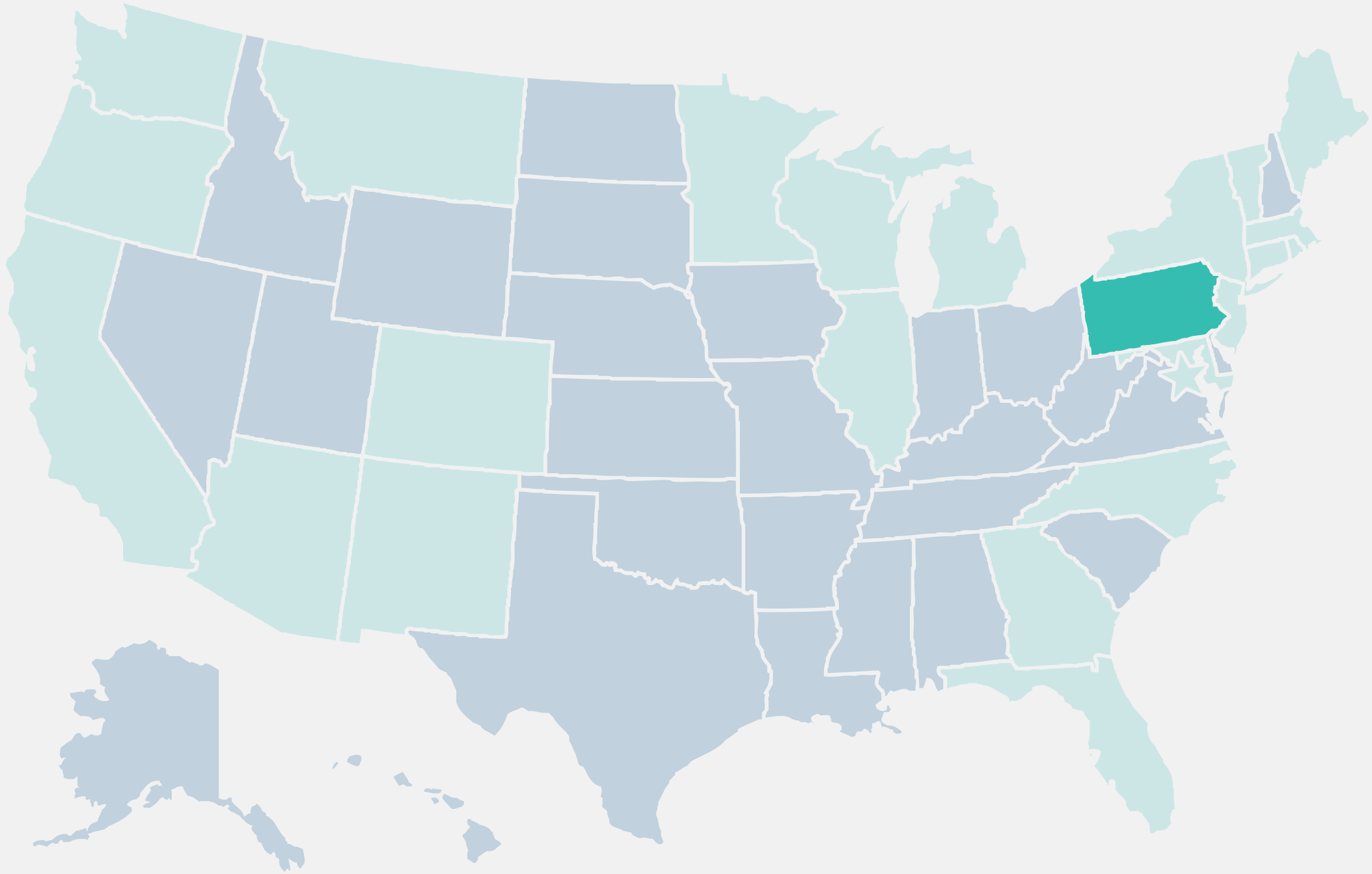
# 2016

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## WINS IN PENNSYLVANIA

Philadelphia Wage Theft law takes effect.

Pennsylvania receives a state paid leave grant from the Department of Labor.



# 2016

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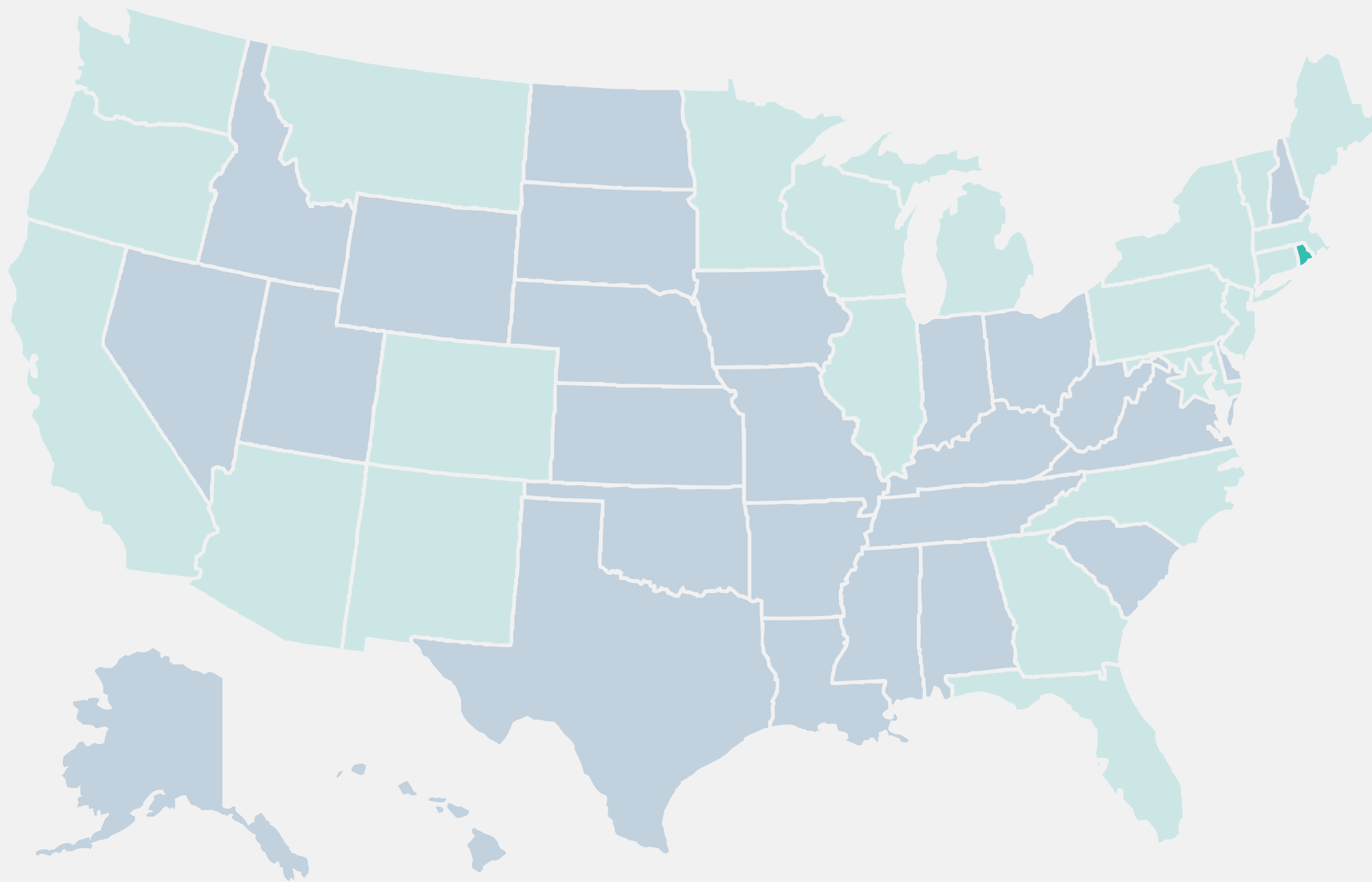
## WINS IN RHODE ISLAND

Champions introduce a statewide paid sick days bill.

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](http://www.RIPaidLeave.net), paid for by the Department of Labor grant.



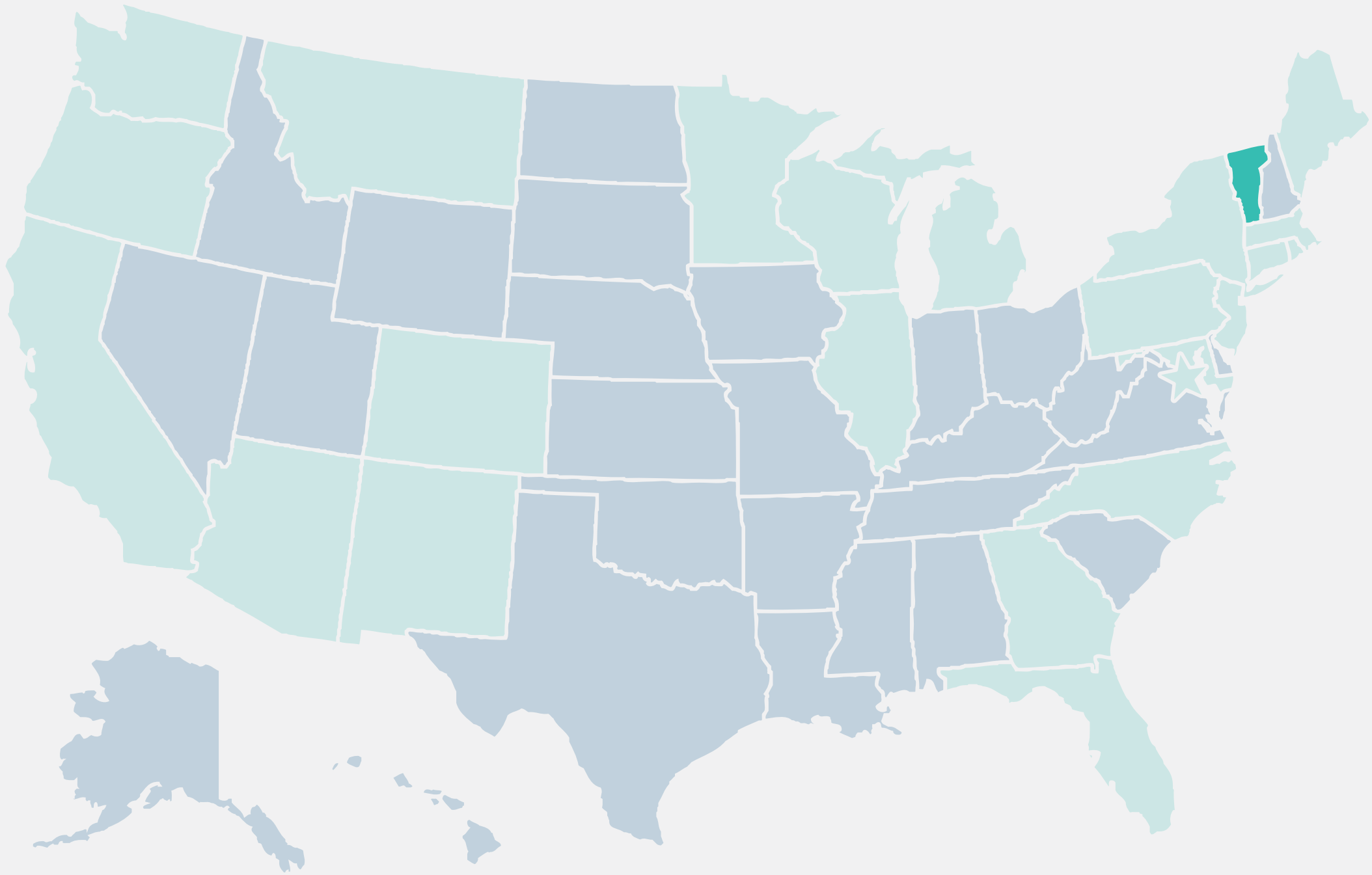
# 2016

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## WINS IN VERMONT

Statewide paid sick days bill won.

Coalition launches the Vermont FaMLI Campaign to pass a statewide paid family and medical leave bill.



# 2016

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## WINS IN WASHINGTON

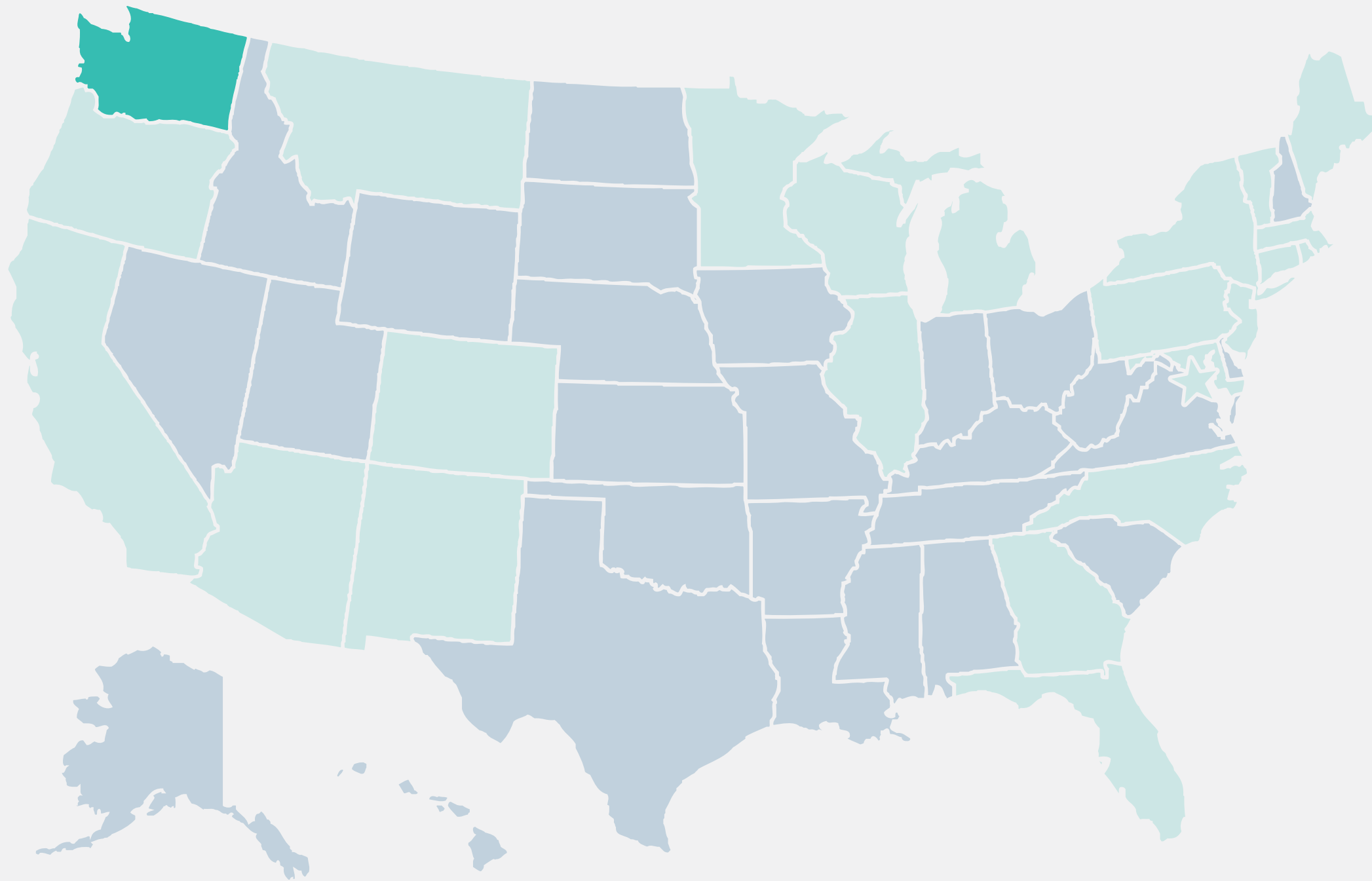
Spokane passes sick and safe leave.

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

DOL research grant completed, 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 can now take up to 12 weeks of paid parental leave.



# 2016

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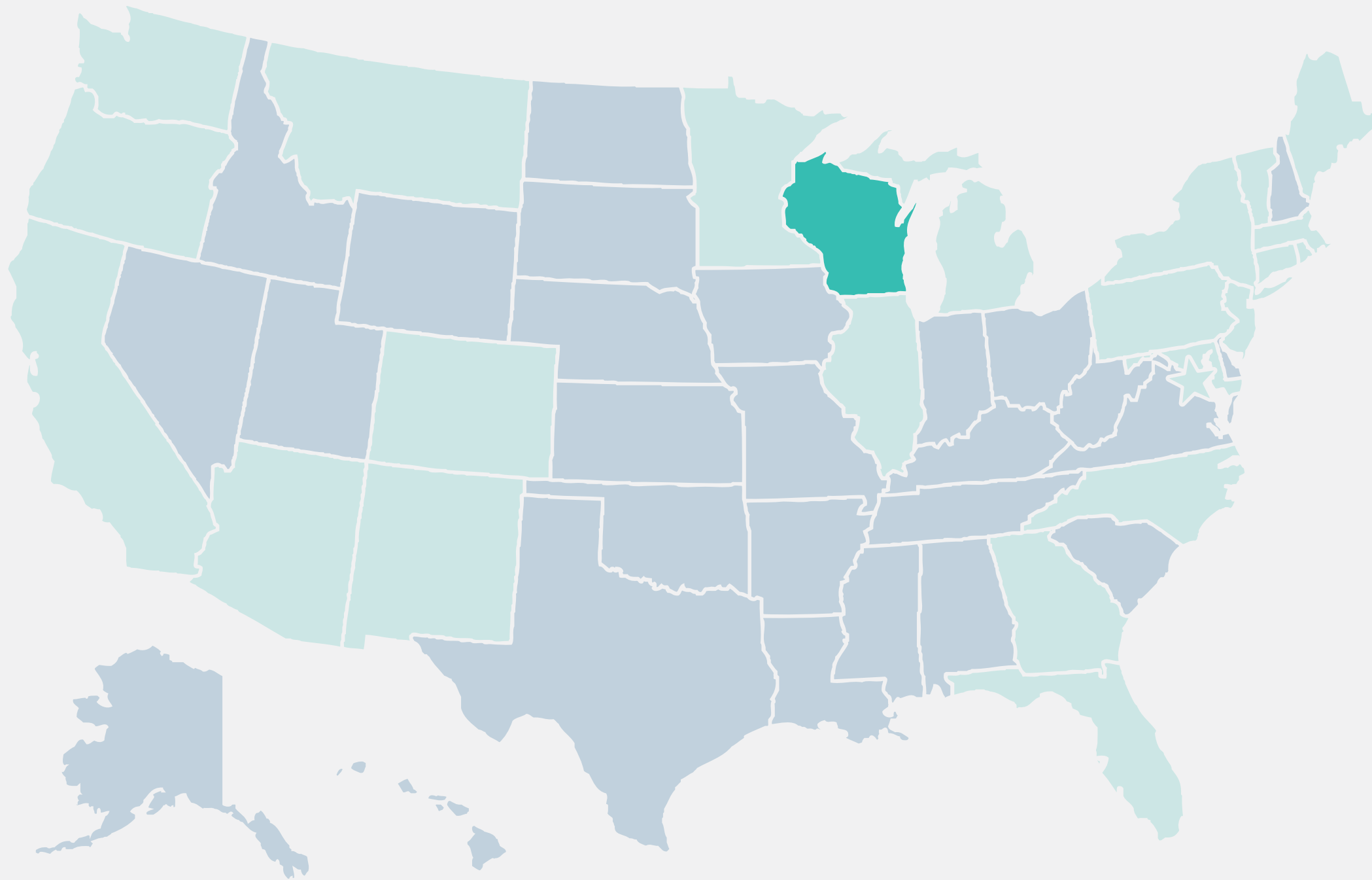
## WINS IN WISCONSIN

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

The statewide engagement prompts paid leave campaigns for city employees in Madison and Eau Claire.

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

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



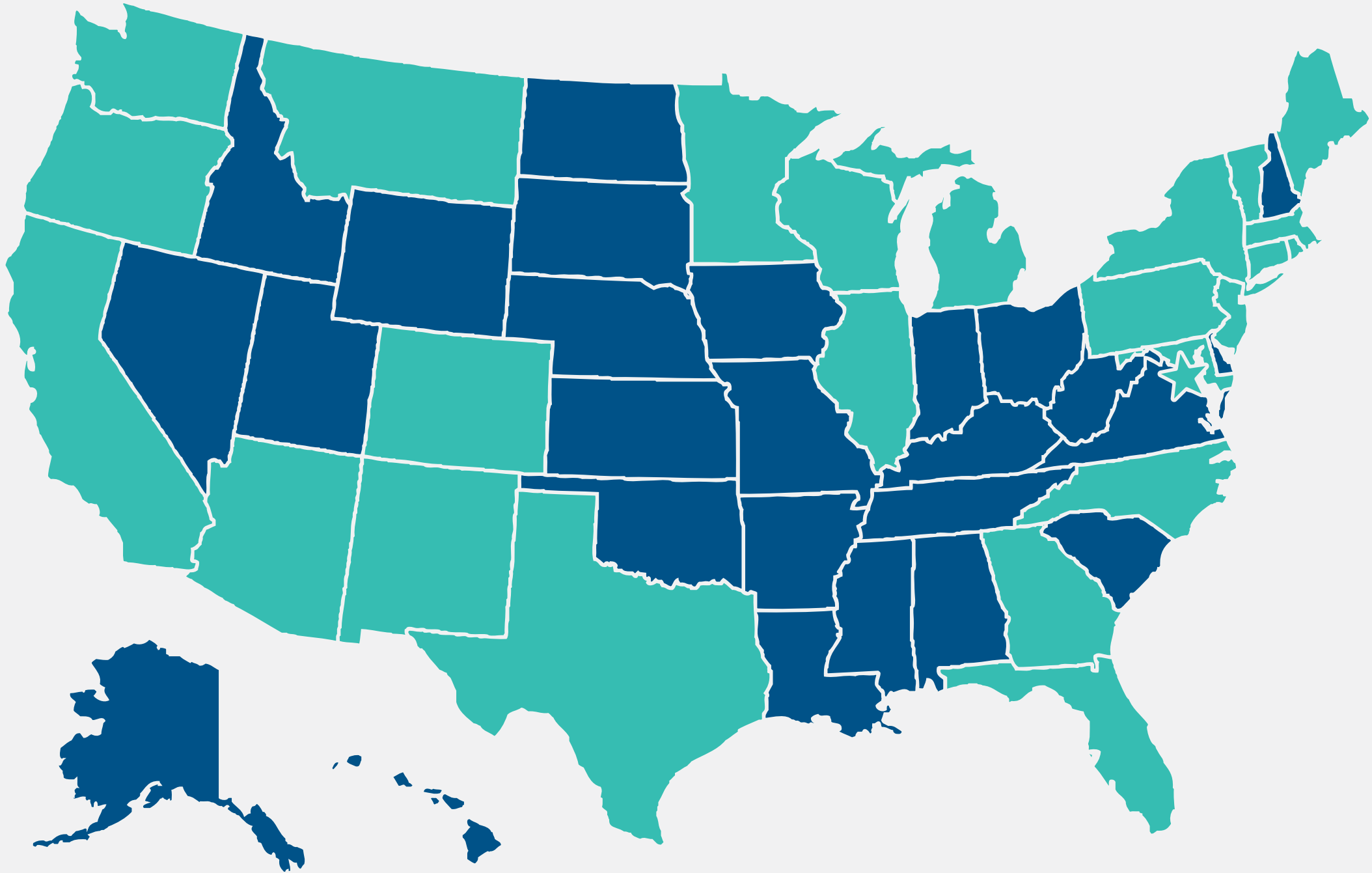


# 2017

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## THIS YEAR

Texas joins the network. Rhode Island wins paid sick and safe days, and Washington becomes the sixth state to win family and medical leave insurance.



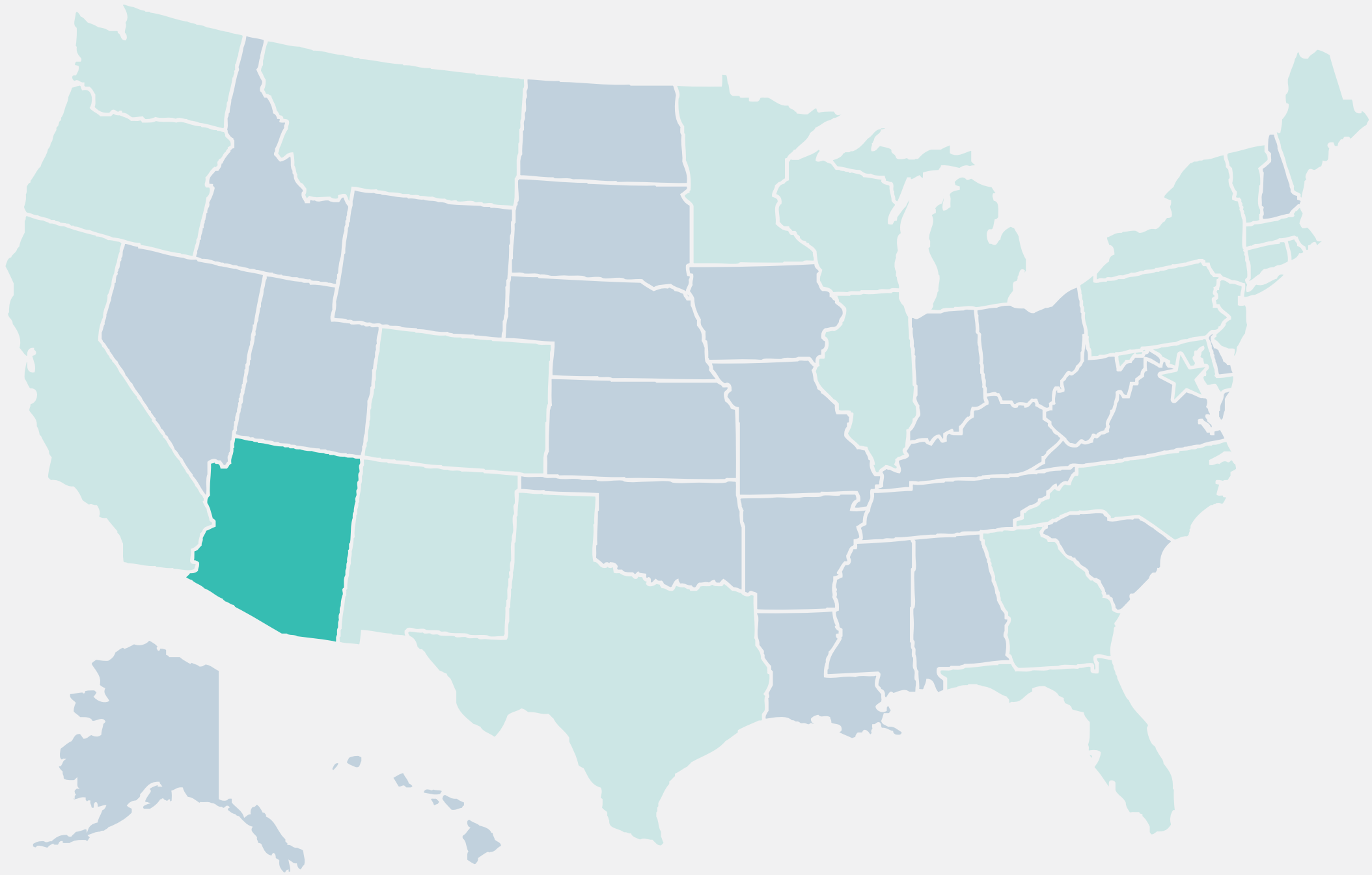
# 2017

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## WINS IN ARIZONA

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

UFCW wins stronger contracts based on paid sick days ballot initiative.



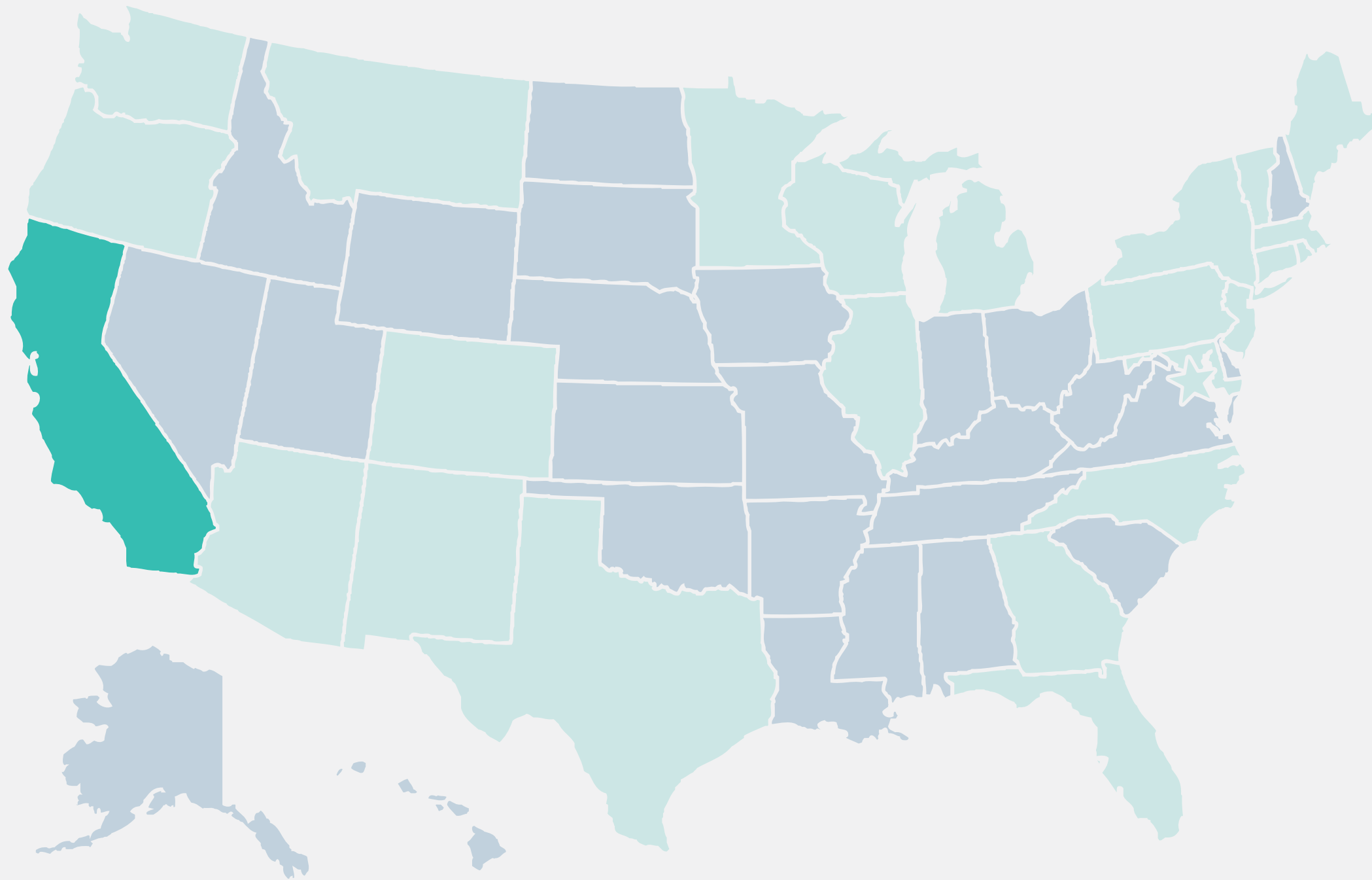
# 2017

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## WINS IN CALIFORNIA

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.

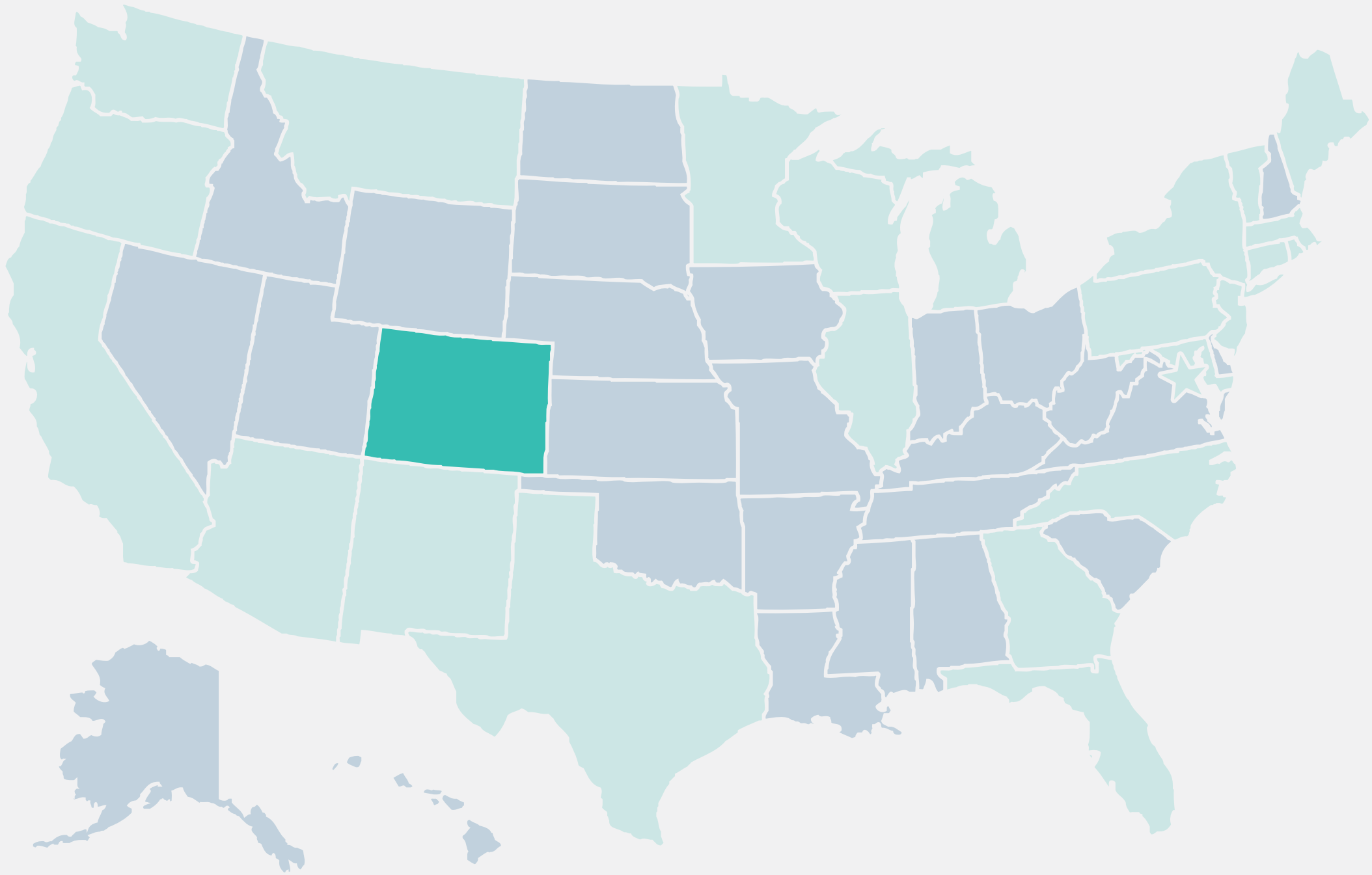


# 2017

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## WINS IN COLORADO

The FAMLI Act passes the House, the first time a paid family medical leave bill passes out of a Colorado state legislative chamber.



# 2017

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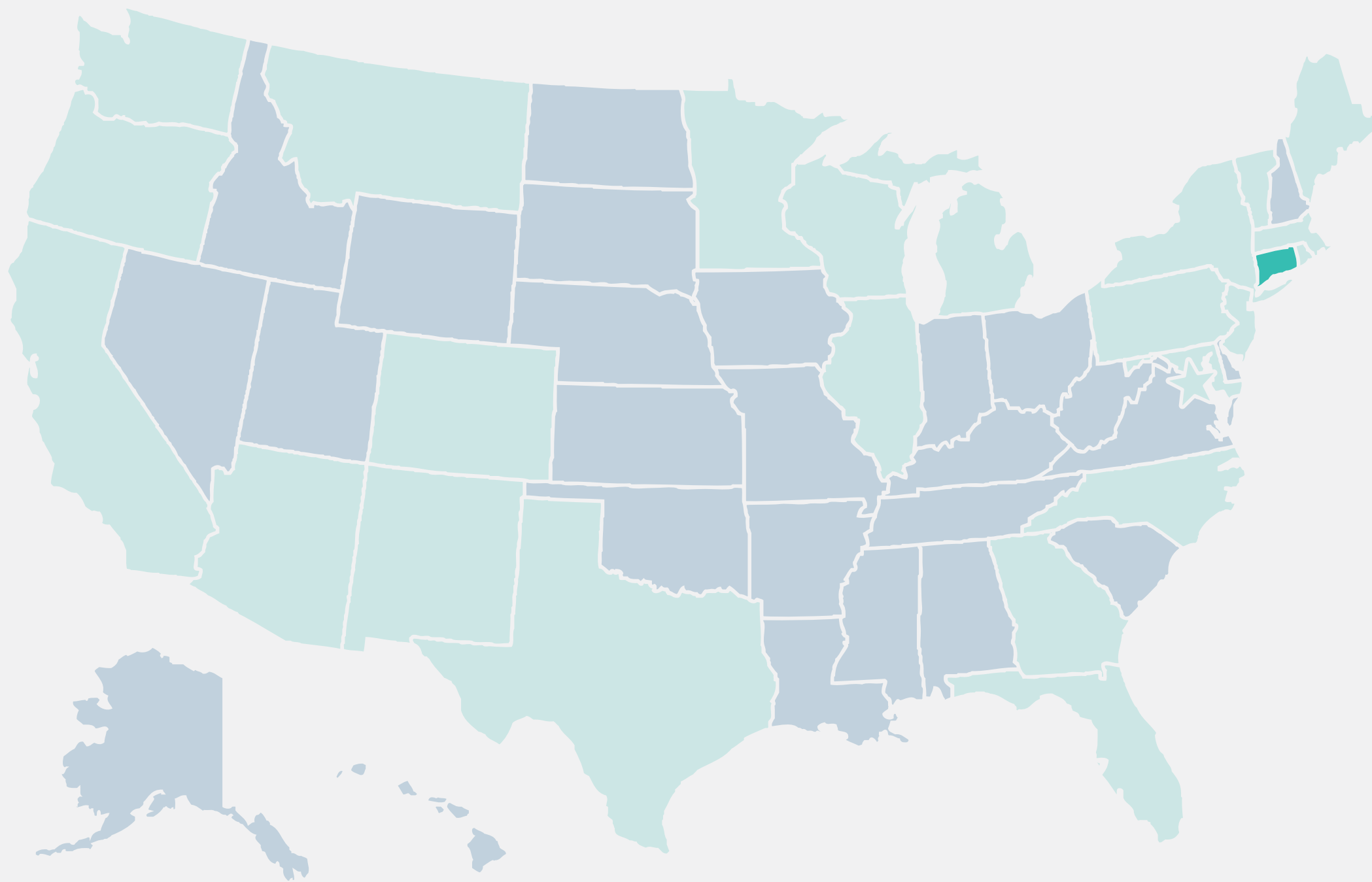
## WINS IN CONNECTICUT

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

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

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

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



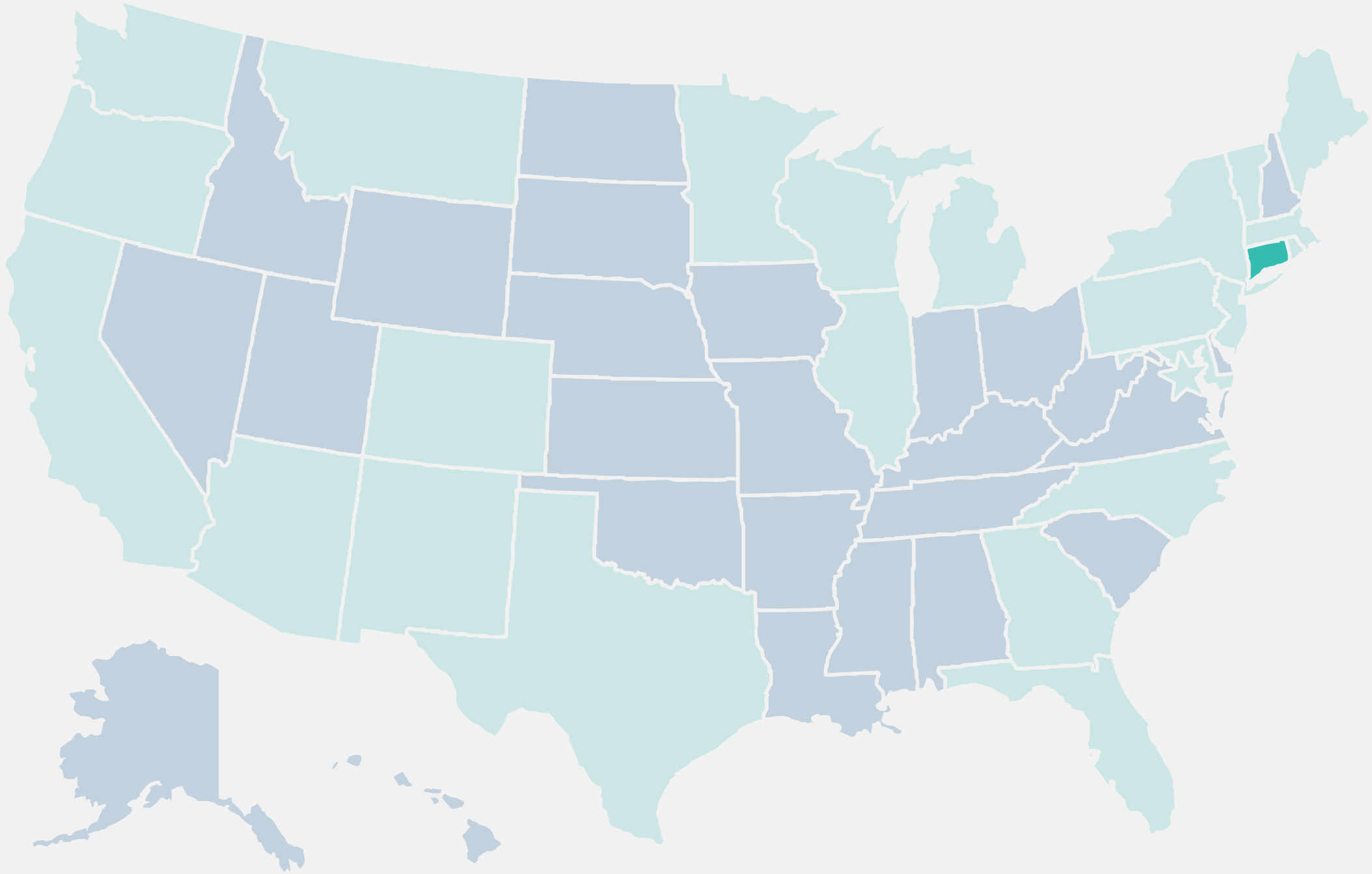
# 2017

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## WINS IN CONNECTICUT

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

House passes pay equity bill with bipartisan support.



# 2017

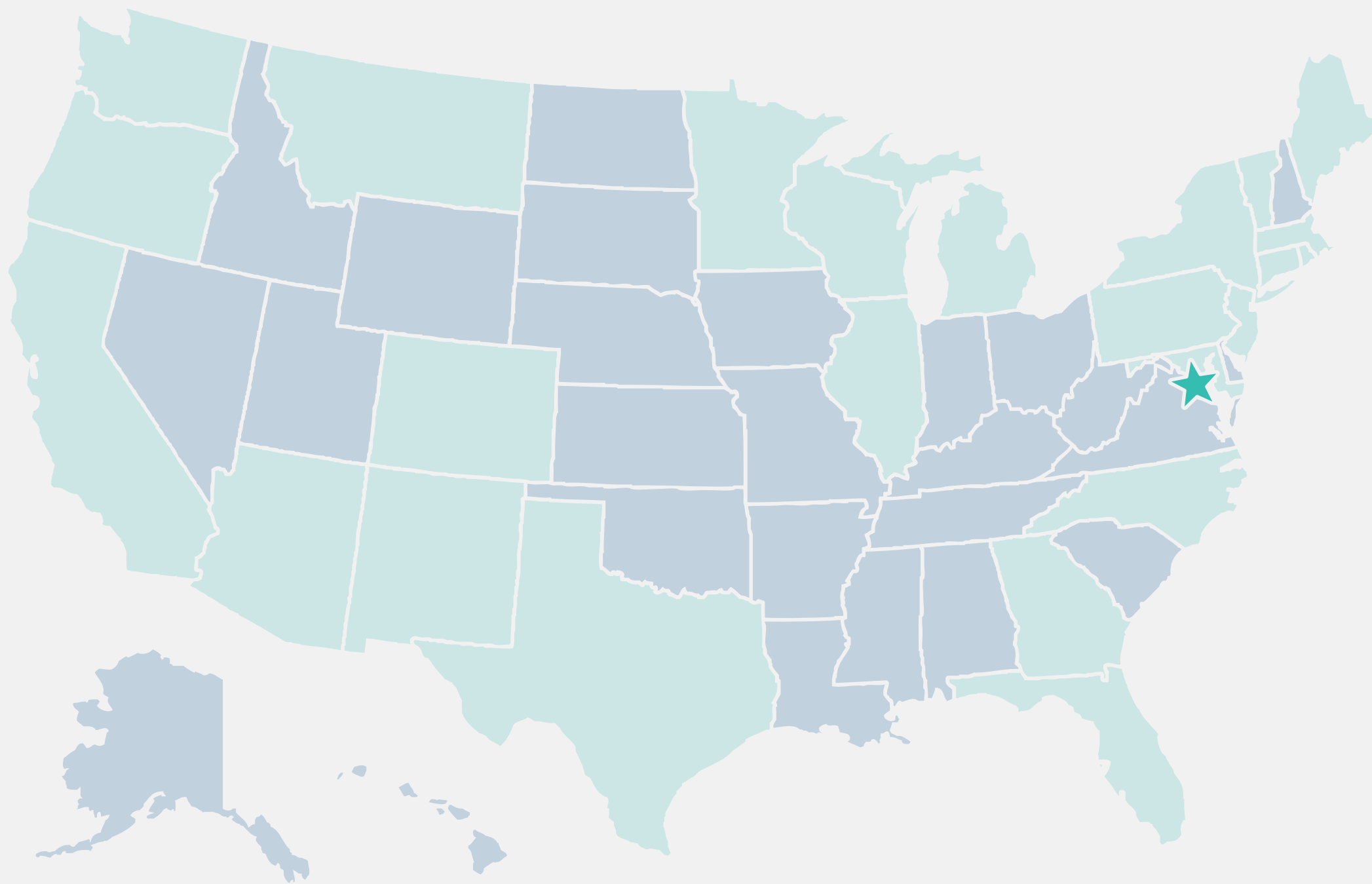
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## WINS IN WASHINGTON, D.C.

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

City government allocates \$40 million to launch Universal Paid Leave program.

Paid Leave Coalition mobilizes to stop efforts to repeal and replace UPLA with a weaker version.

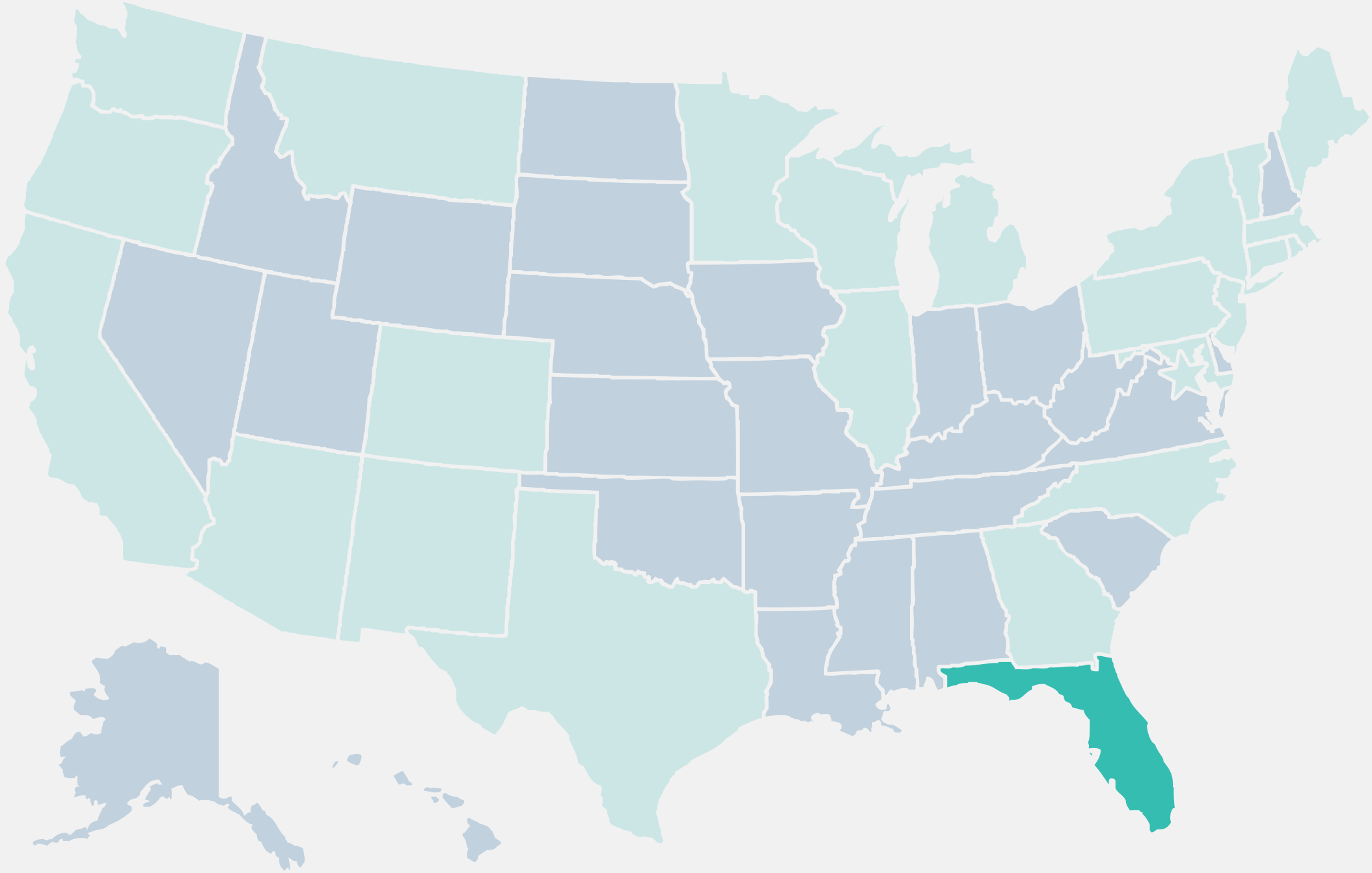


# 2017

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## WINS IN FLORIDA

Palm Beach County, Tampa and Wellington begin offering paid parental leave for local government employees.





# 2017

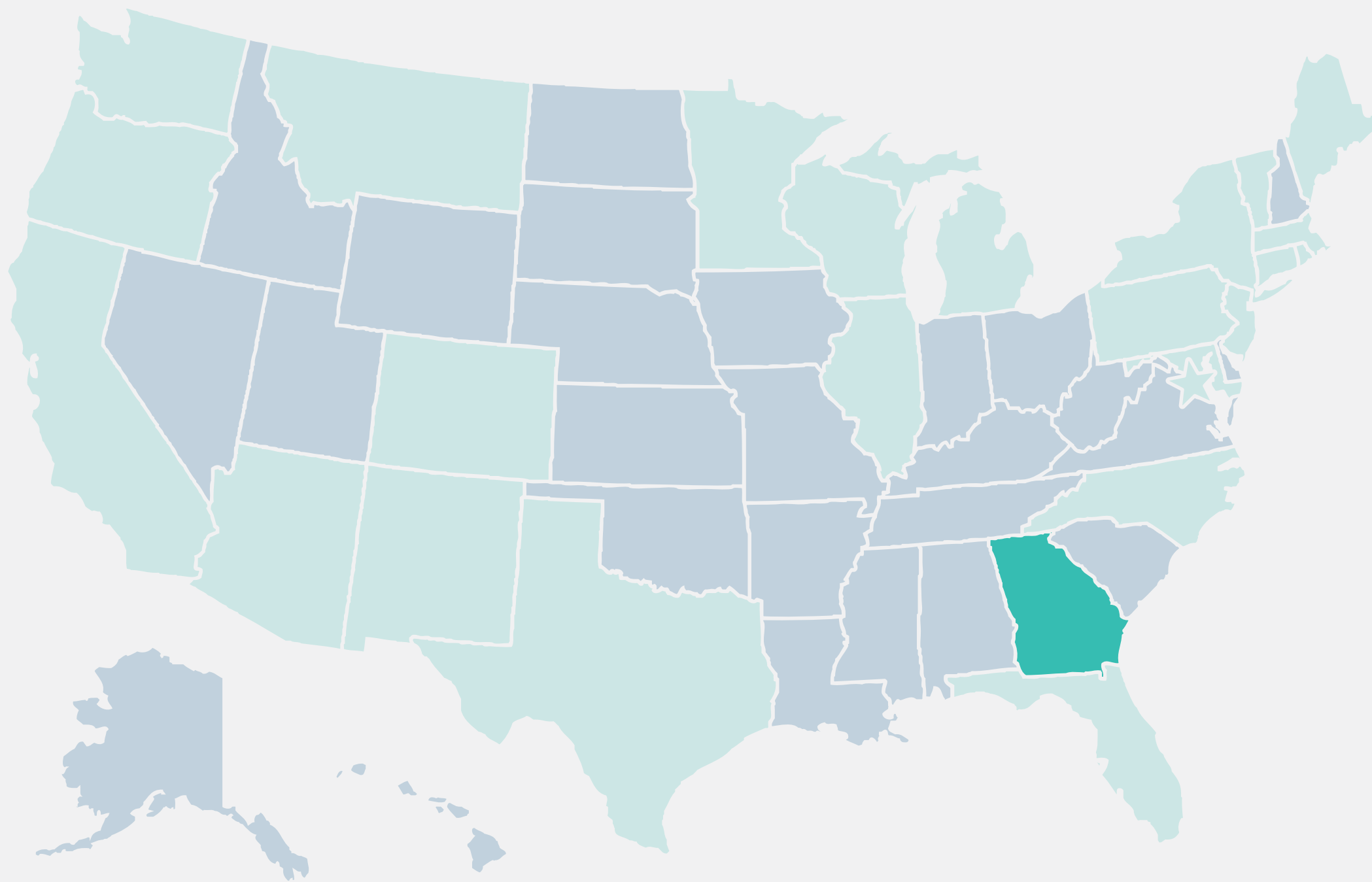
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## WINS IN GEORGIA

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.



# 2017

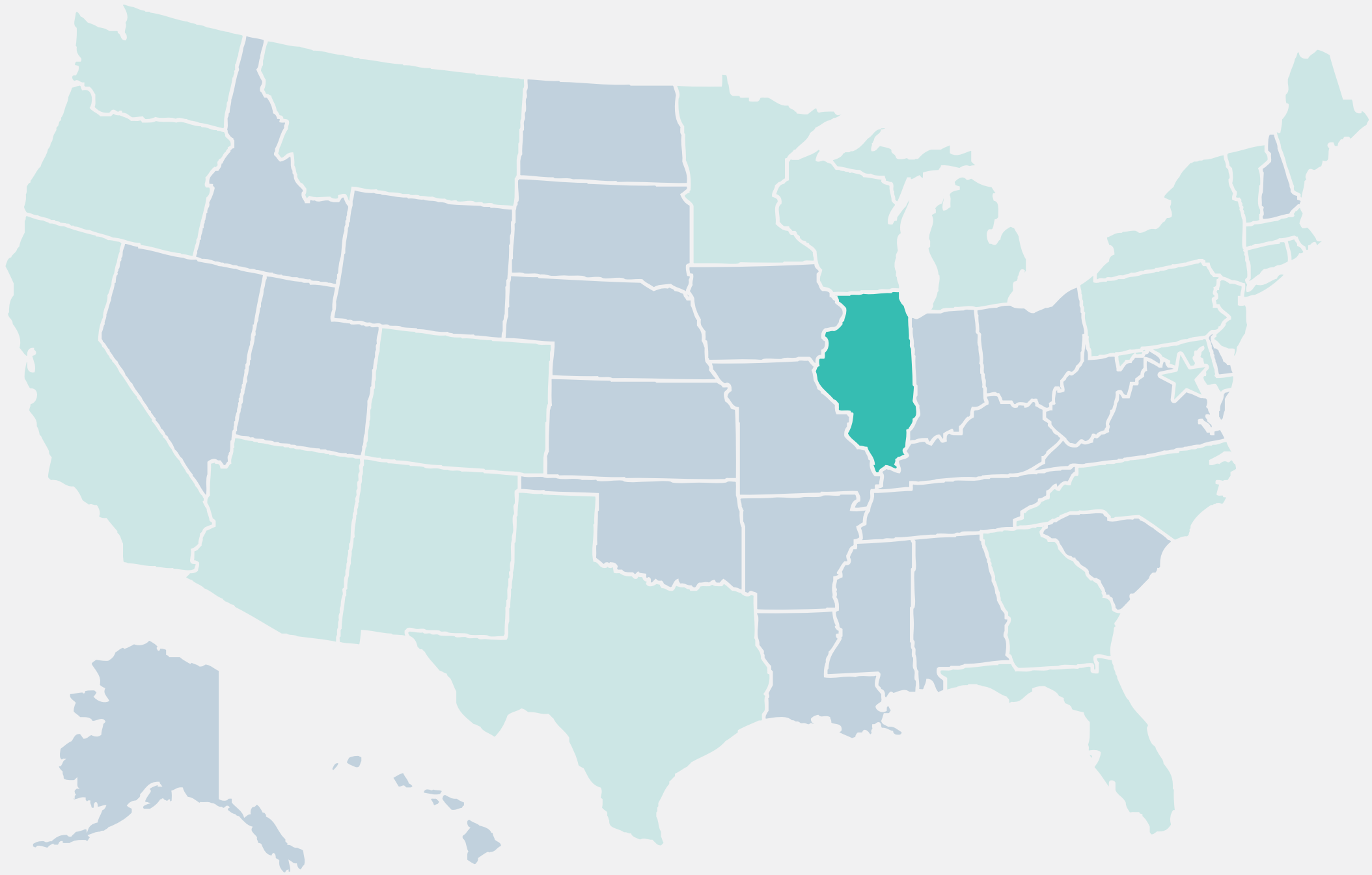
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## WINS IN ILLINOIS

Healthy Workplace Act passes the House and Senate.

No Salary History Act passes the House and Senate.

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



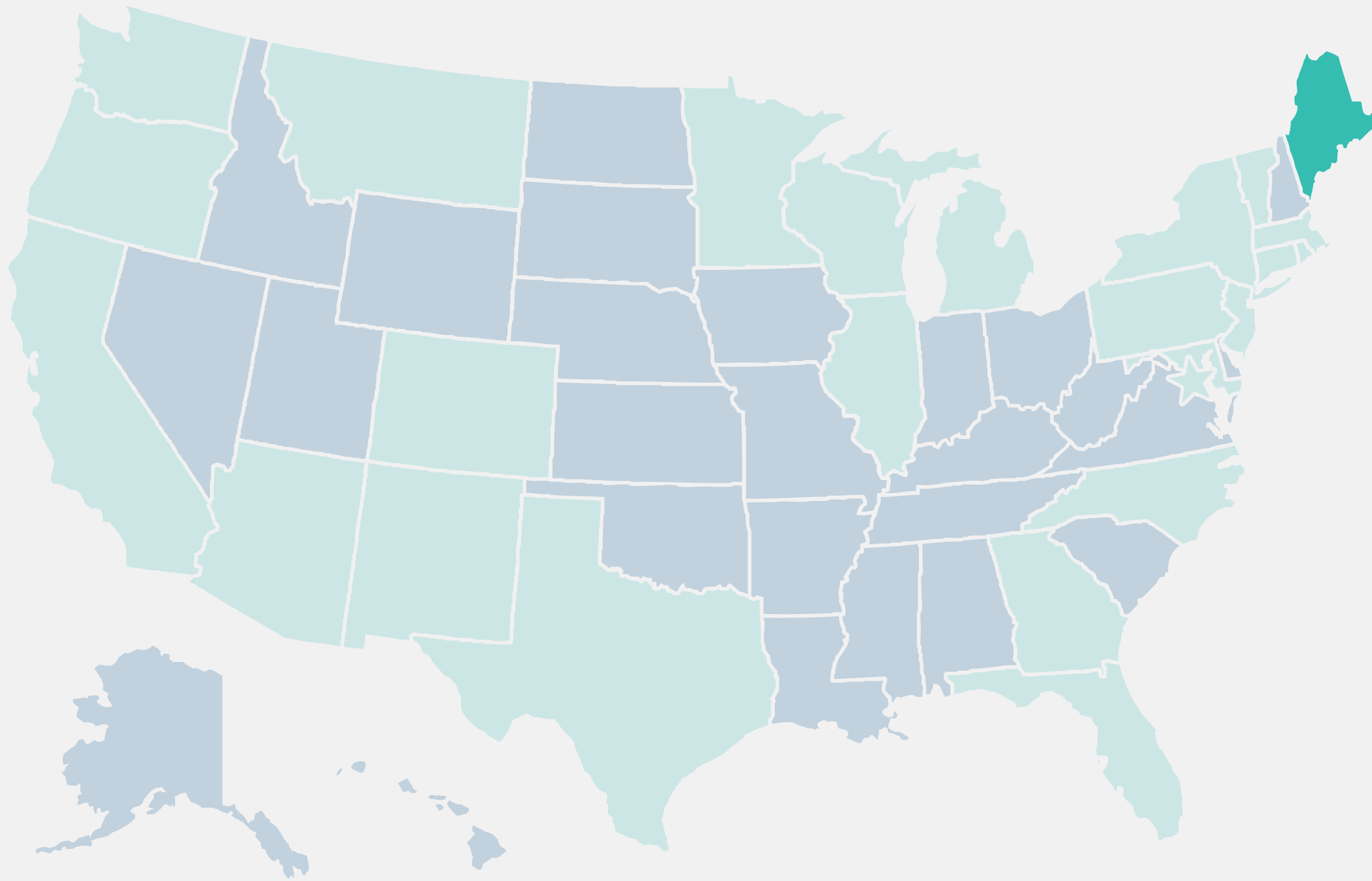
# 2017

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## WINS IN MAINE

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.





# 2017

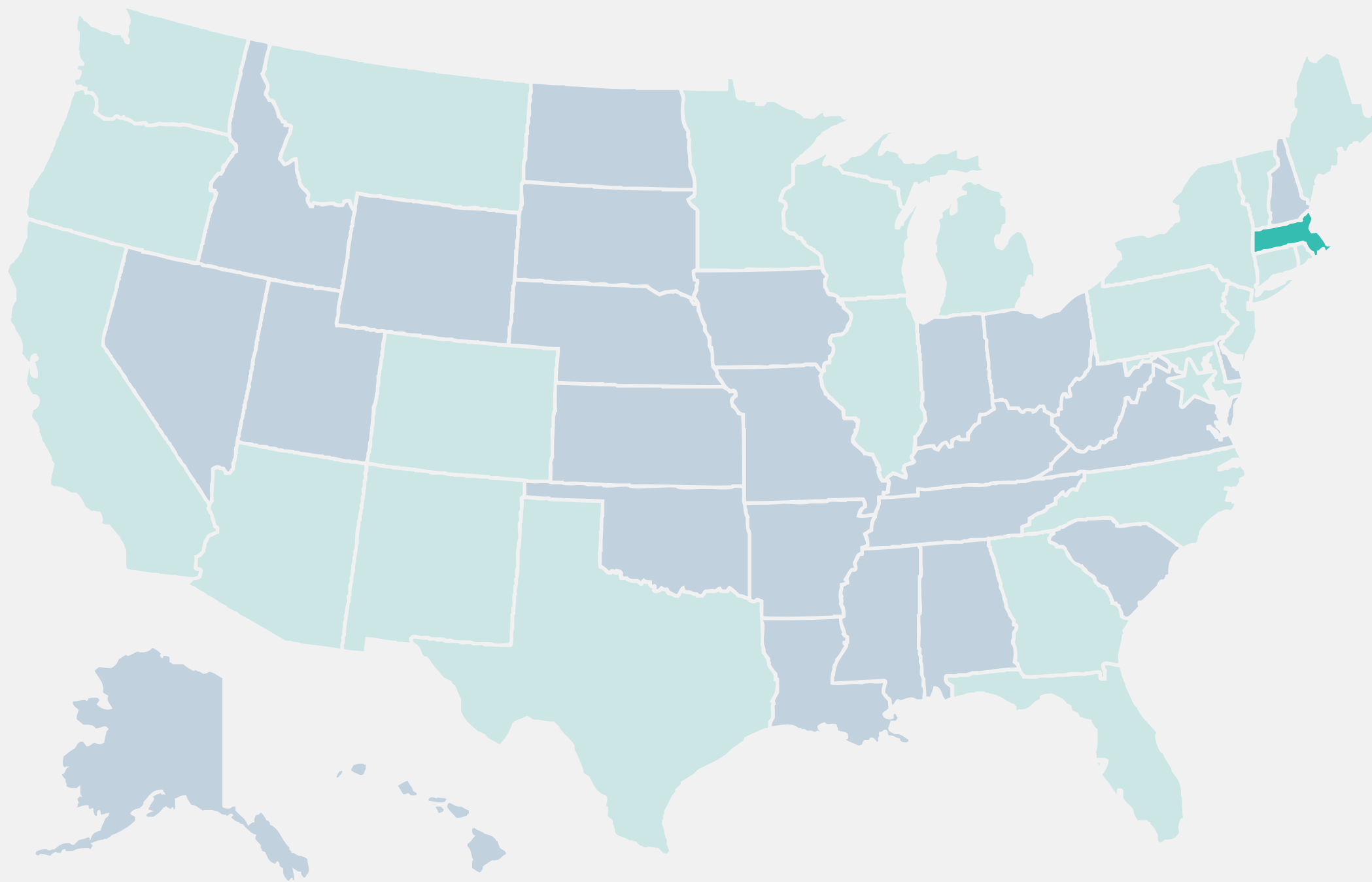
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## WINS IN MASSACHUSETTS

Paid family and medical leave bill introduced 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.



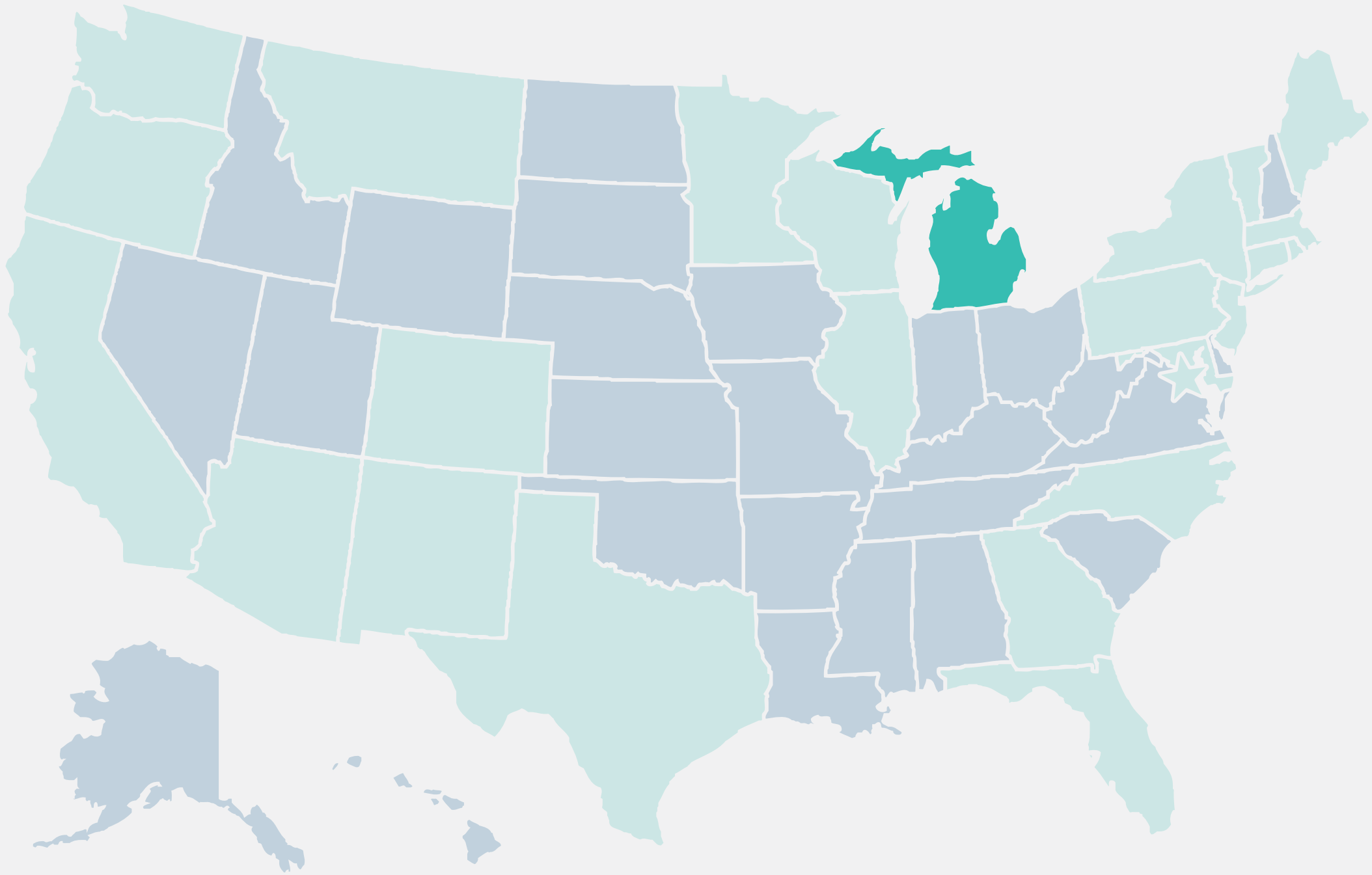
# 2017

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## WINS IN 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.



# 2017

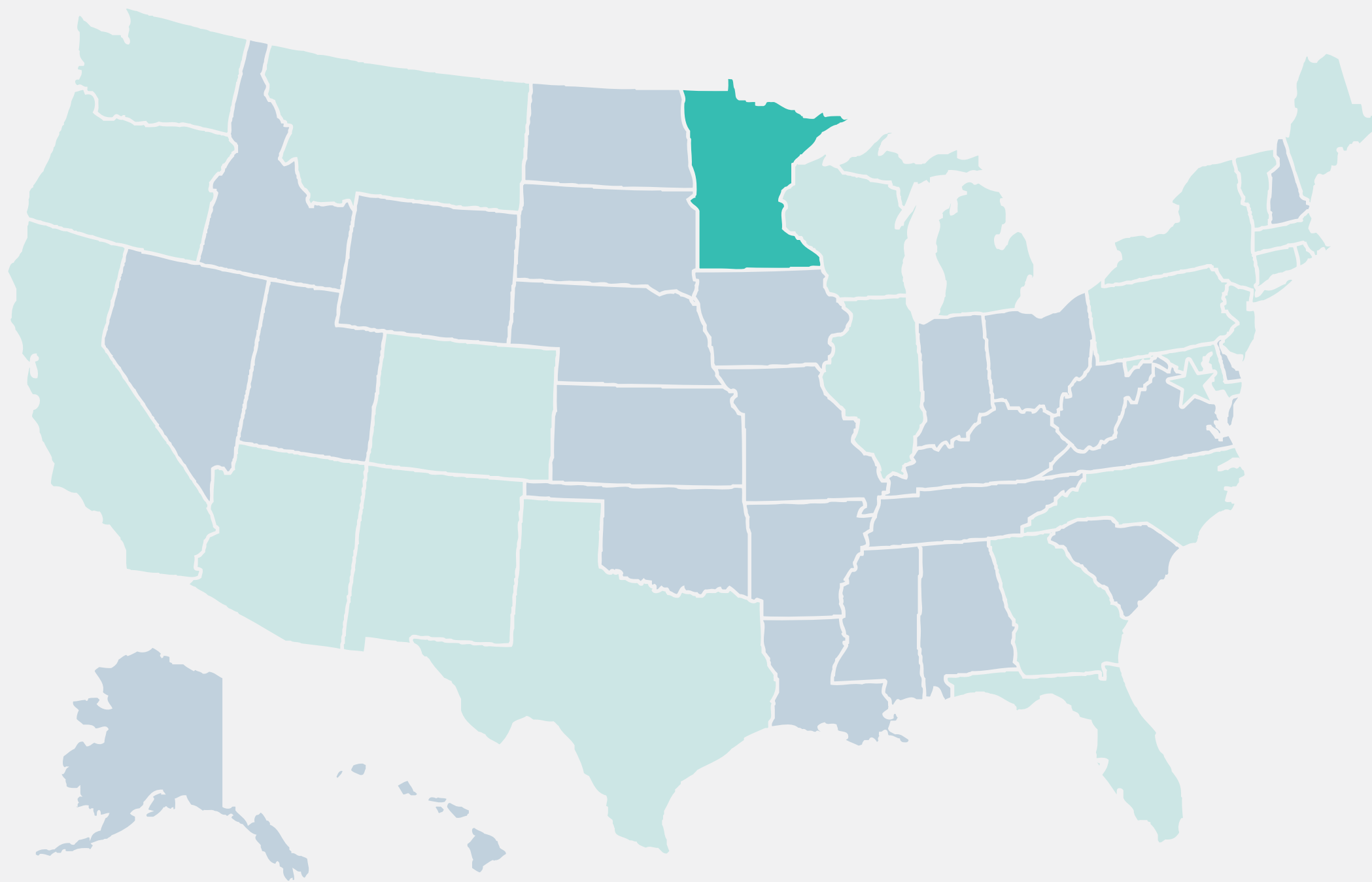
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## WINS IN MINNESOTA

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

An 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.



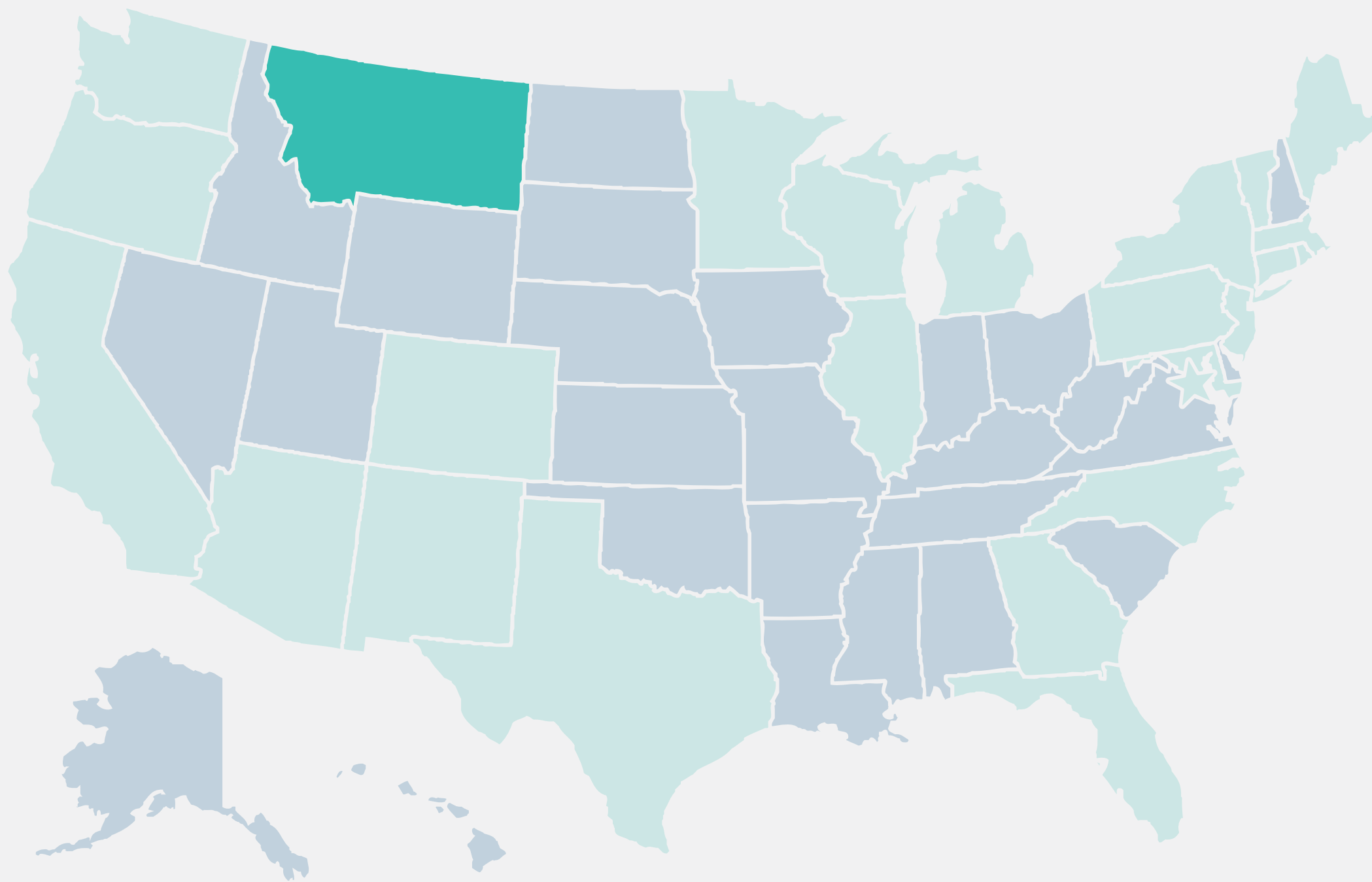
# 2017

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## WINS IN MONTANA

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

The definition of parent is successfully expanded in current state employee parental leave policy.





# 2017

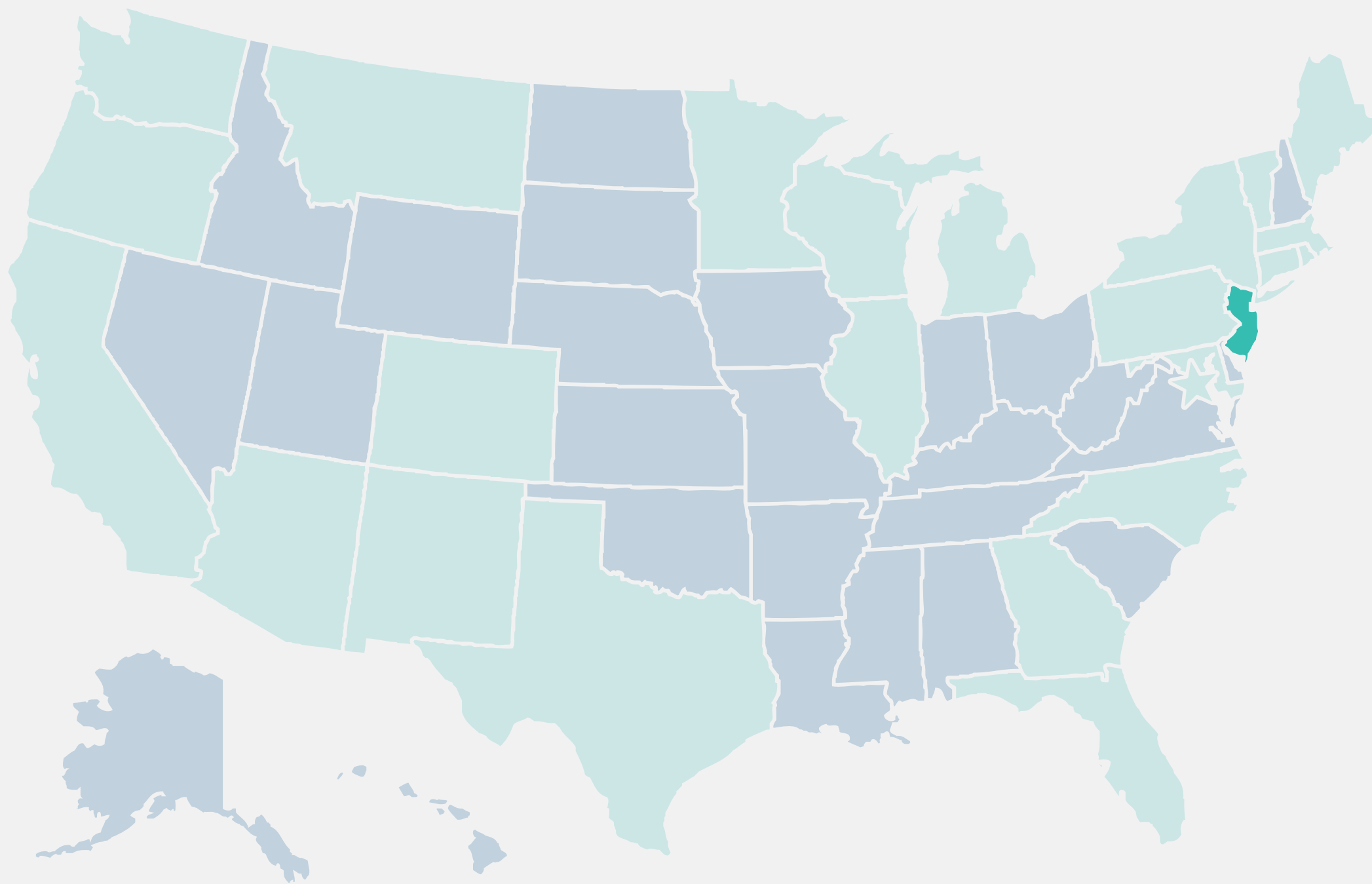
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## WINS IN NEW JERSEY

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.

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 improvements to the state paid leave program.



# 2017

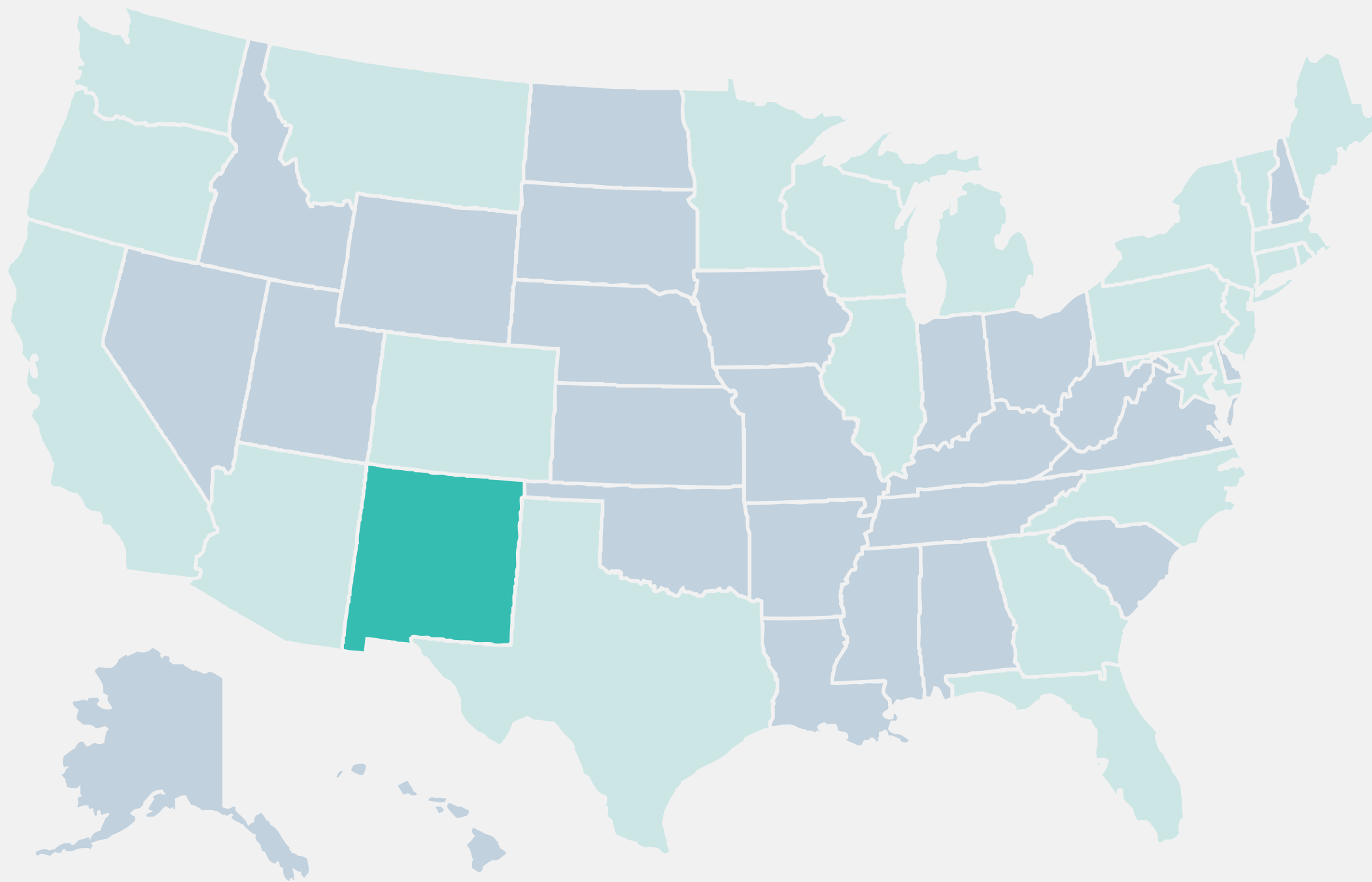
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## WINS IN NEW MEXICO

Legislature passes Caregiver Leave bill; governor vetoes.

Legislature passes Pregnant Worker Accommodation bill; governor vetoes.

Albuquerque continues fight for paid sick days after dirty tricks keep many voters from noticing the measure, which was in tiny print on the back of the ballot.



# 2017

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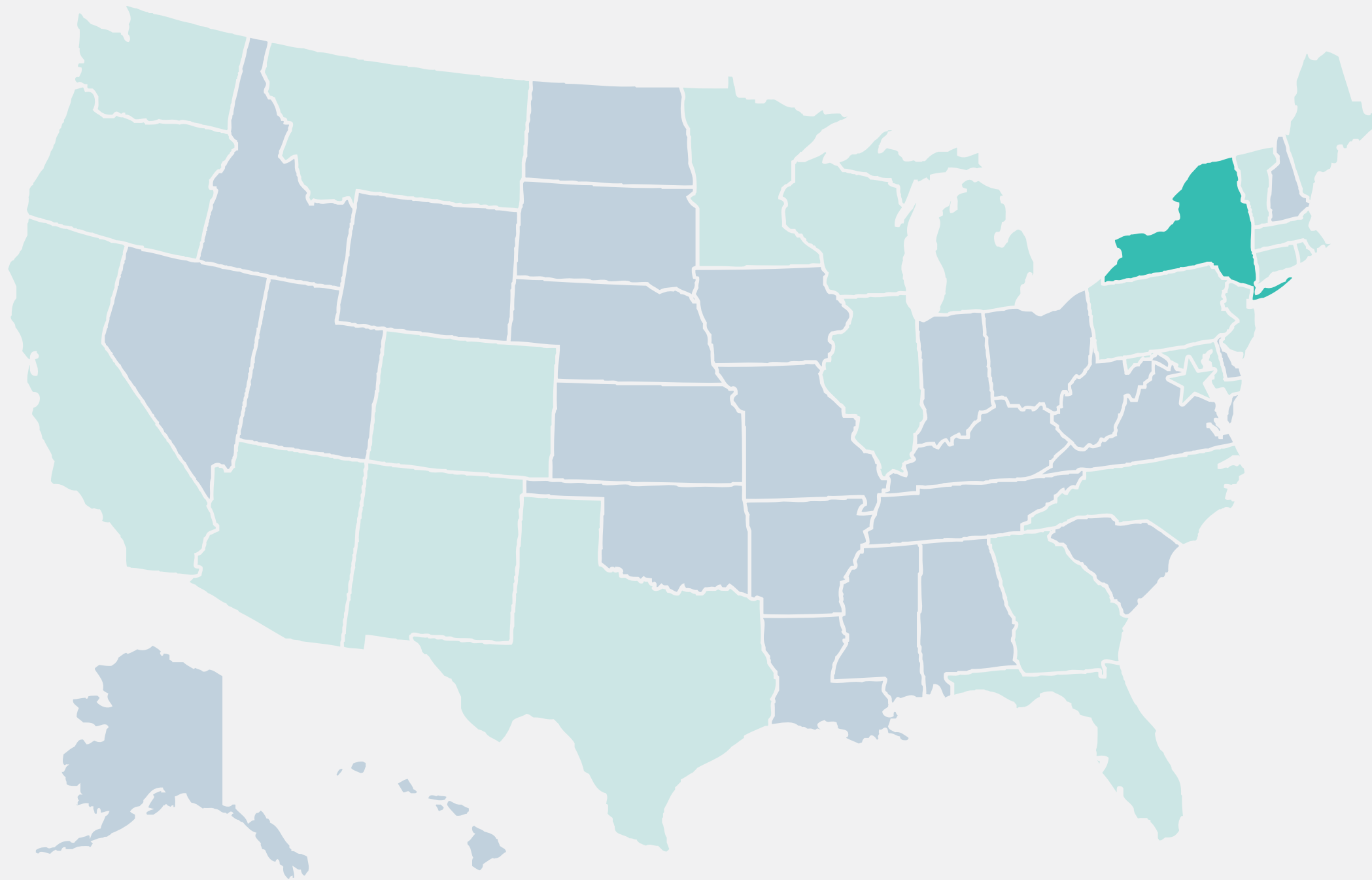
## WINS IN NEW YORK

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 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.



# 2017

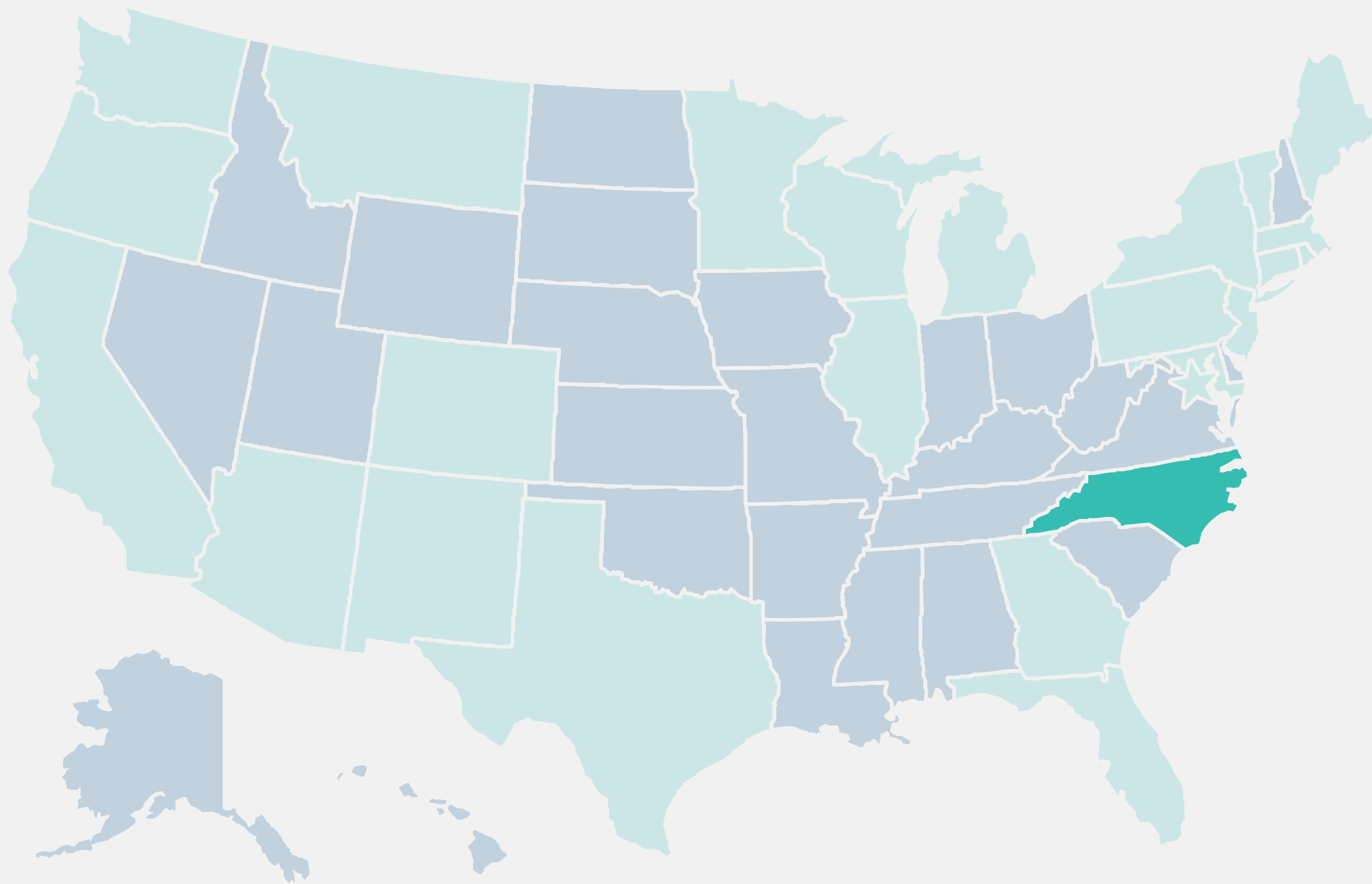
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## WINS IN NORTH CAROLINA

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.



# 2017

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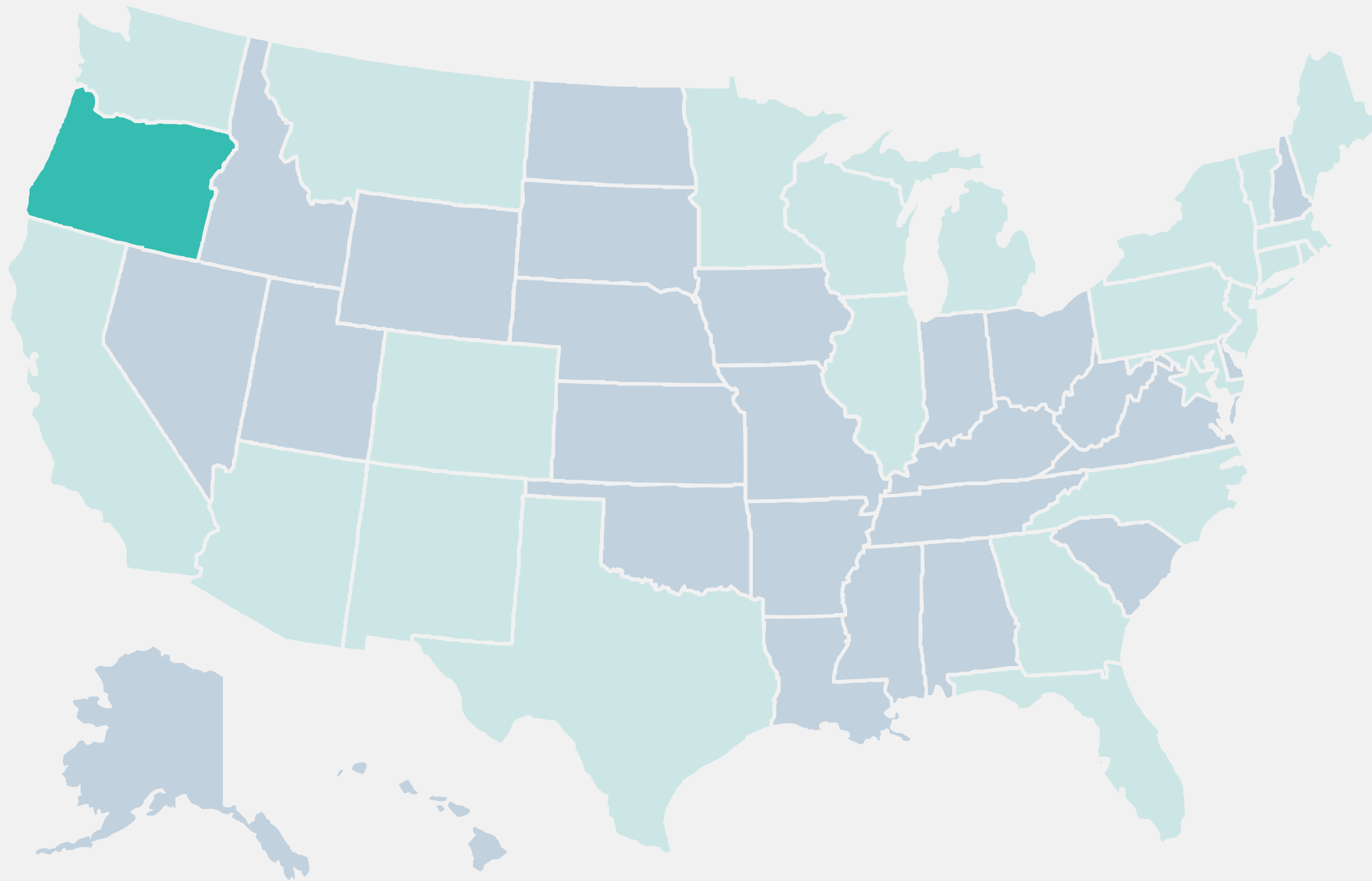
## WINS IN OREGON

Legislature introduces paid family and medical leave legislation.

Equal pay protections expanded to all protected classes, and employers are prohibited 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.



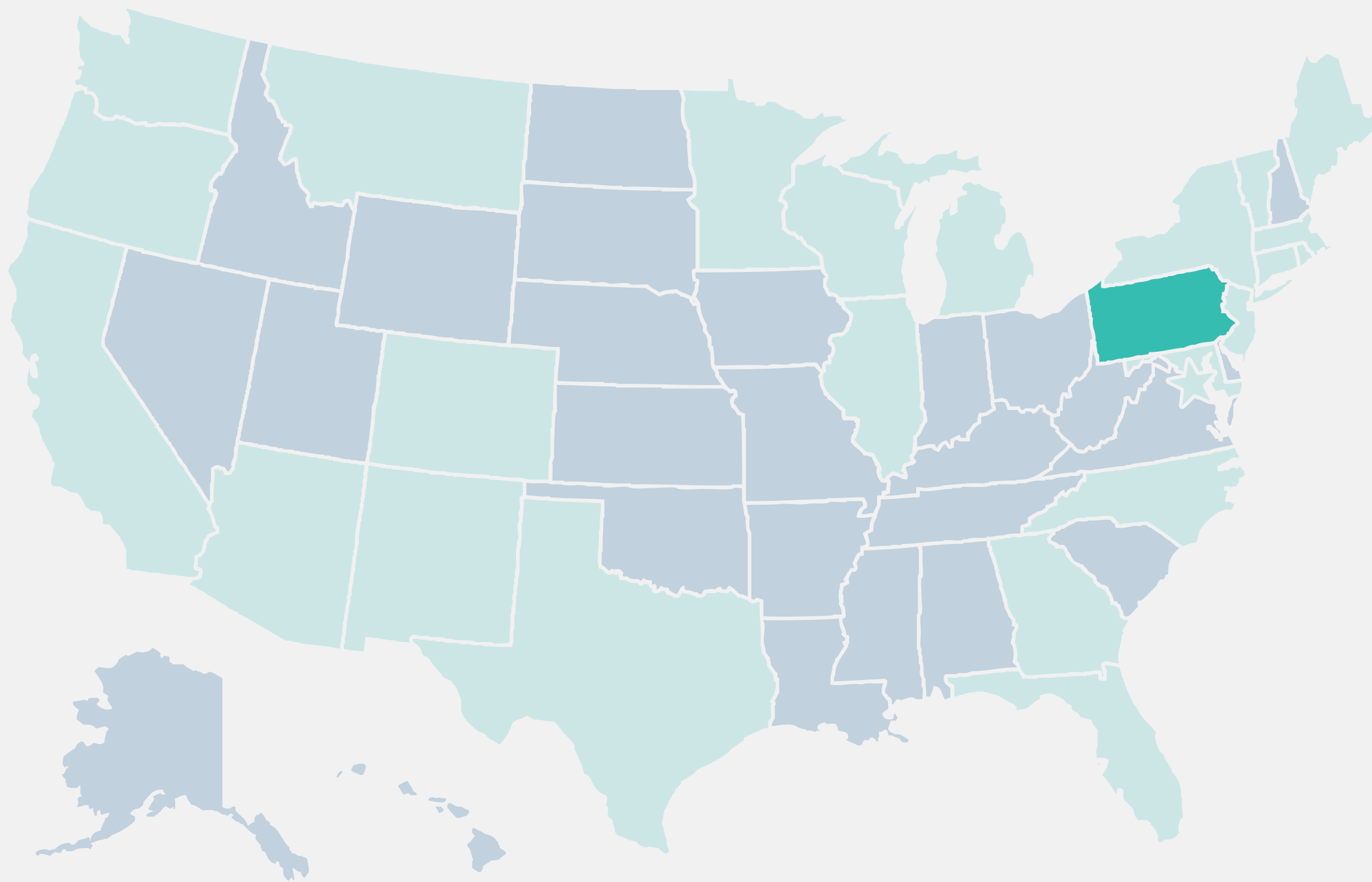
# 2017

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## WINS IN PENNSYLVANIA

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.

The Campaign for Paid Family Leave launches in Pennsylvania.



# 2017

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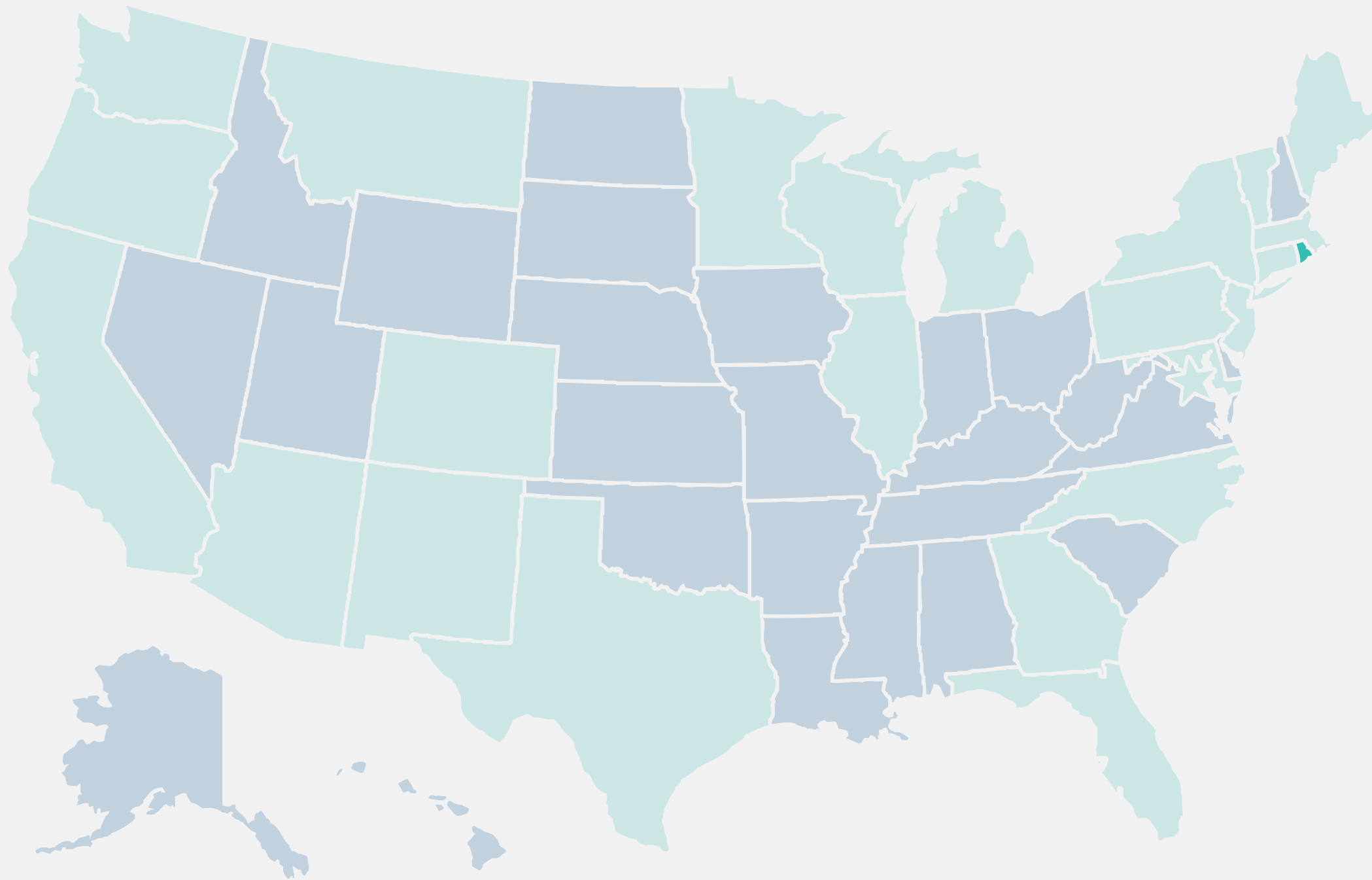
## WINS IN RHODE ISLAND

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.

Rhode Island passes minimum wage increase to \$10.10 in 2018 and \$10.50 in 2019.

Coalition supports legislation to improve Rhode Island Temporary Caregiver Insurance program to increase participation and fairness for lower-wage workers.

Providence implements paid parental leave for municipal employees.



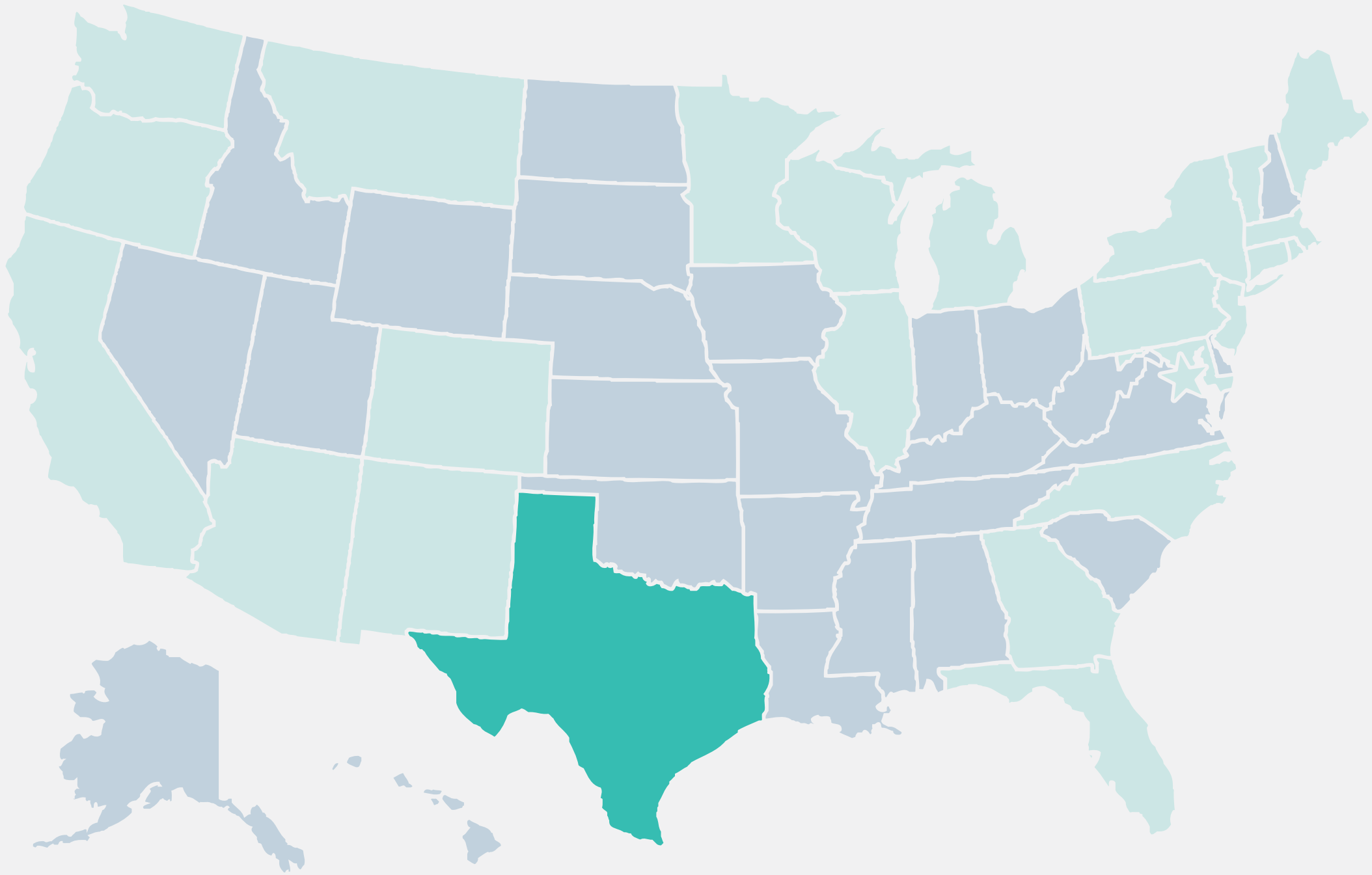
# 2017

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## WINS IN TEXAS

Work Strong Austin launches earned sick days campaign in Austin.

City Council votes to set up stakeholder process to explore earned sick days for Austin residents.





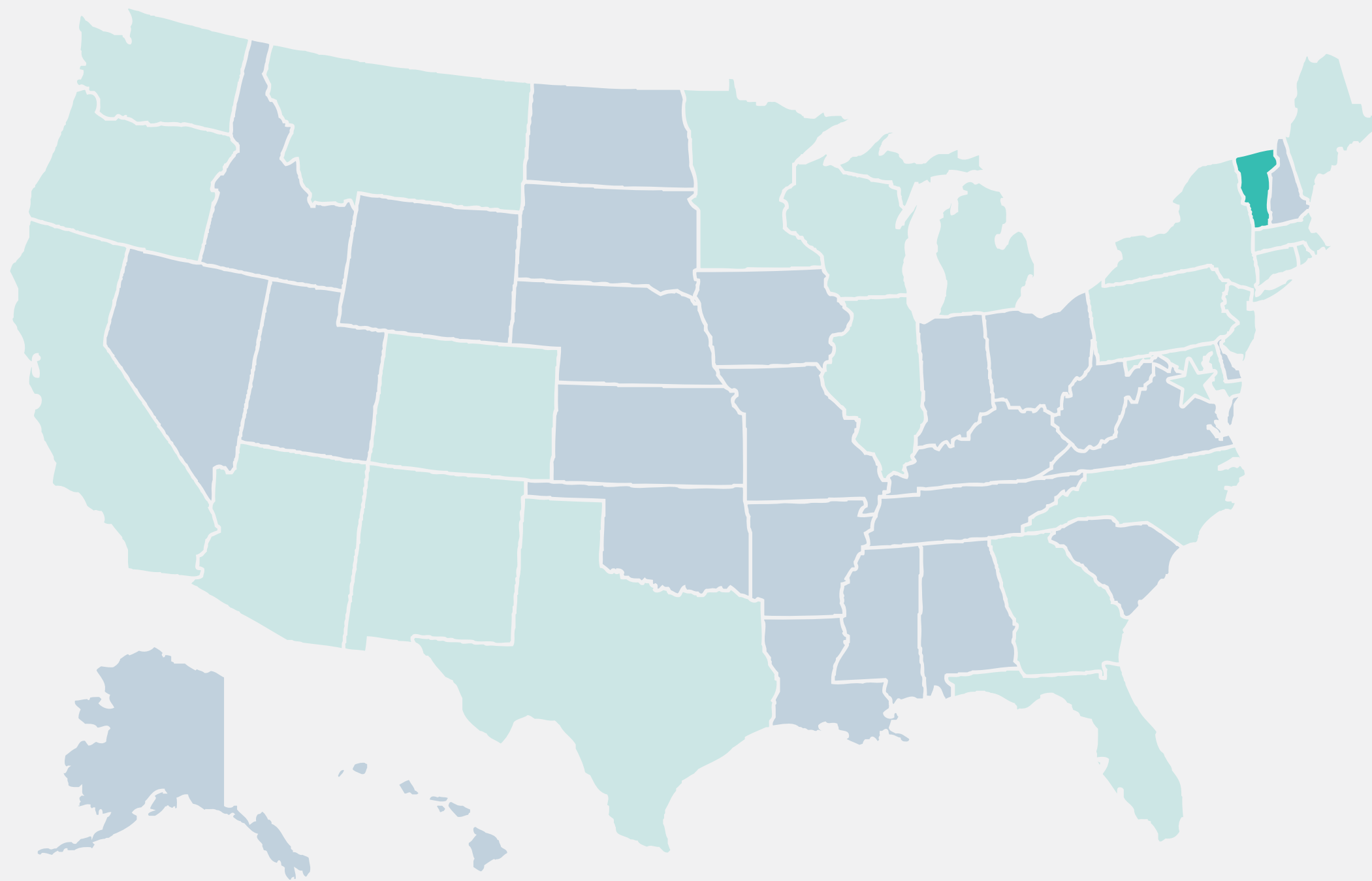
# 2017

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## WINS IN VERMONT

House passes a family leave bill with tri-partisan support.

Legislature passes Pregnancy Accommodation.



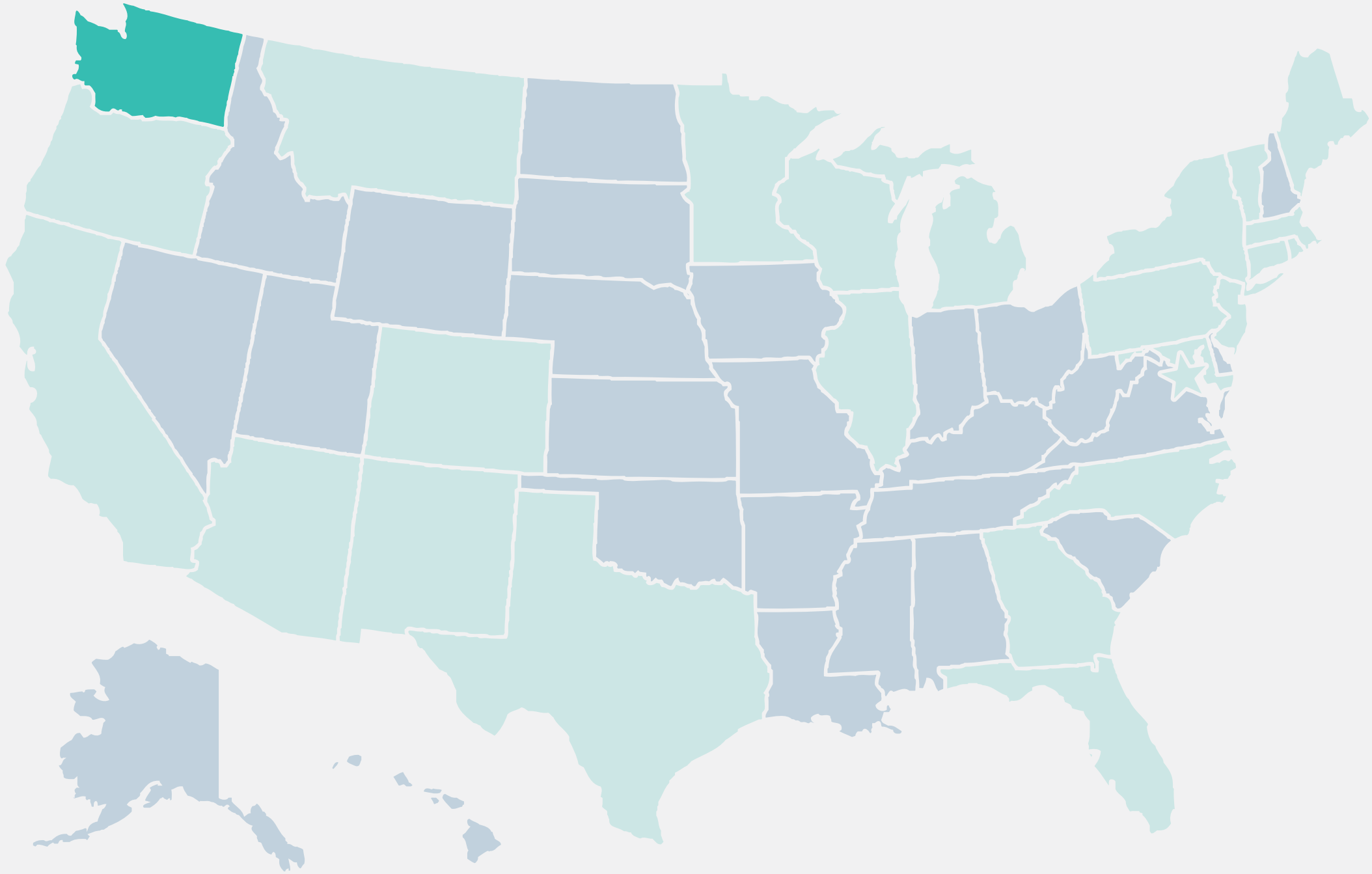
# 2017

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## WINS IN WASHINGTON

Legislature unanimously enacts Healthy Starts Act to protect pregnant workers and reduce maternal health disparities.

Comprehensive paid family and medical leave program adopted, with bipartisan support.



# 2017

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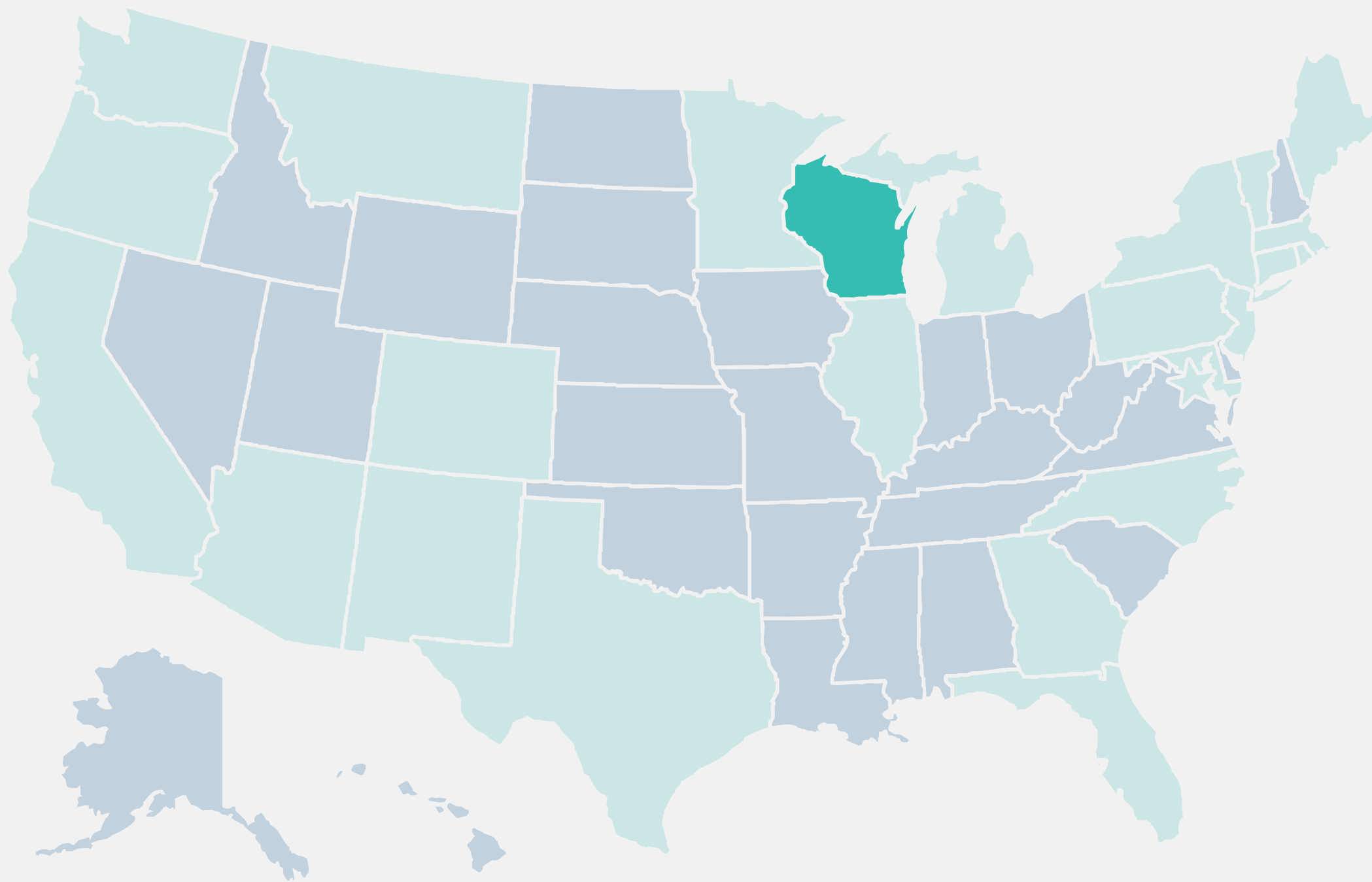
## WINS IN WISCONSIN

Keep Families First Coalition stops hidden repeals of the Wisconsin FMLA and Wisconsin Fair Employment Act in the 2017 budget.

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.



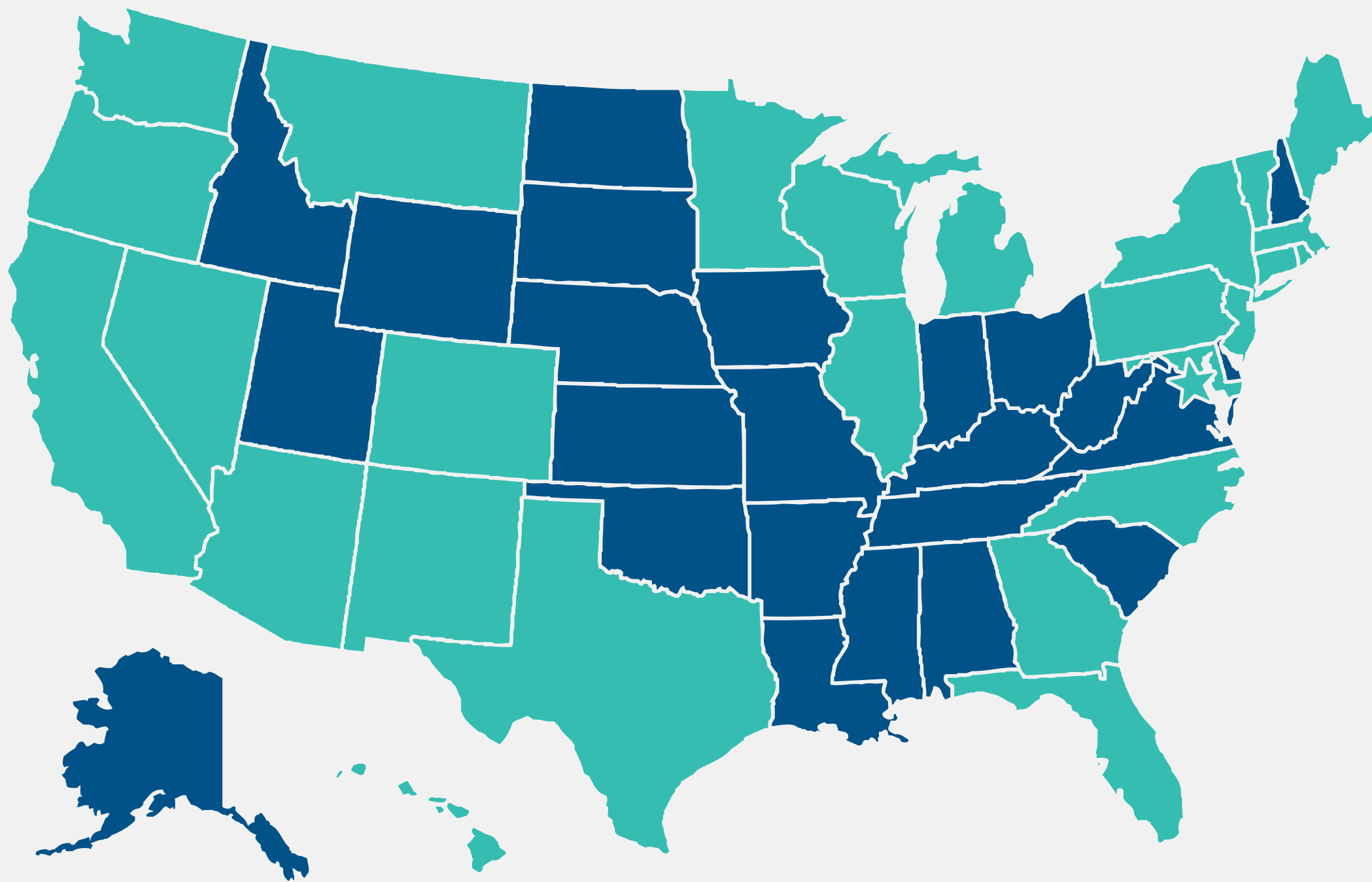
# 2018

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## THIS YEAR

The network, now 27 states, gets first wins in the South, another win in the Midwest, and lifts total states with paid sick days to 11.

Massachusetts wins strongest paid leave law to date.

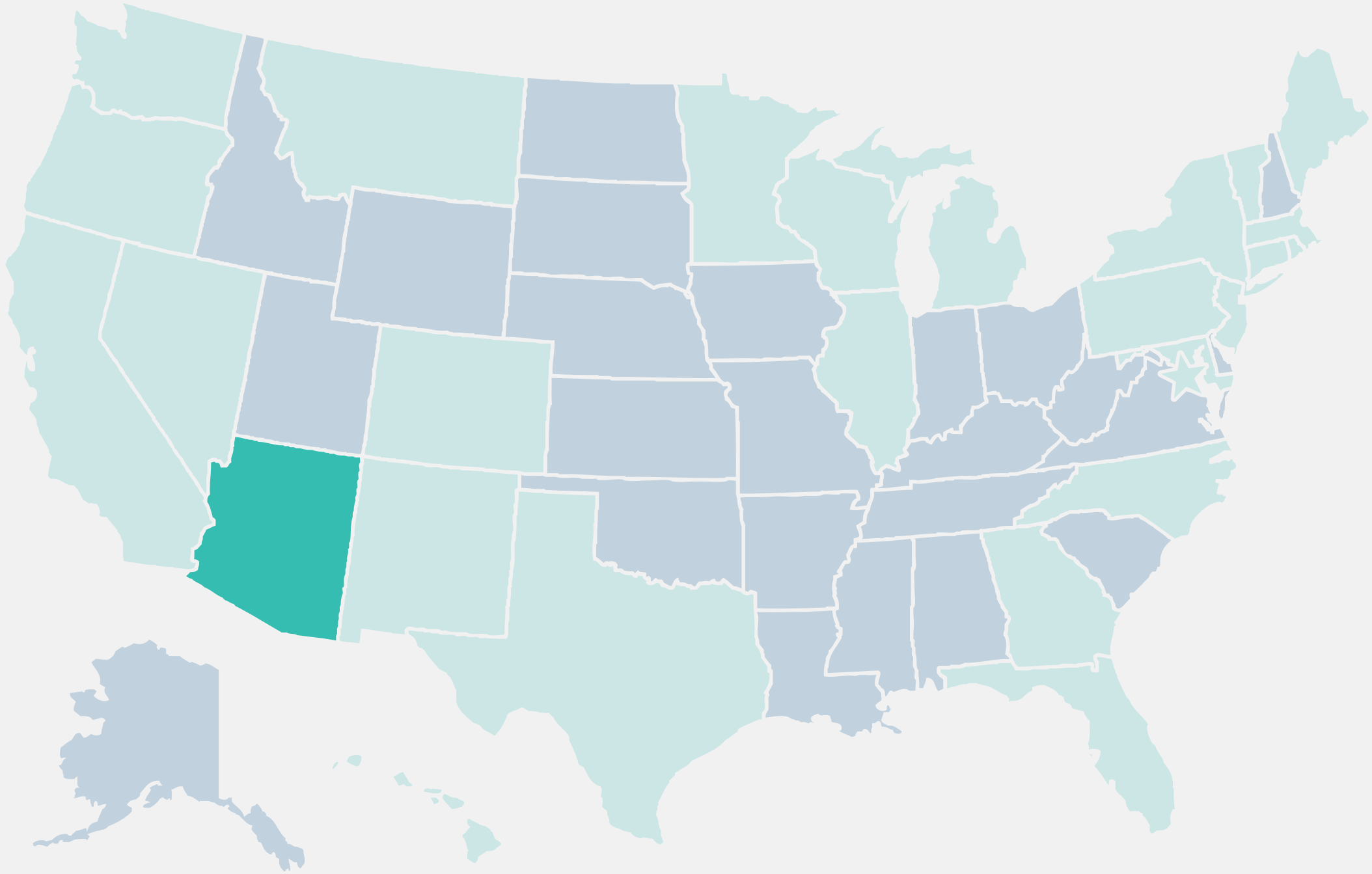


# 2018

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## WINS IN ARIZONA

Coalition successfully stops efforts to repeal or weaken paid sick days/ minimum wage initiatives passed by voters in 2016.



# 2018

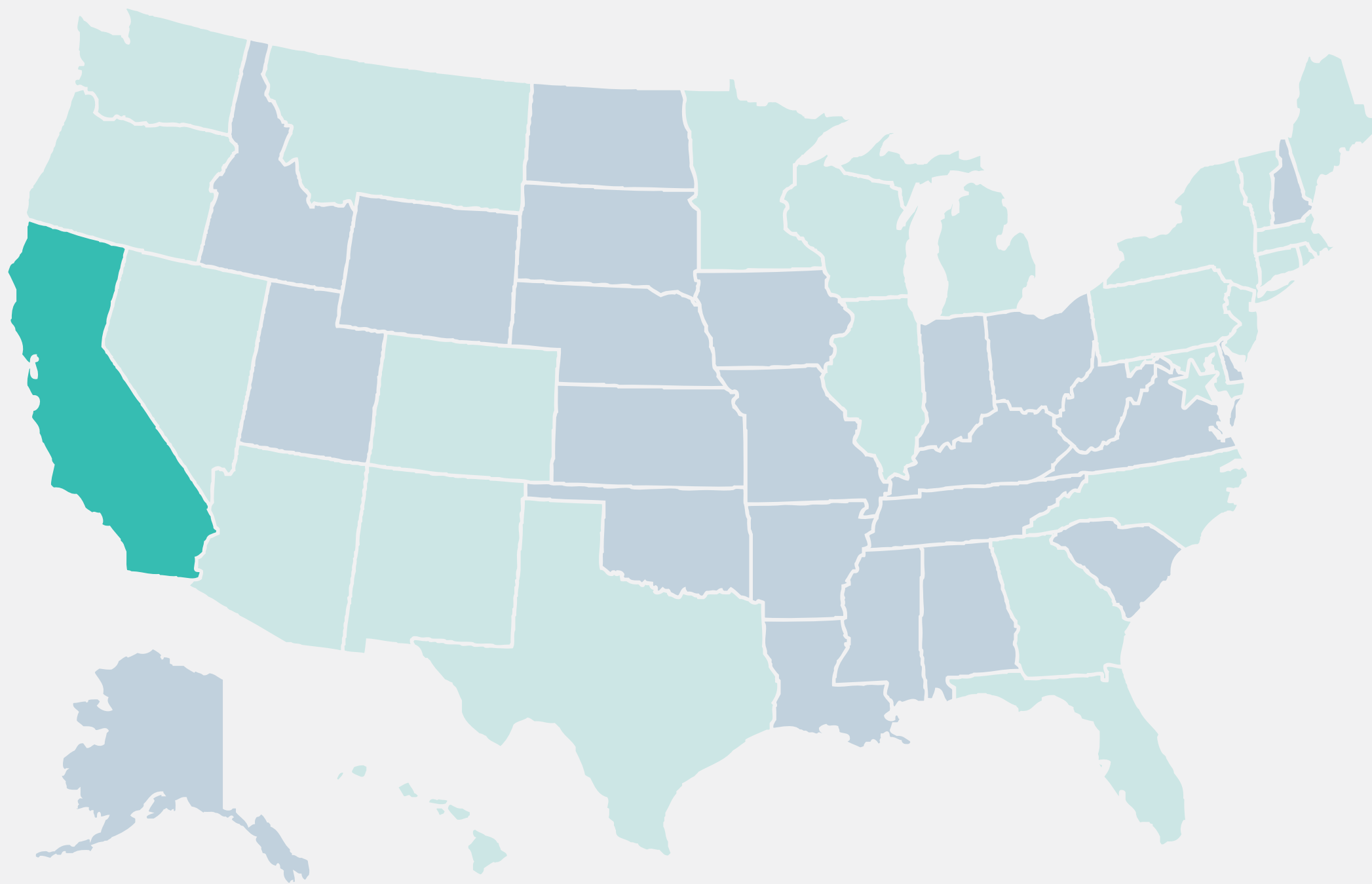
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## WINS IN CALIFORNIA

Legislature introduces and passes Workplace Lactation Accommodation.

Berkeley is considering Fully Paid Family Leave for Caregivers and New Parents; employers based in Berkeley would top off wages that leave-takers receive from state fund.

Legislature passes and governor signs Paid Military Exigency Leave, which expands the state's Paid Family Leave program to cover needs that arise due to a family member's overseas military deployment.



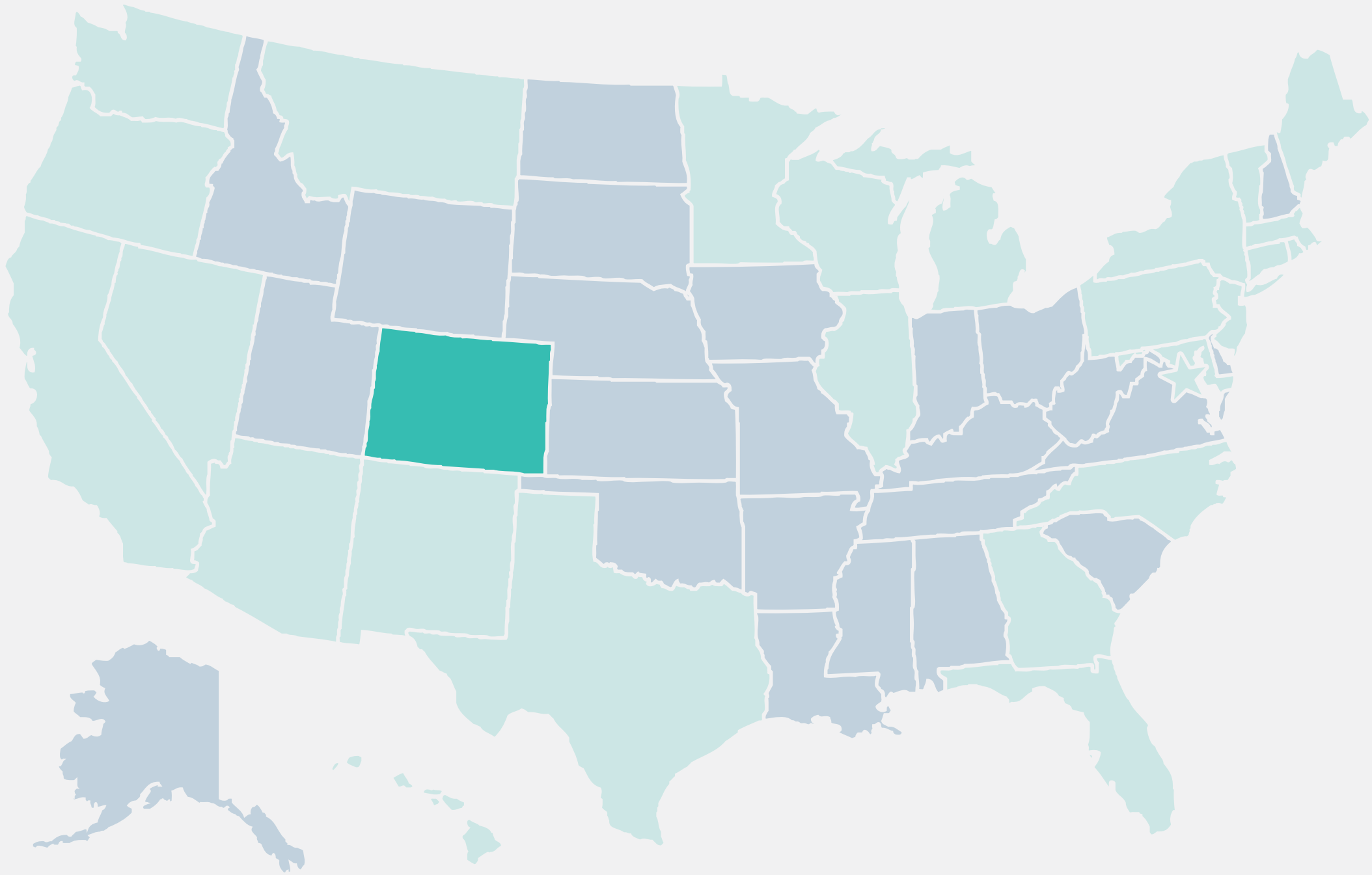
# 2018

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## WINS IN COLORADO

The FAMLI Act passes the Colorado House of Representatives for the second year in a row.

Colorado defeats bill that would misclassify a large category of gig economy workers as independent contractors.



# 2018

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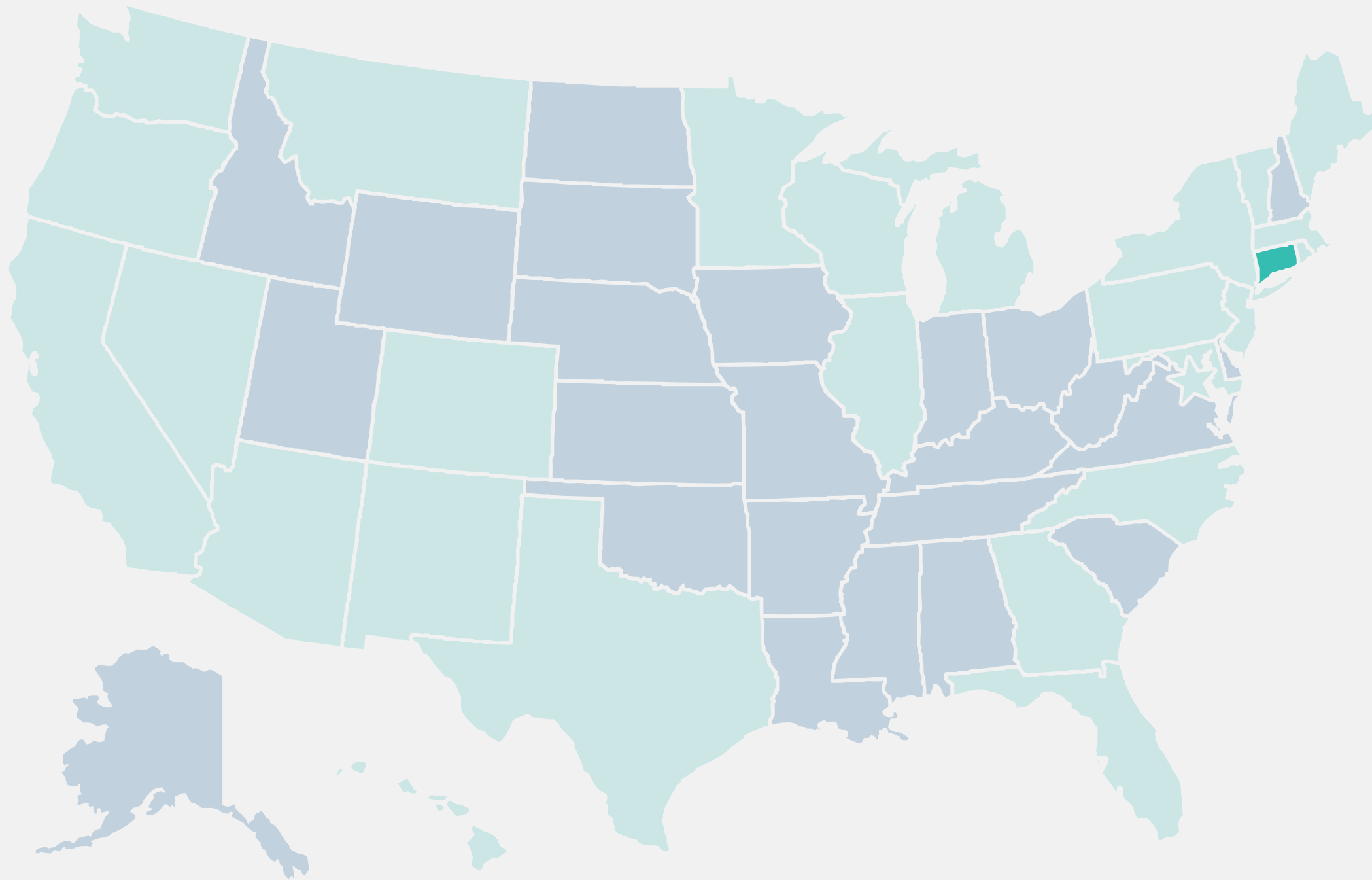
## WINS IN CONNECTICUT

Connecticut Senate President introduces paid family and medical leave as his “Senate Bill No. 1” for the second consecutive year.

Paid family and medical leave legislation advances through the Labor Committee and Finance, Revenue and Bonding Committee.

Governor Malloy introduces legislation to expand the state’s paid sick days law, which passes the Labor Committee.

Connecticut passes legislation to prohibit employers from asking about a prospective hire’s salary history during the application process.





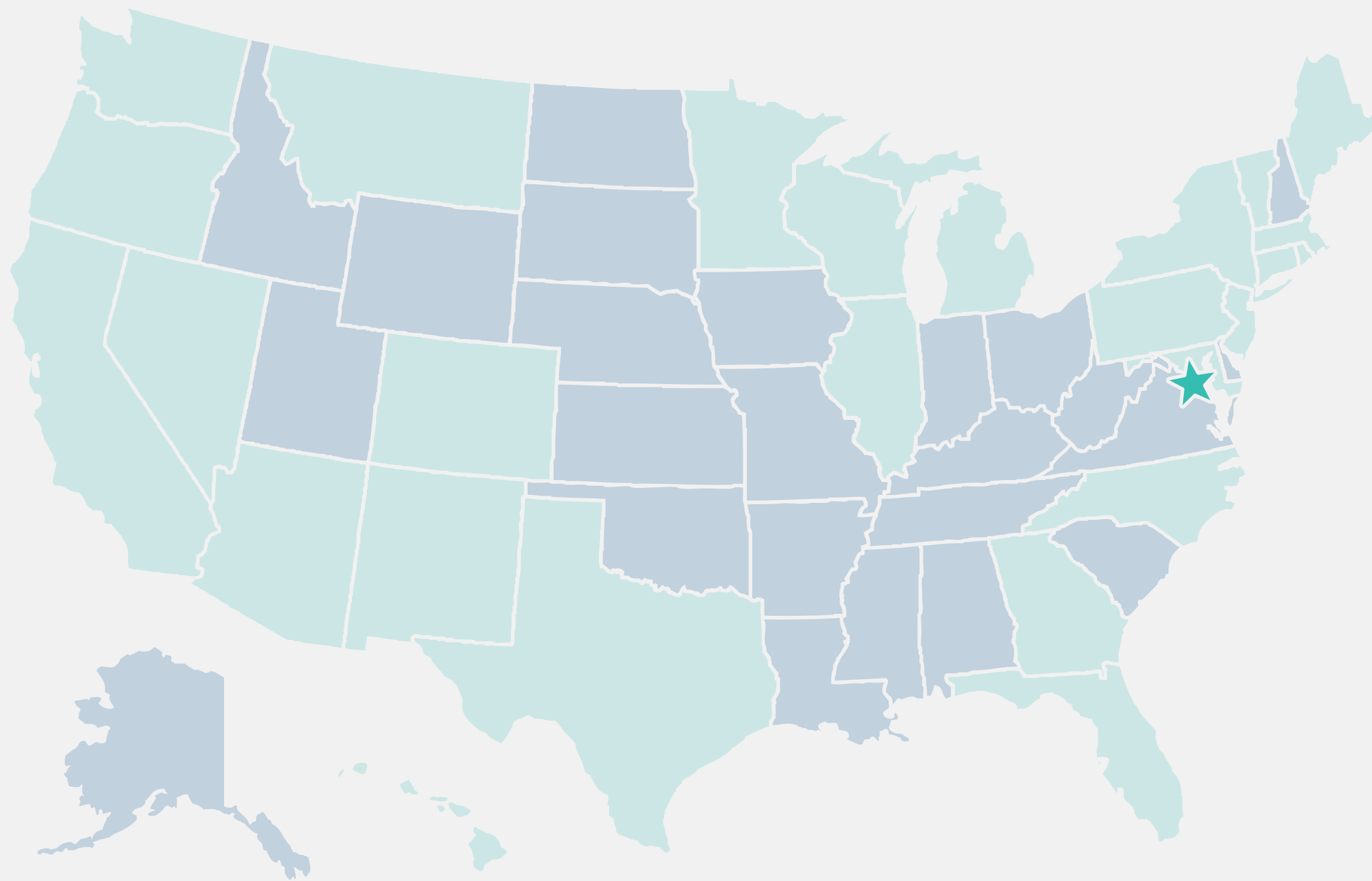
# 2018

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## WINS IN WASHINGTON, D.C.

DC Paid Leave Coalition stops efforts to repeal and replace UPLA with a weaker version of the bill.

After a one-year campaign by the Just Pay Coalition, DC Attorney General sues electrical contractor for failing to provide sick and safe days for more than 535 workers.

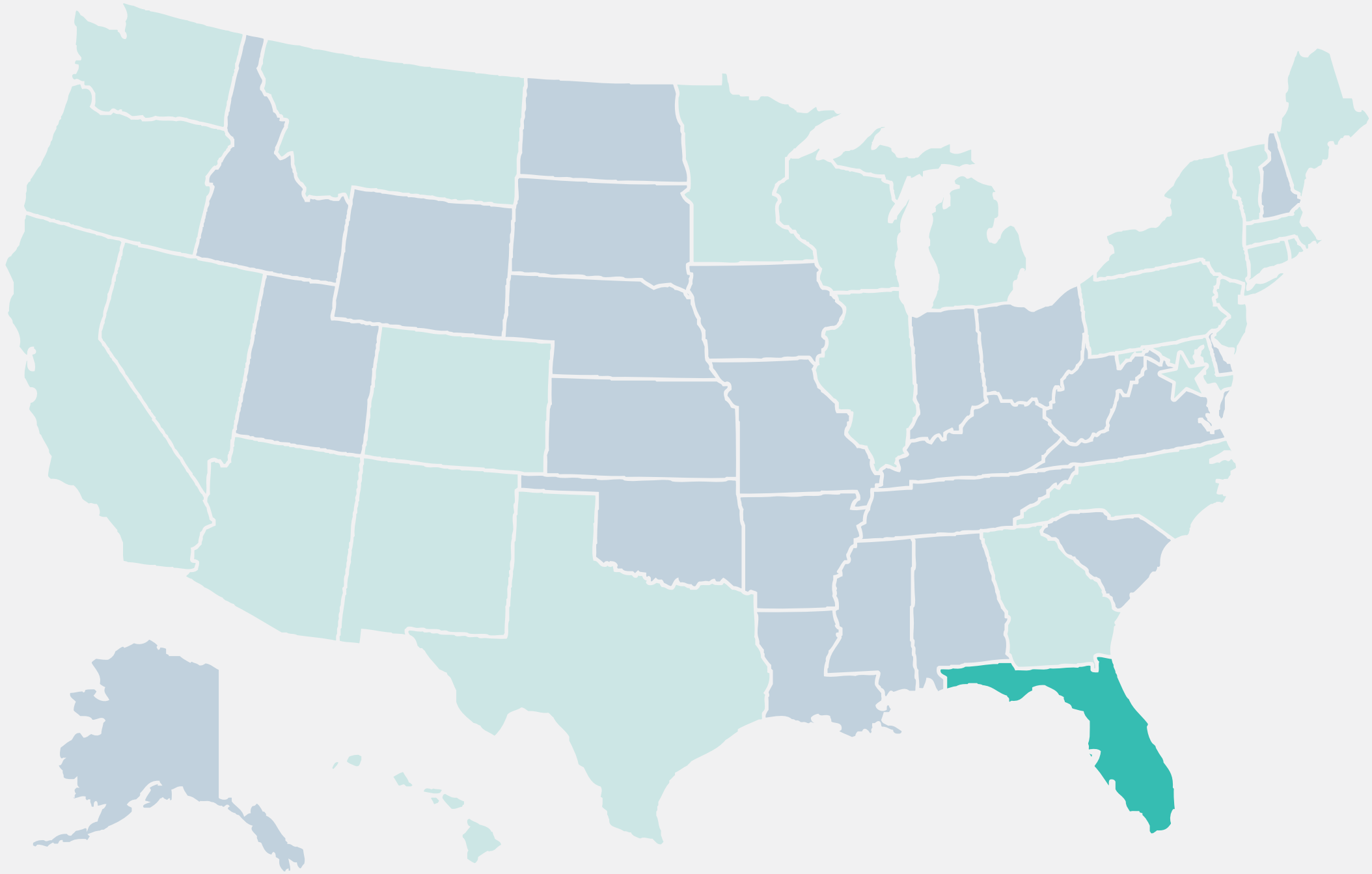


# 2018

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## WINS IN FLORIDA

Hillsborough County and City of Jacksonville begin offering paid parental leave for their employees.

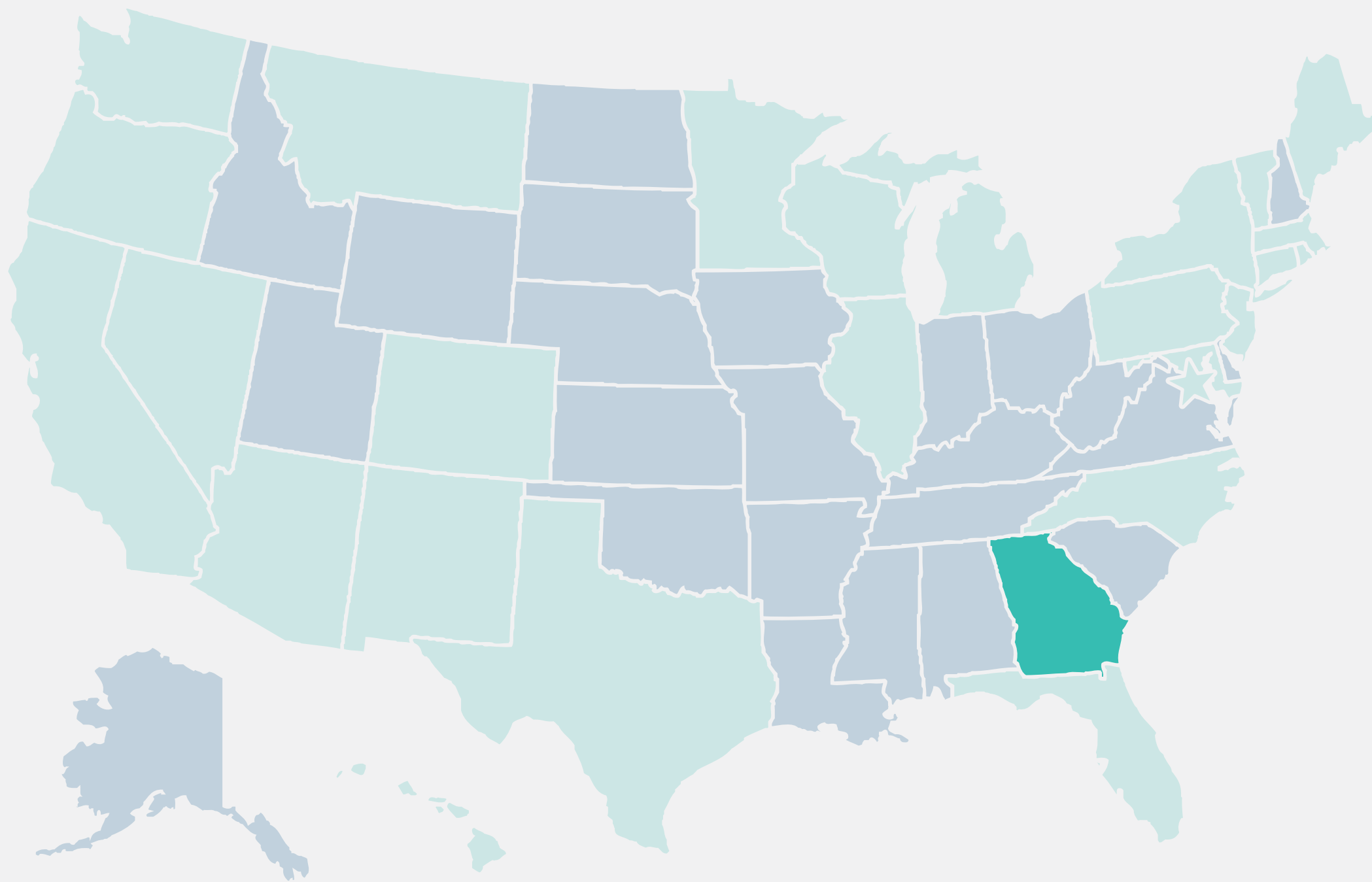


# 2018

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## WINS IN GEORGIA

As a result of coalition outreach to local elected officials, 6 Georgia cities adjust their policies to ensure employees can use their sick time to care for a sick family member.



# 2018

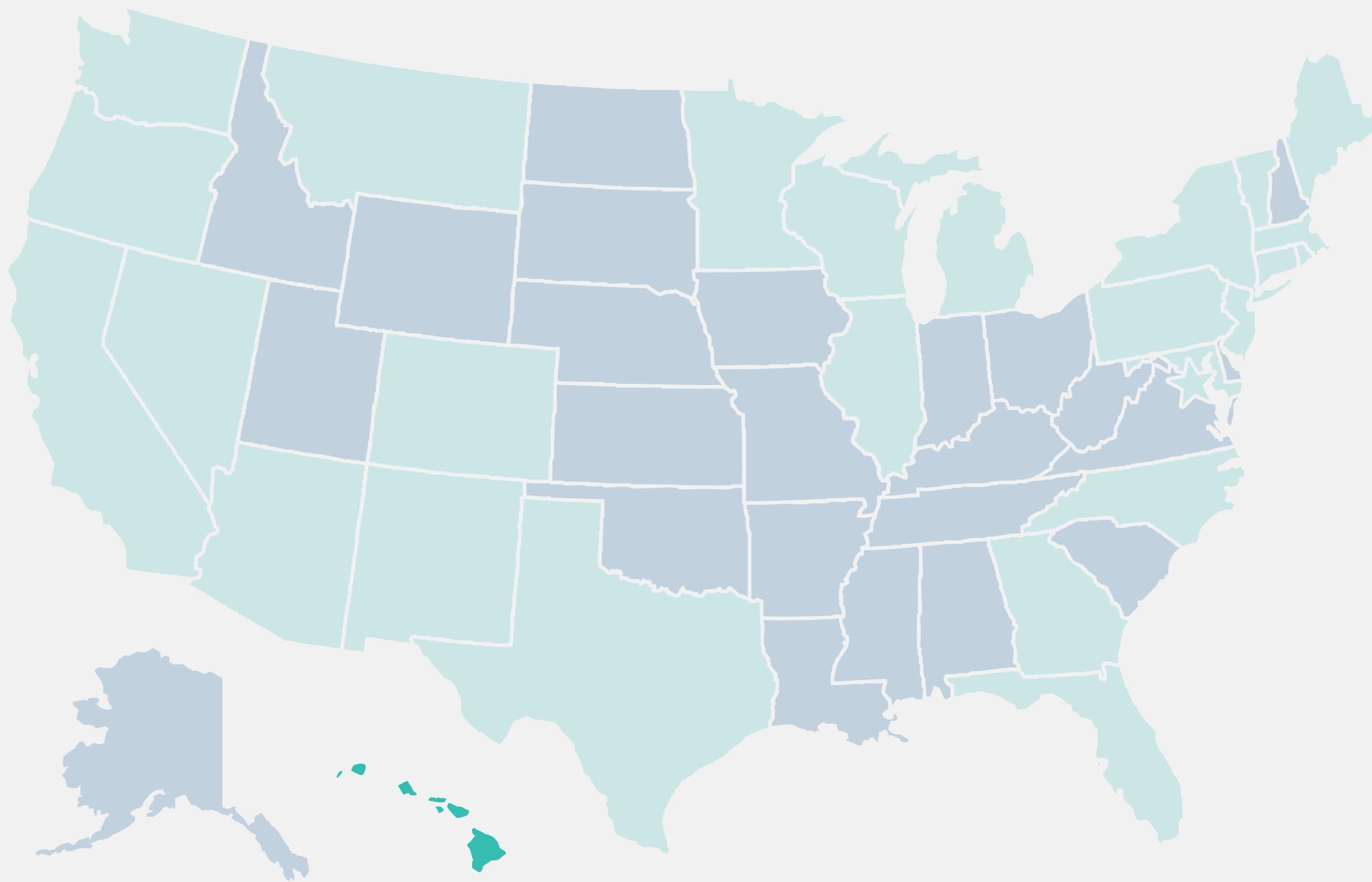
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## WINS IN HAWAII

Hawaii's minimum wage increases to \$10.10 and tipped wage to \$9.35.

The Hawaii Working Families Coalition launches to advocate for paid leave, fair wage, and other policies.

Hawaii's legislature unanimously approves process to determine the most appropriate model for the establishment of paid family leave.



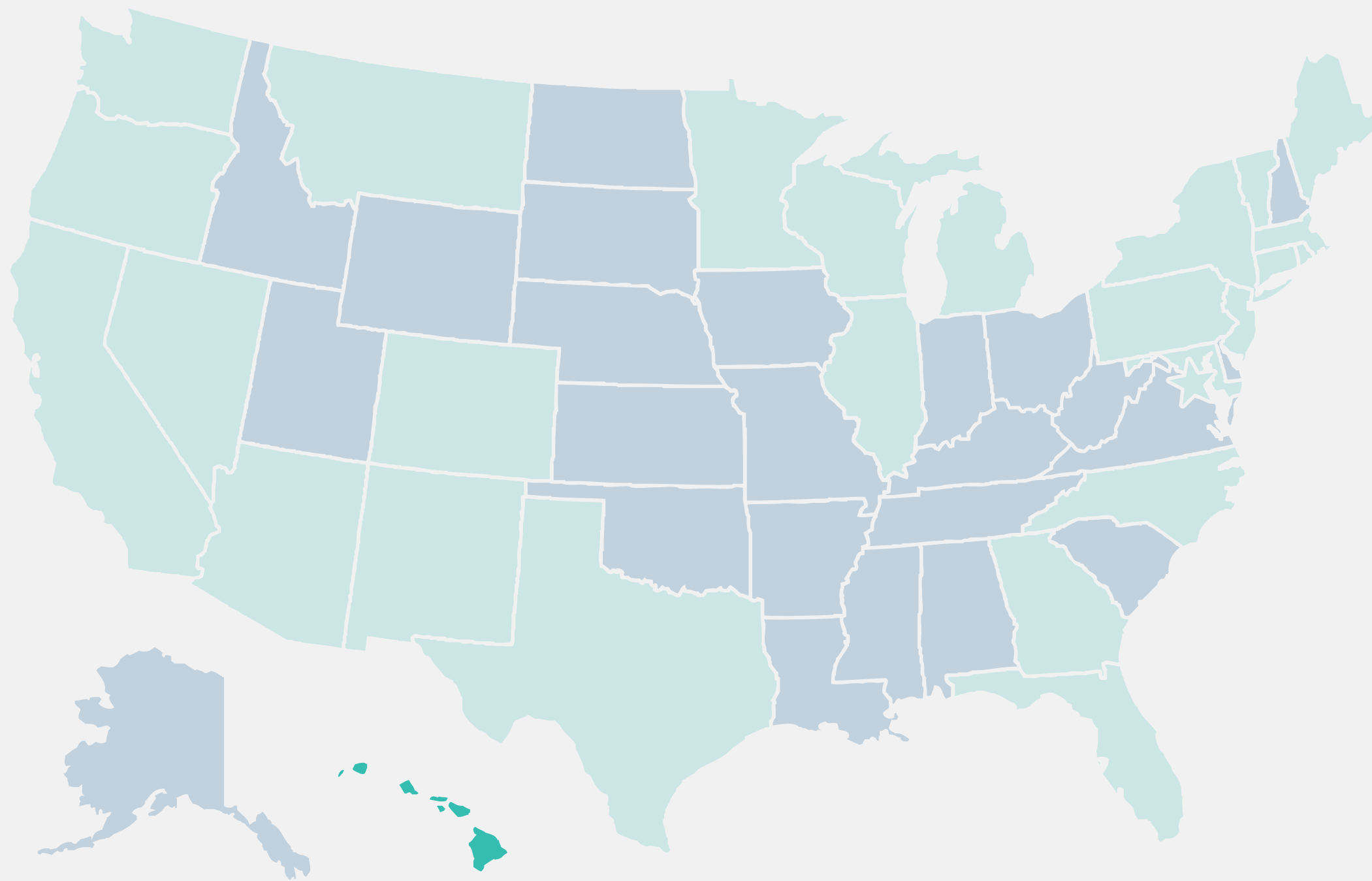
# 2018

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## WINS IN HAWAII

Hawaii's legislature passes, with bipartisan support, and Governor signs a pay equity bill that bans employers from asking about salary history and enforcing wage secrecy.

Hawaii's first-in-the-nation elder care program gains \$1.2 million for second-year funding as well as inclusion in the state's base budget.



# 2018

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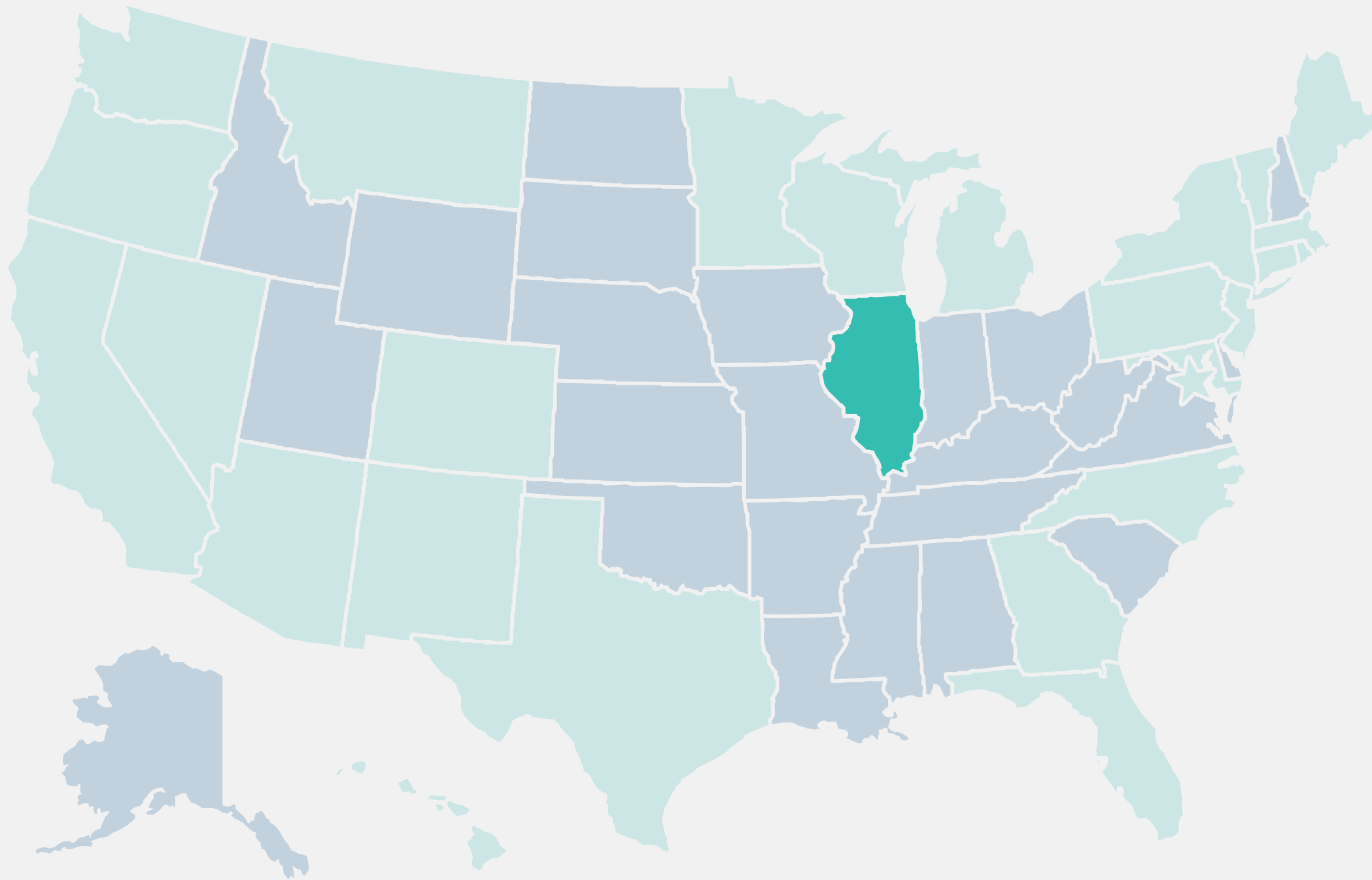
## WINS IN ILLINOIS

Illinois No Salary History Act passes the House and Senate.

Illinois ratifies the Equal Rights Amendment, bringing the nation to one state short of amending the Constitution.

Fair Scheduling bill introduced.

Chicago City Council introduces Fair Scheduling ordinance, with 30 aldermanic supporters.



# 2018

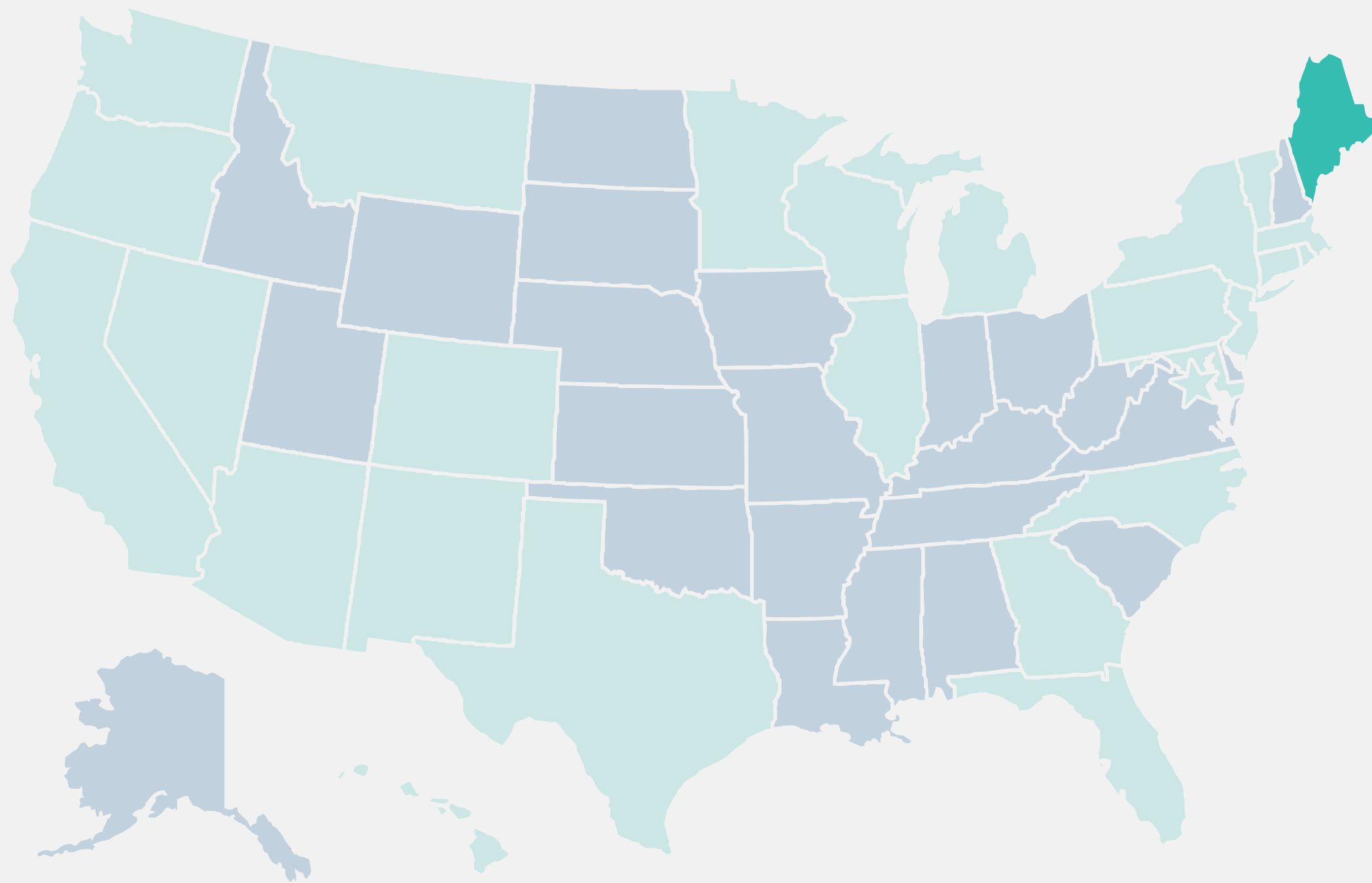
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## WINS IN MAINE

For the first time, Maine legislature considers a paid family and medical leave bill.

Legislature rebuffs multiple attempts to weaken or overturn the minimum wage increase strongly supported by voters.

Portland paid sick days ordinance advances with an inclusive definition of family and employees who are seasonal or under 18.



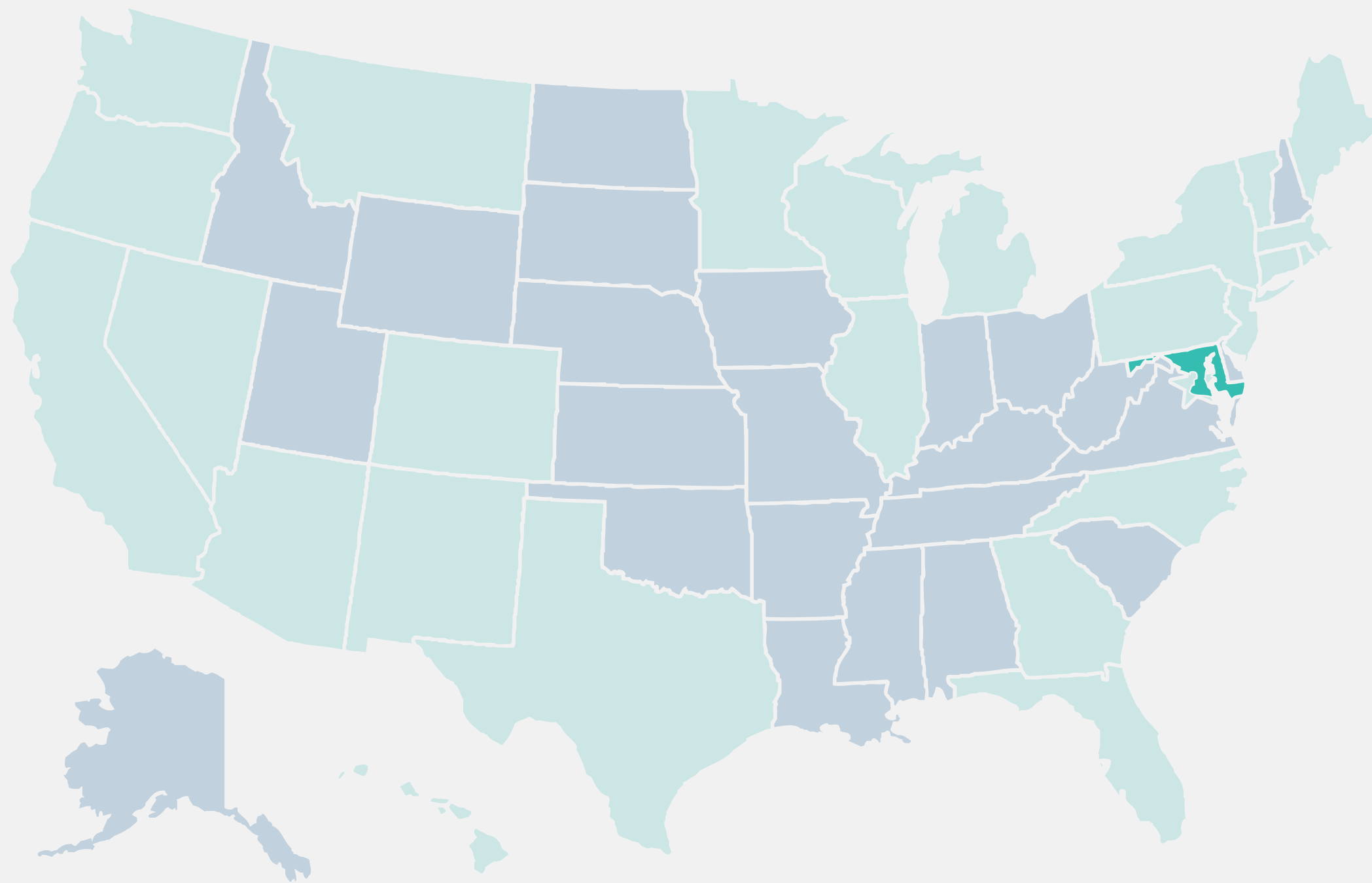
# 2018

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## WINS IN MARYLAND

Legislature overrides Governor's veto and enacts earned sick and safe leave law.

Maryland successfully defeats six bills attempting to delay implementation of the earned sick and safe leave bill or reduce the number of workers covered.



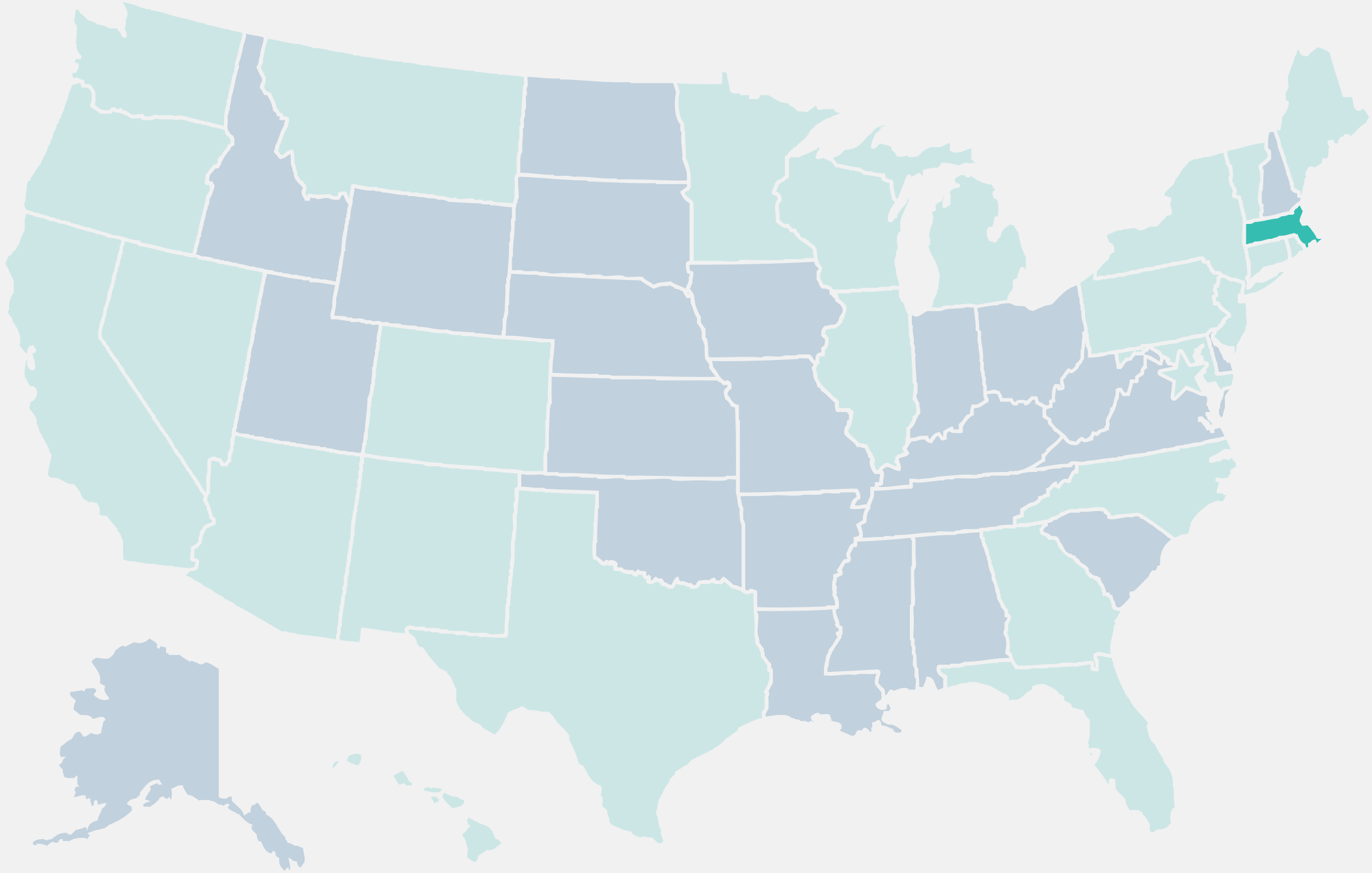


# 2018

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## WINS IN MASSACHUSETTS

Massachusetts passes the strongest paid leave program in the country to date, signed into law by a Republican governor.



# 2018

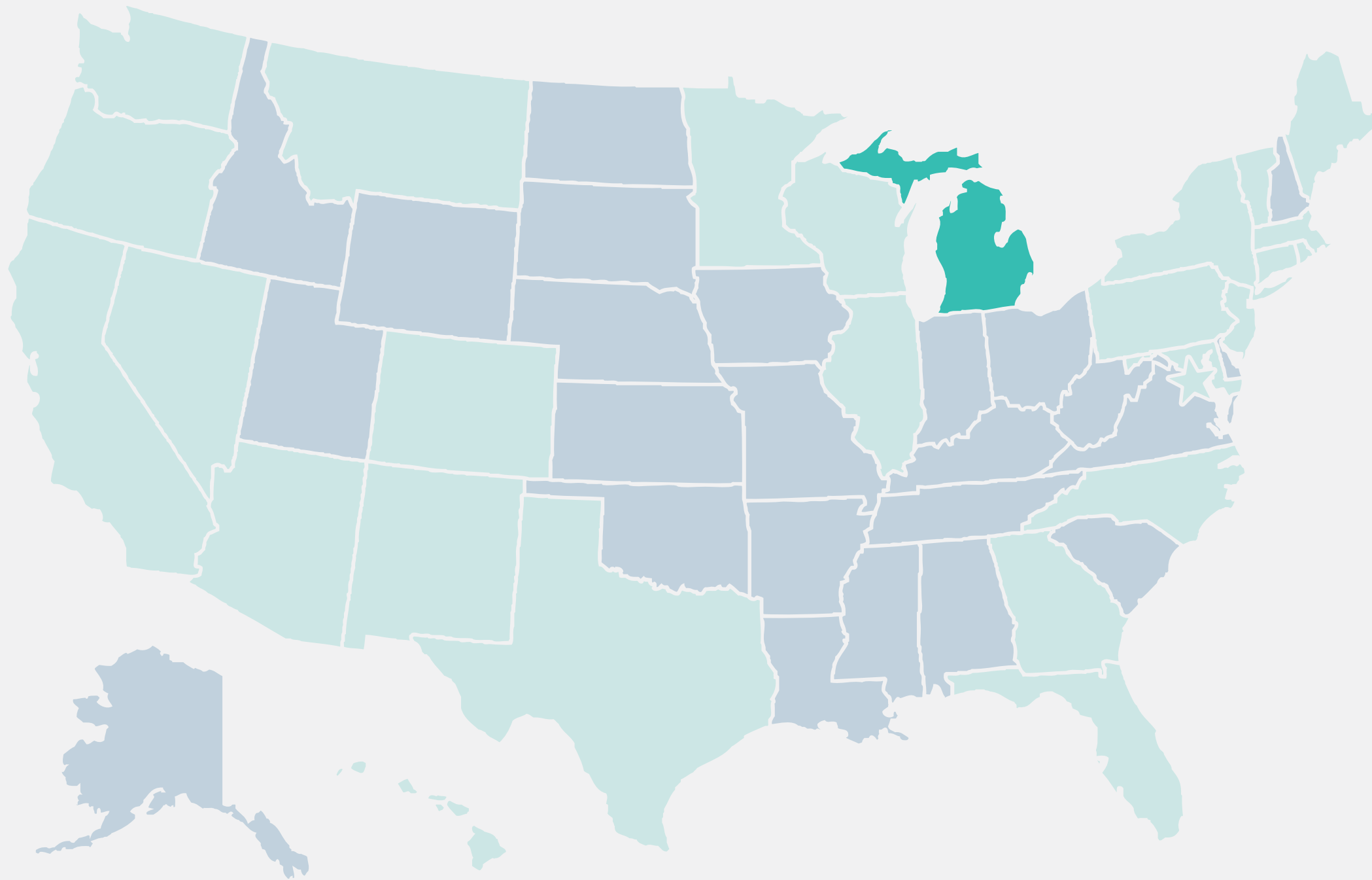
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## WINS IN MICHIGAN

MI Time to Care coalition collects nearly 400,000 signatures to put an earned paid sick time initiative on the ballot.

Legislature passes the measure two months before the election.

Coalition fights to keep legislators from gutting the law post-election.



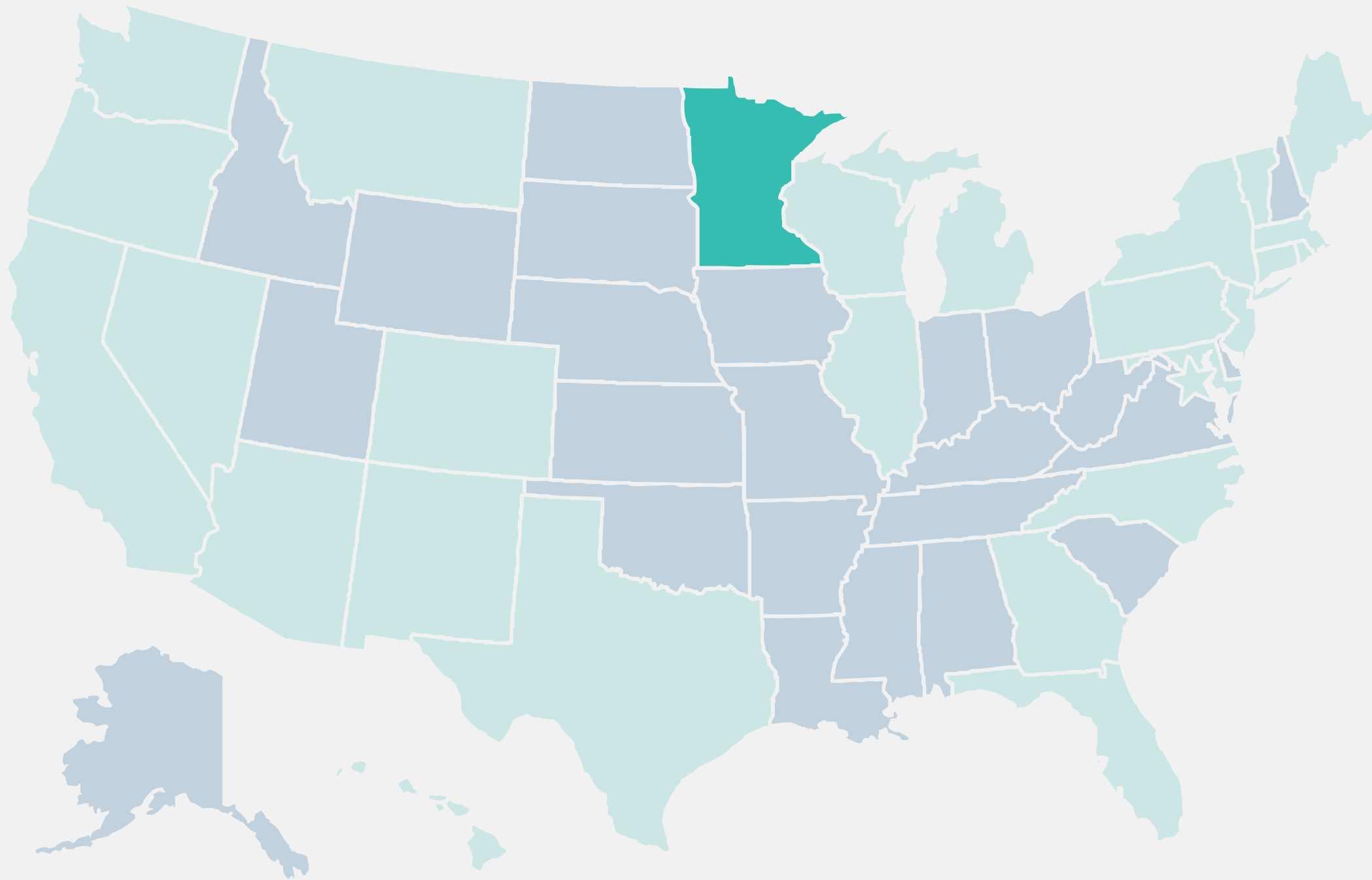
# 2018

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## WINS IN MINNESOTA

Duluth City Council enacts an earned sick and safe time ordinance, with inclusive family language, that covers all employers with more than 5 employees.

Coalition blocks bill moving through state legislature that would repeal local paid sick time policies from passing.



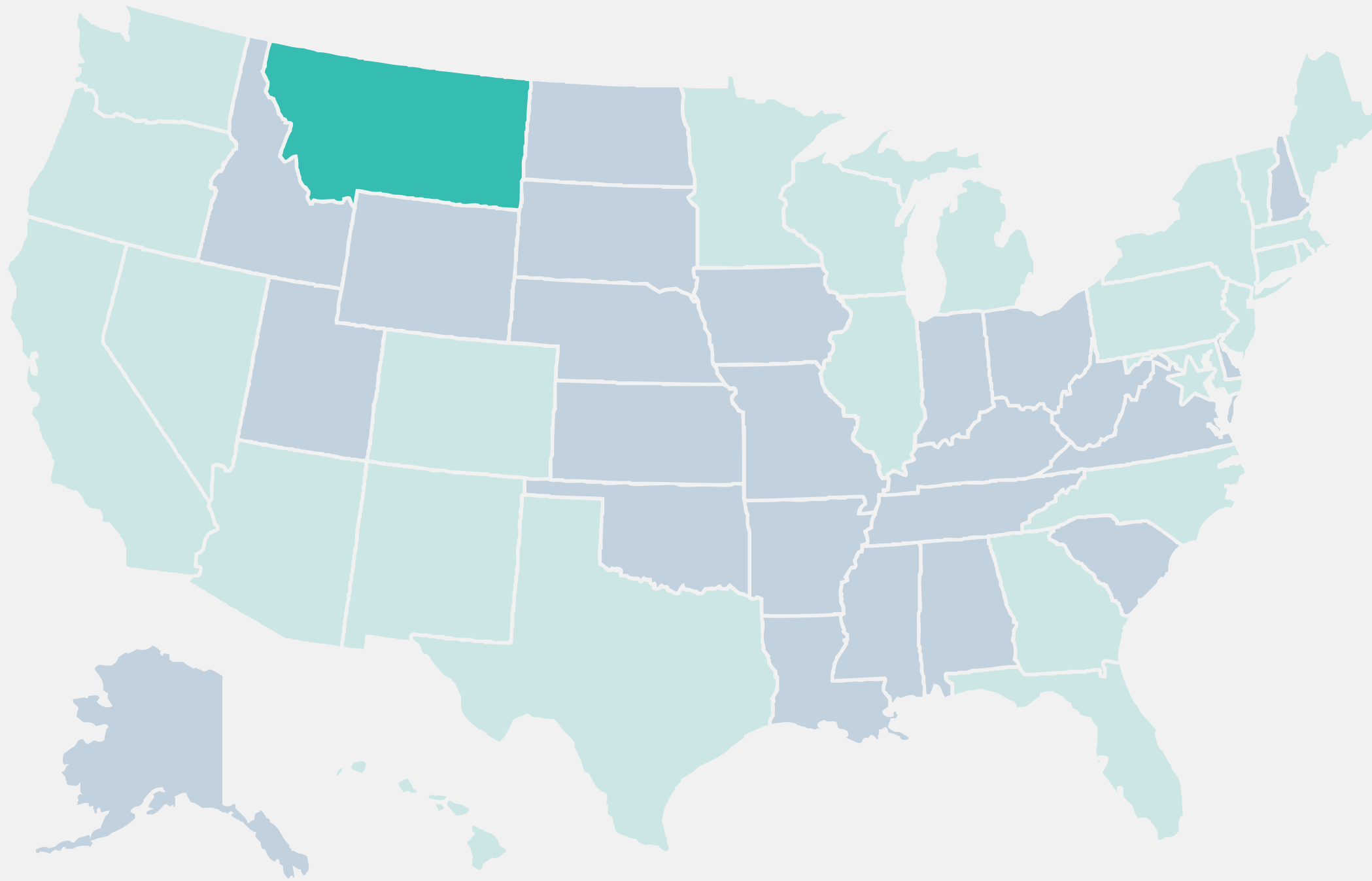
# 2018

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## WINS IN MONTANA

Time for Montana coalition partners help defeat Anti-Trans Bathroom petition with successful “No on i-83” campaign.

Coalition continues to build power for 2019 municipal paid leave campaign.



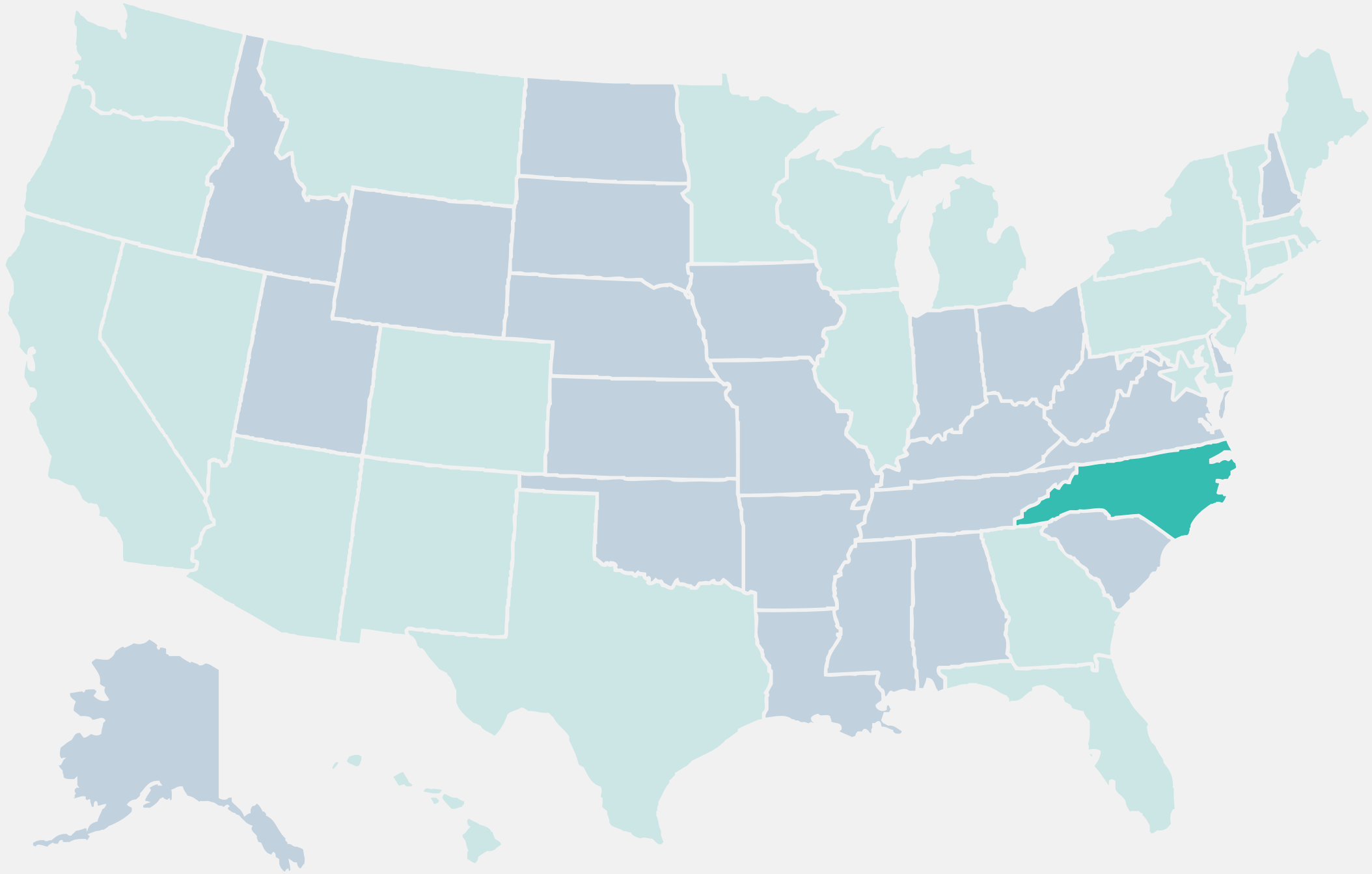
# 2018

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## WINS IN NORTH CAROLINA

The Town of Apex approves 6 weeks of paid parental leave for city employees.

The City of Winston-Salem commits to a \$15/hour minimum wage by 2021.

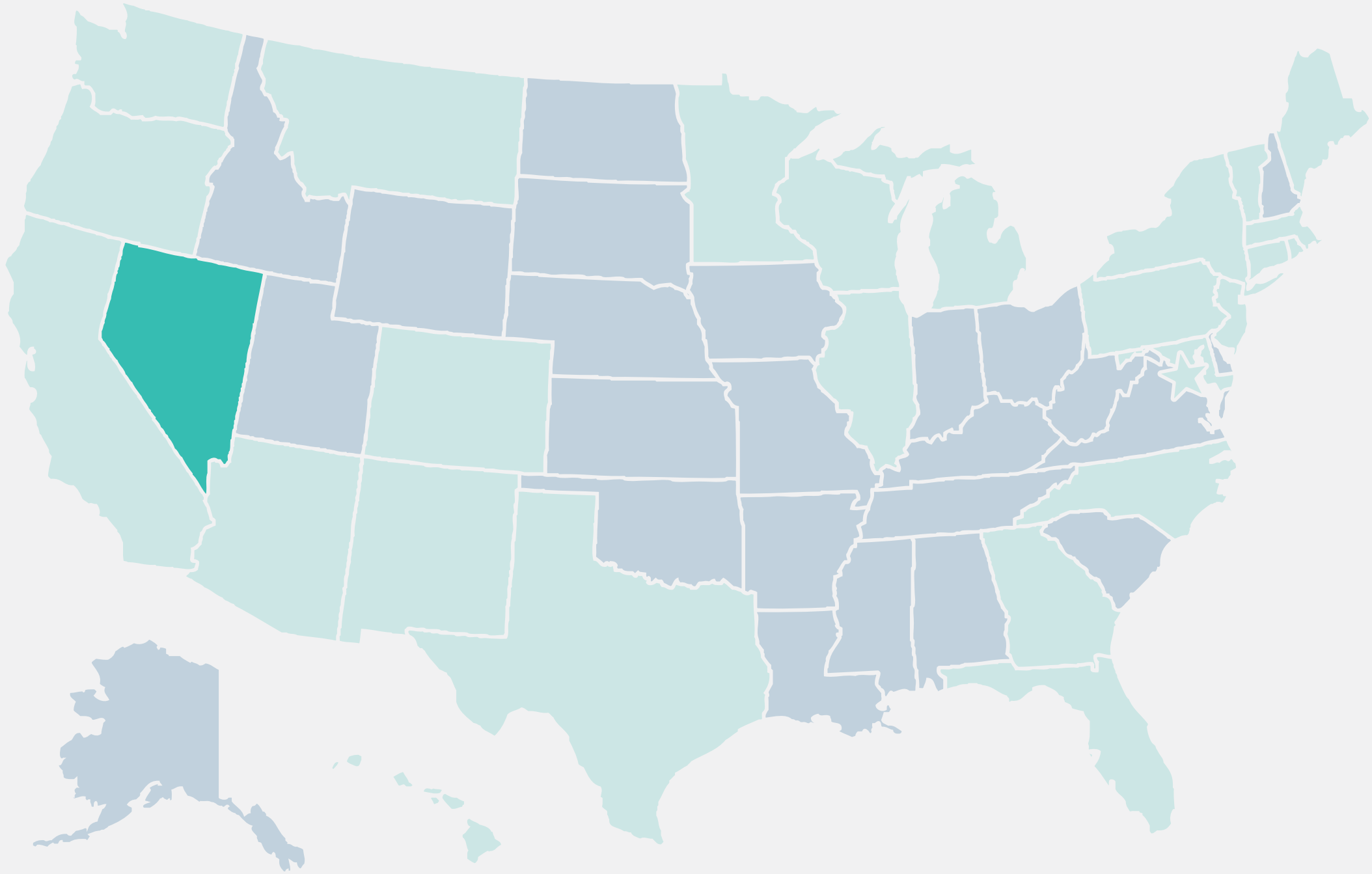


# 2018

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## WINS IN NEVADA

Make It Work Nevada, Mi Familia Vota and other groups launch a coalition to fight for paid sick and safe days.



# 2018

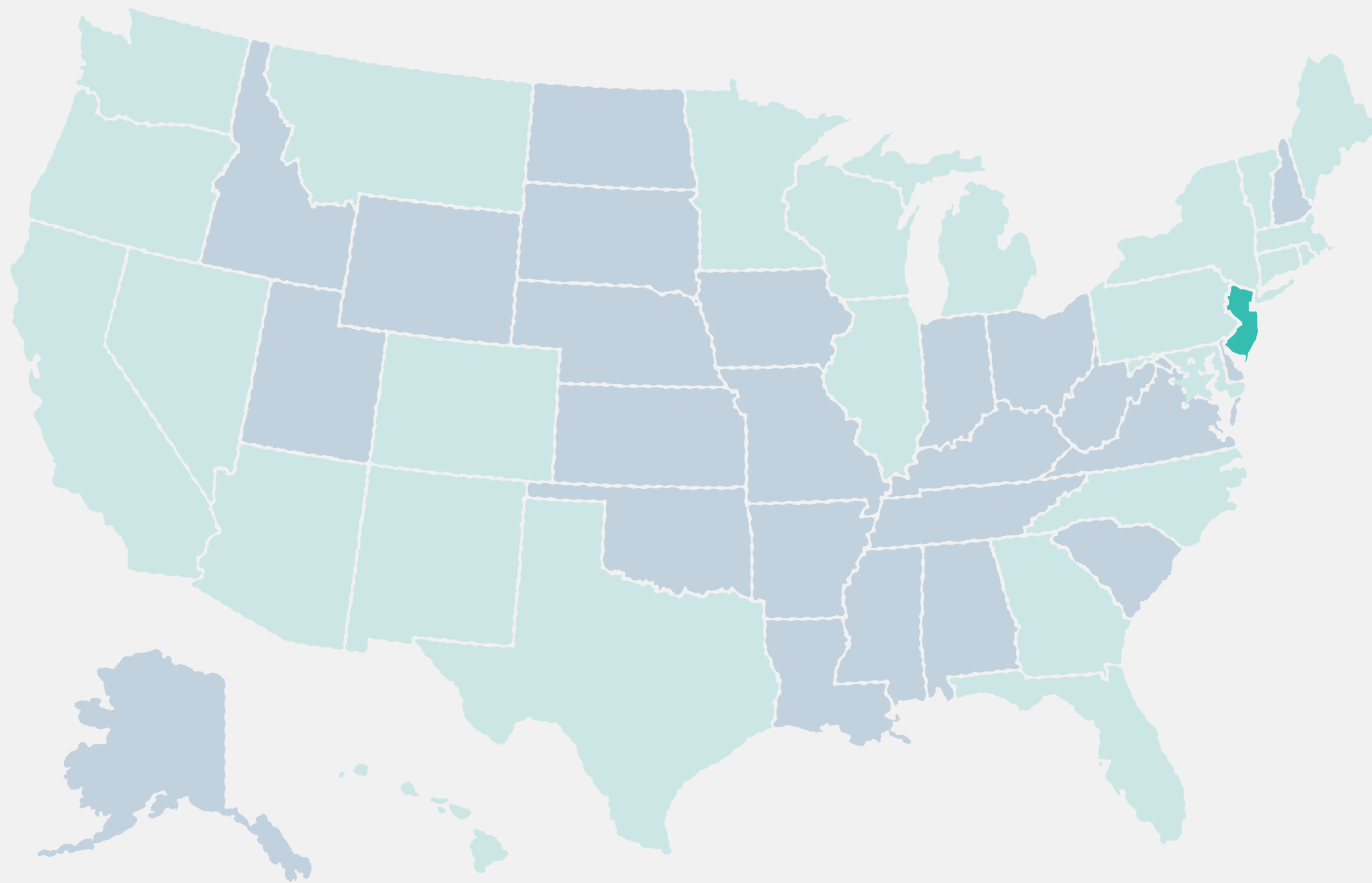
---

## WINS IN NEW JERSEY

Legislature passes and Governor Murphy signs a statewide Earned Sick Days law.

Three NJ legislative committees pass comprehensive bills to expand and improve the state's paid family leave law.

Legislature passes and Governor signs the nation's strongest equal pay law.



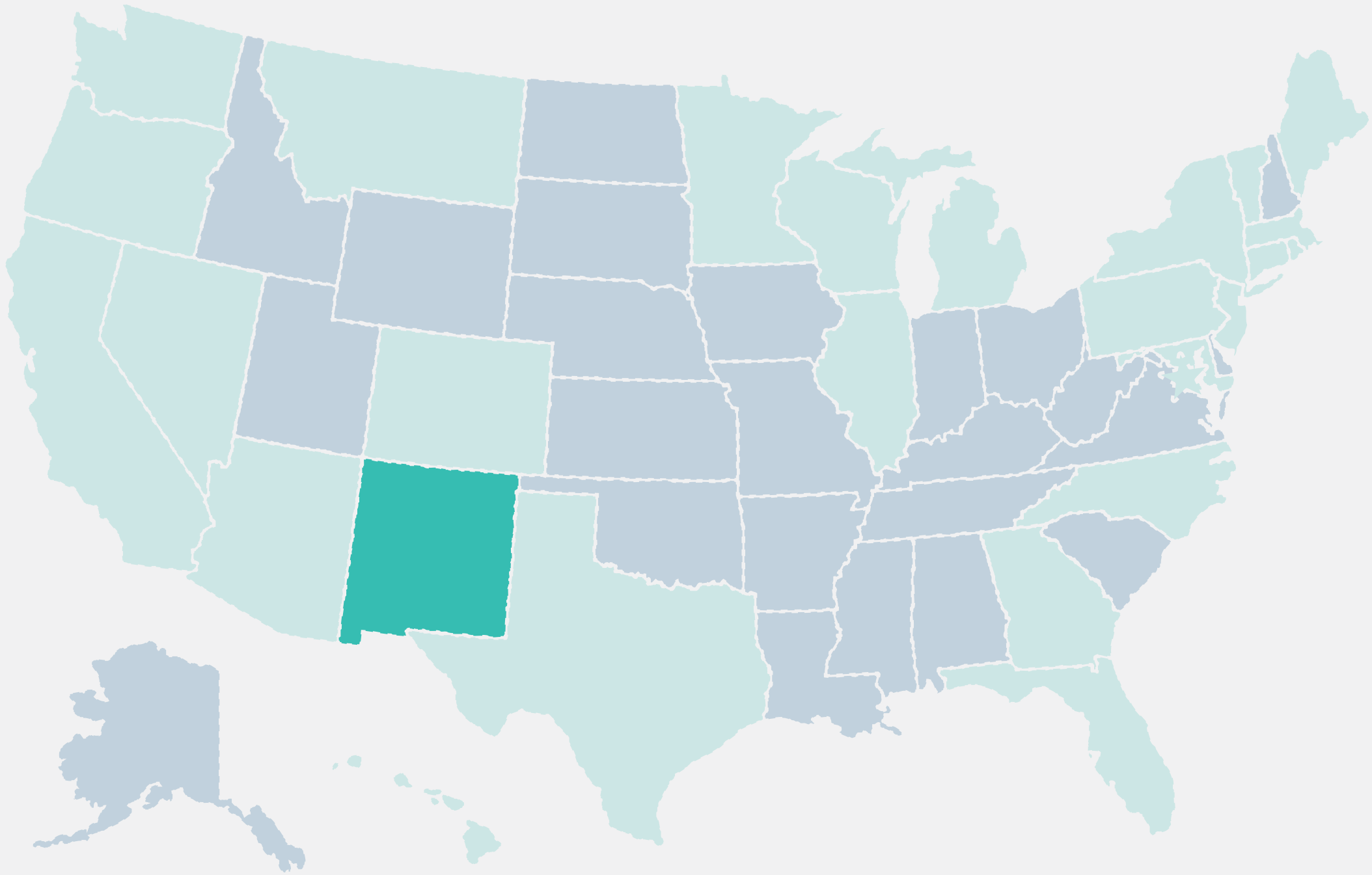
# 2018

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## WINS IN NEW MEXICO

Healthy Workforce ABQ takes the fight for paid sick days to the Albuquerque city council.

Coalition forms to win paid family and medical leave for the state of New Mexico.





# 2018

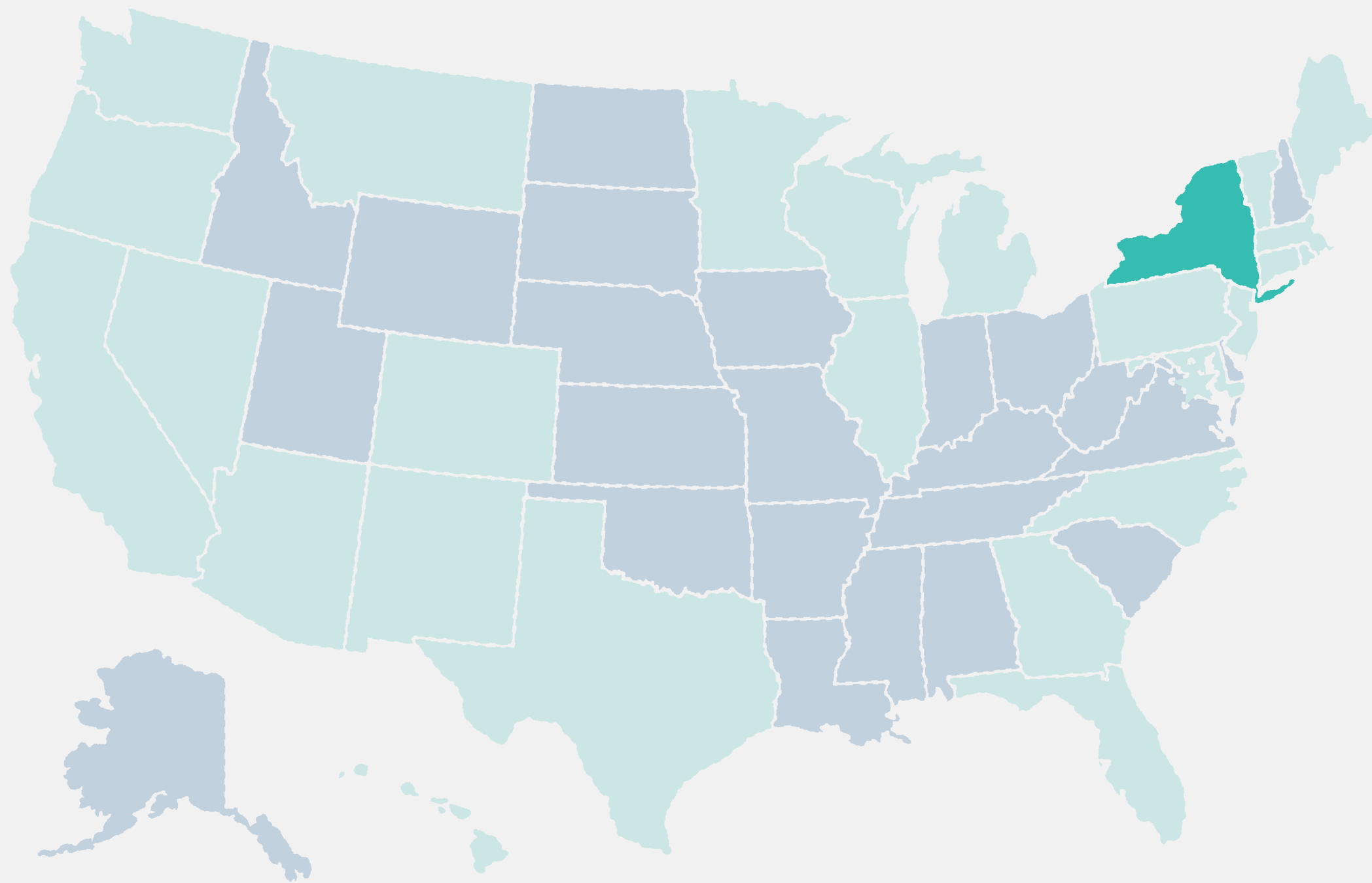
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## WINS IN NEW YORK

New York State's Paid Family Leave law goes into effect.

Westchester County re-introduces Paid Sick Days bill.

Albany County introduces Paid Sick Days bill.

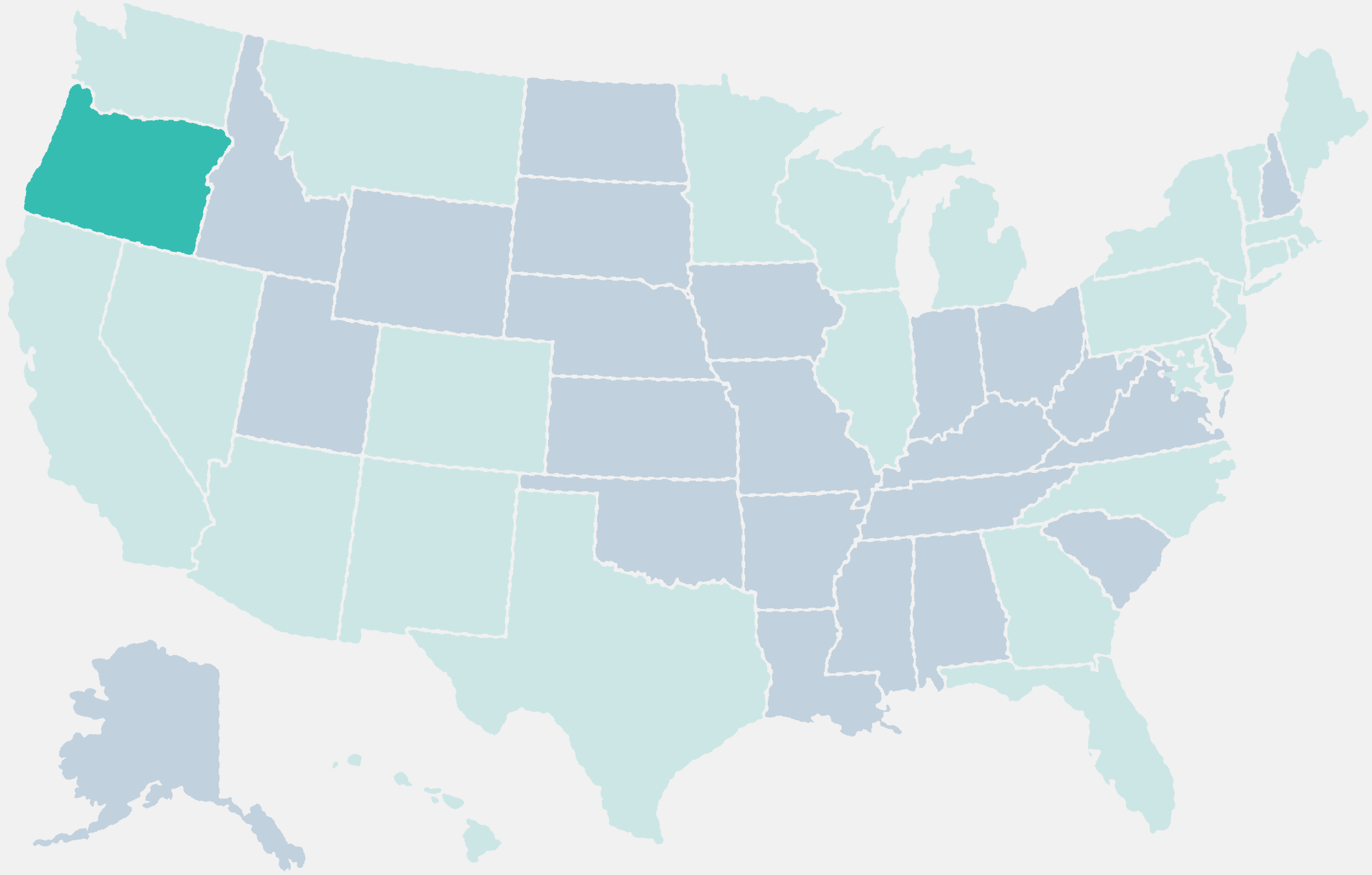


# 2018

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## WINS IN OREGON

Coalition organizes broad support for a family and medical leave insurance bill.



# 2018

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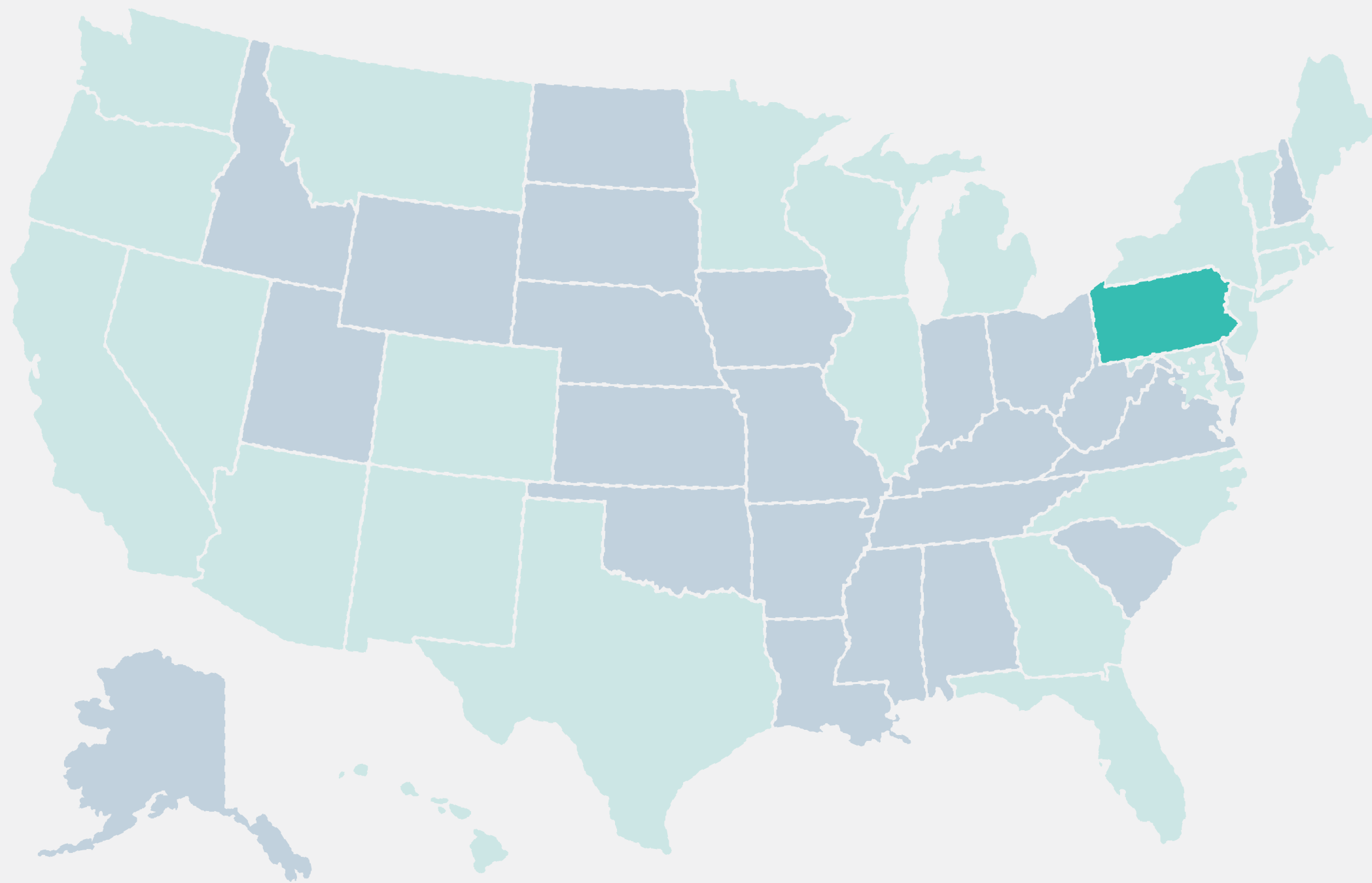
## WINS IN PENNSYLVANIA

State Department of Labor releases report on paid family leave.

Senate holds hearing on FMLA expansion to cover siblings, grandparents, and grandchildren.

Philadelphia City Council introduces Fair Workweek legislation.

Coalition for Healthy Families and Workplaces stops paid sick days preemption and labor preemption.



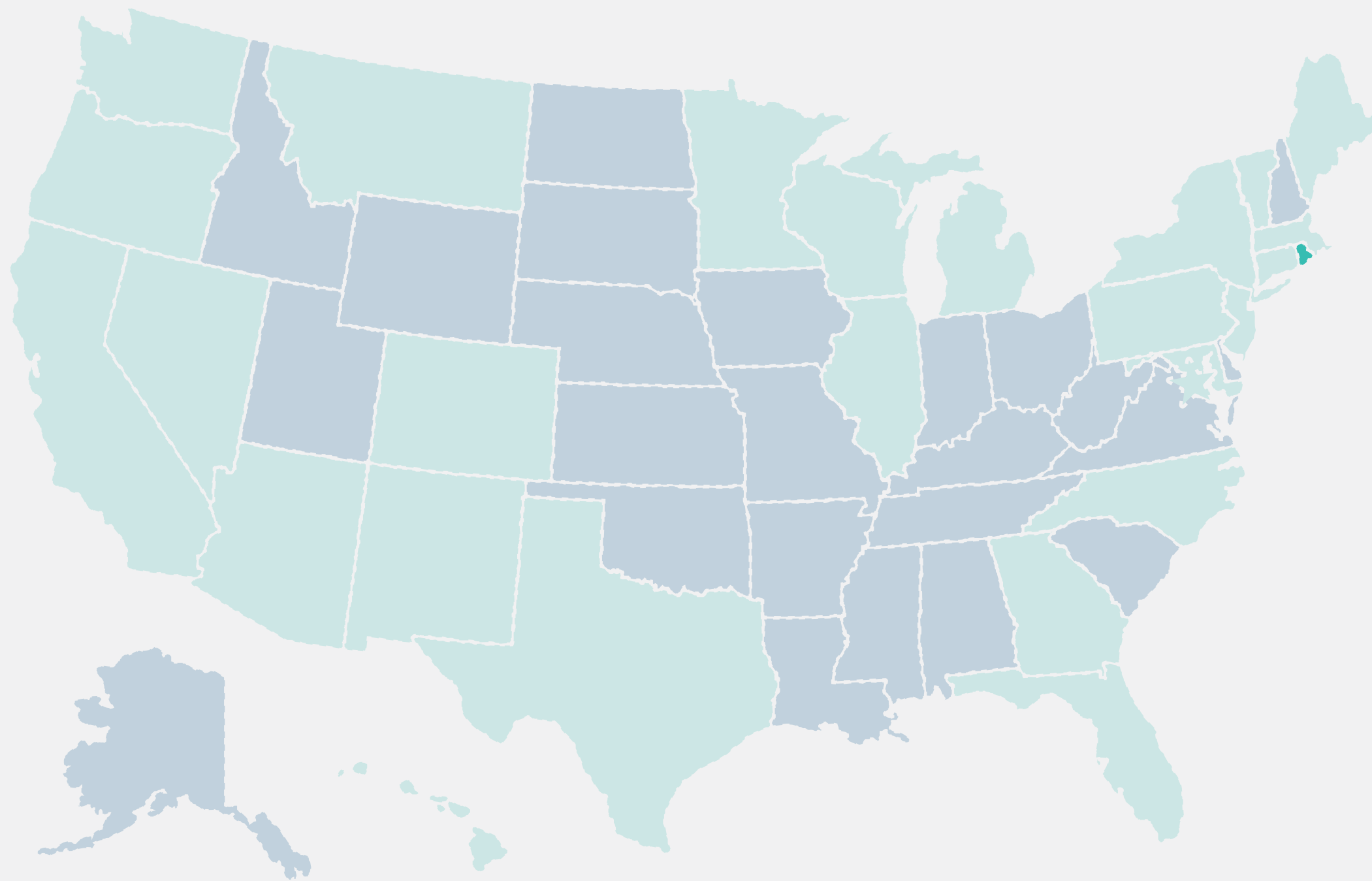
# 2018

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## WINS IN RHODE ISLAND

Rhode Island's workers begin to accrue paid sick days.

Legislation to improve Rhode Island's paid leave program is introduced and has strong hearings in House and Senate Labor committees.



# 2018

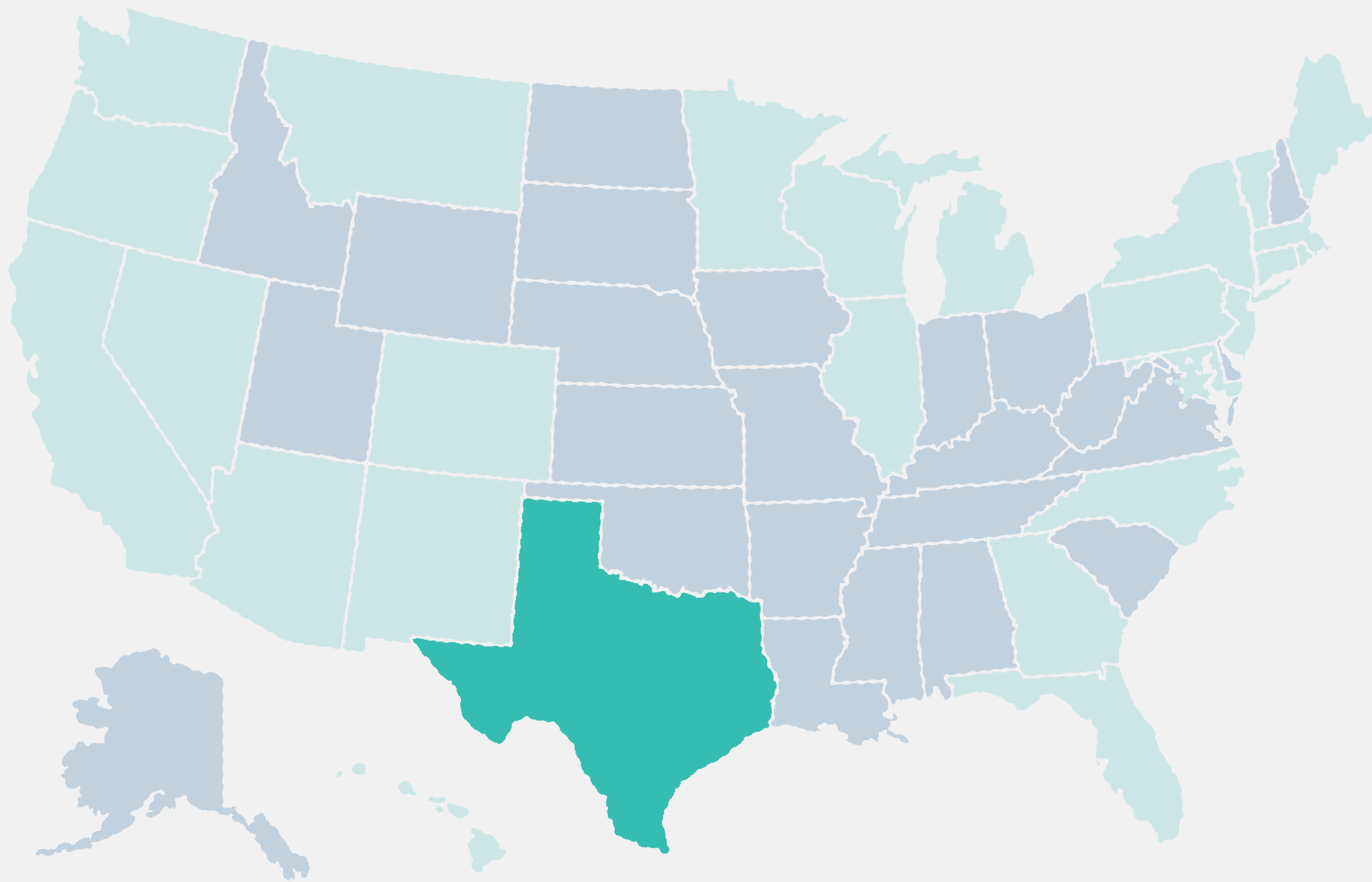
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## WINS IN TEXAS

Austin becomes the first southern city to win paid sick days.

San Antonio City Council approves a paid sick days measure.

Working Texans for Paid Sick Time mounts campaign to preserve paid sick days and local democracy.



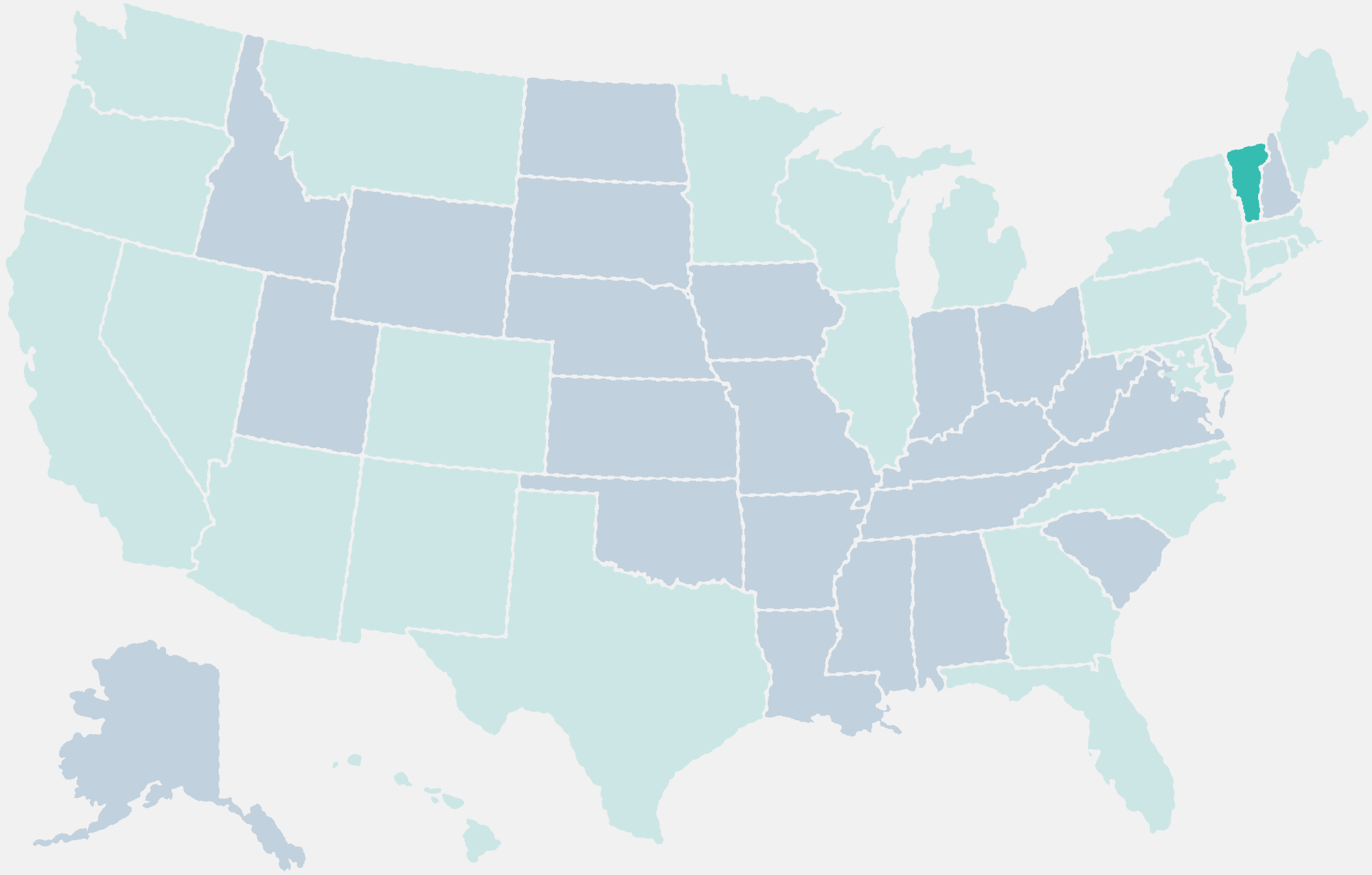
# 2018

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## WINS IN VERMONT

Senate passes family and medical leave bill with tri-partisan support.

Legislature concurs on bill language and passes paid family and medical leave bill; coalition mobilizes for 2019 after Governor vetoes.



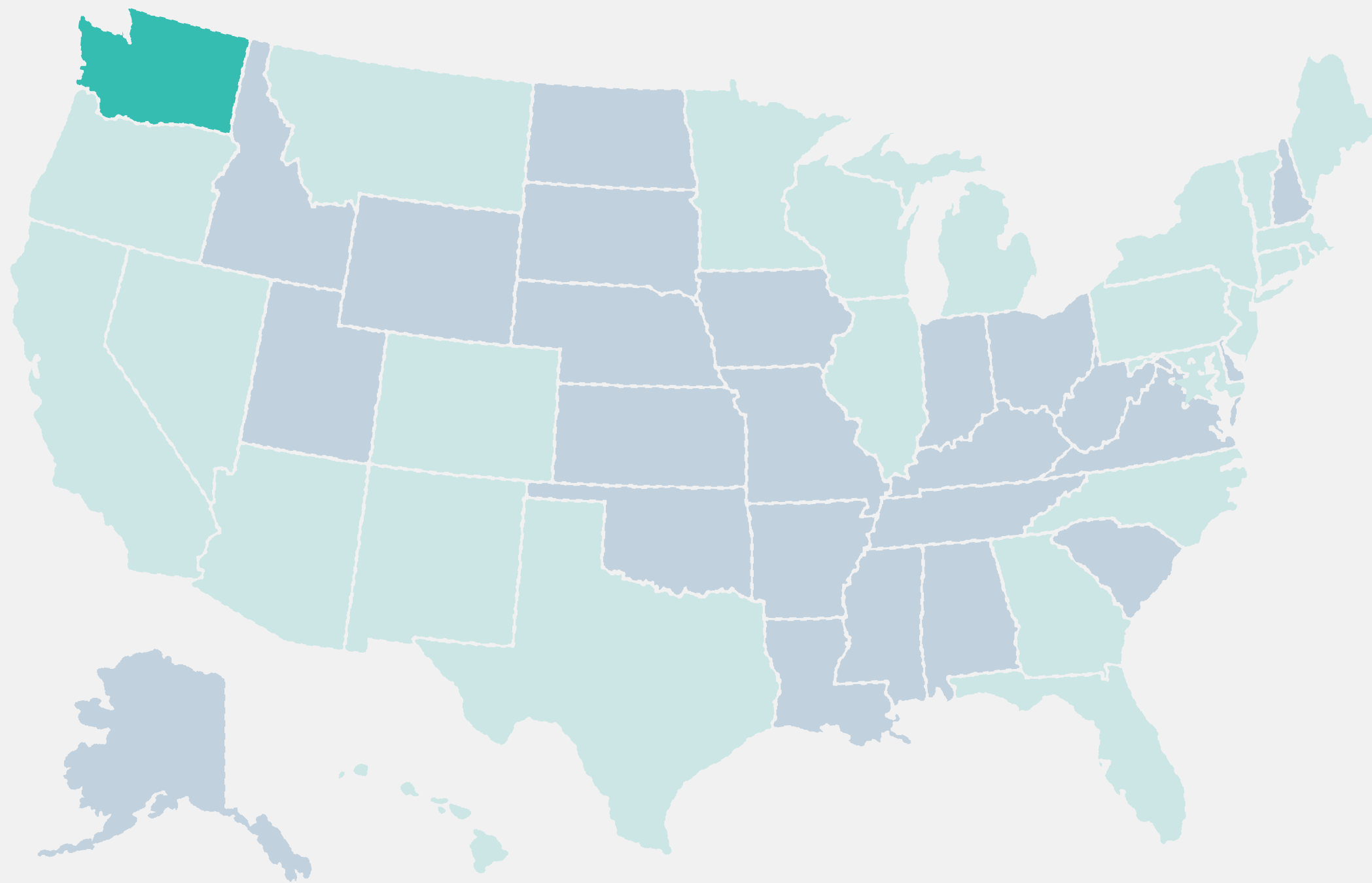
# 2018

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## WINS IN WASHINGTON

Seattle and Tacoma strengthen their paid sick days laws to comply with the statewide law, while keeping elements that are stronger.

Legislature passes and governor signs equal pay law; cities may have even stronger legislation.



# 2018

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## WINS IN WISCONSIN

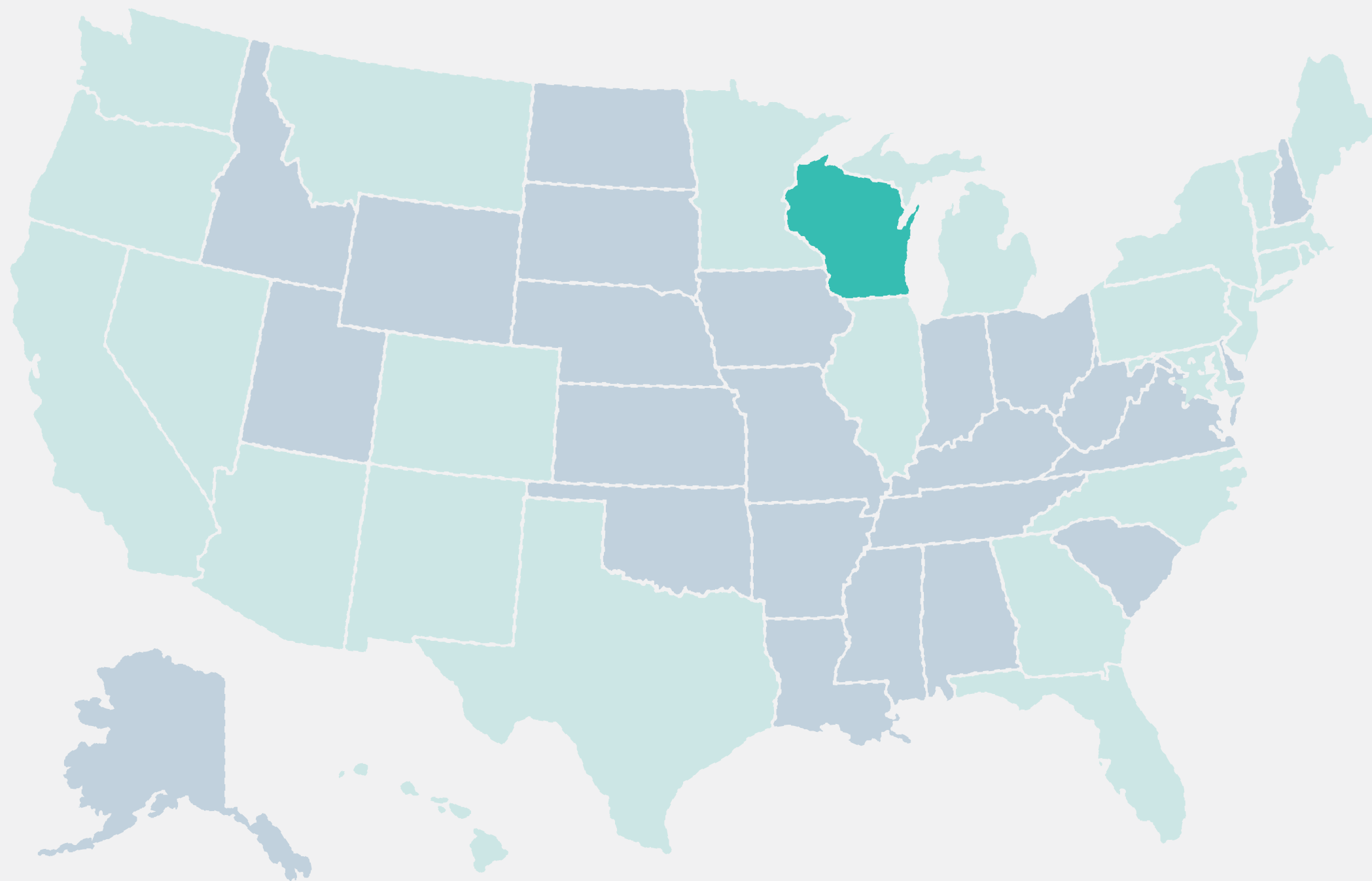
Legislature considers Paid Family Leave Insurance bill (WiFi) with support from more than 60 coalition partners.

Coalition succeeds in preventing repeal of WI Family and Medical Leave Act.

Milwaukee City Council passes social responsibility ordinance, providing incentives for contractors to offer paid leave.

Milwaukee County approves paid leave feasibility study for county employees.

Advocates protect LGBTQ rights against preemption legislation.





# THANK YOU TO THE DONORS & SPONSORS OF FAMILY VALUES @ WORK AND THE LABOR PROJECT FOR WORKING FAMILIES



From the staff and Board of FV@W, thank you to all of the donors that make our work possible! Below is a list of supporters who have given to Family Values @ Work or the Labor Project for Working Families since January 1, 2018.

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USAagainstAlzheimers

Women's Media Center

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The Center for Law and Social Policy salutes this year's Game Changers for their passionate leadership in the fight for paid leave. These partners show us the power of working together to get things done—and our nation's low-wage workers are stronger because of it.

# CLASP

Policy solutions that work for low-income people

# Congratulations

to tonight's Game Changer Awards honorees  
including 9to5 Colorado's own Kris Garcia

*Thank you for  
championing  
paid family leave  
in 2018*



*a better  
balance*

the work and family legal center

A Better Balance is proud to partner with Family Values @ Work on the LGBTQ/Work Family Project and in the fight for inclusive paid leave policies. Congratulations to tonight's Game Changers. We salute their leadership on workplace justice issues.



On behalf of the 1.7 million members of the **American Federation of Teachers**, we salute the **Labor Project for Working Families** and proudly celebrate alongside our fellow Game Changer honorees: state Sen. **Karen Keiser** (Wash.); **Libby Spehar**, of the Snooty Fox Tea Shop in Duluth, Minn.; activist **Kris Garcia**; and the **National Hispanic Council on Aging**. We're proud to be a part of the movement to put families first and change the game for all of us in the fight for paid leave.

The AFT stands with you as champions of **great schools and colleges** that fulfill the promise of public education, **good jobs** that support a middle-class life, **affordable healthcare** for all, the **fight against discrimination and hate**, and the **defense of democracy**.

Randi Weingarten  
PRESIDENT

Lorretta Johnson  
SECRETARY-TREASURER

Mary Cathryn Ricker  
EXECUTIVE VICE PRESIDENT

American Federation of Teachers, AFL-CIO • 555 New Jersey Ave. N.W. • Washington, DC 20001 • 202-879-4400 • www.aft.org



[aft.org](http://aft.org)



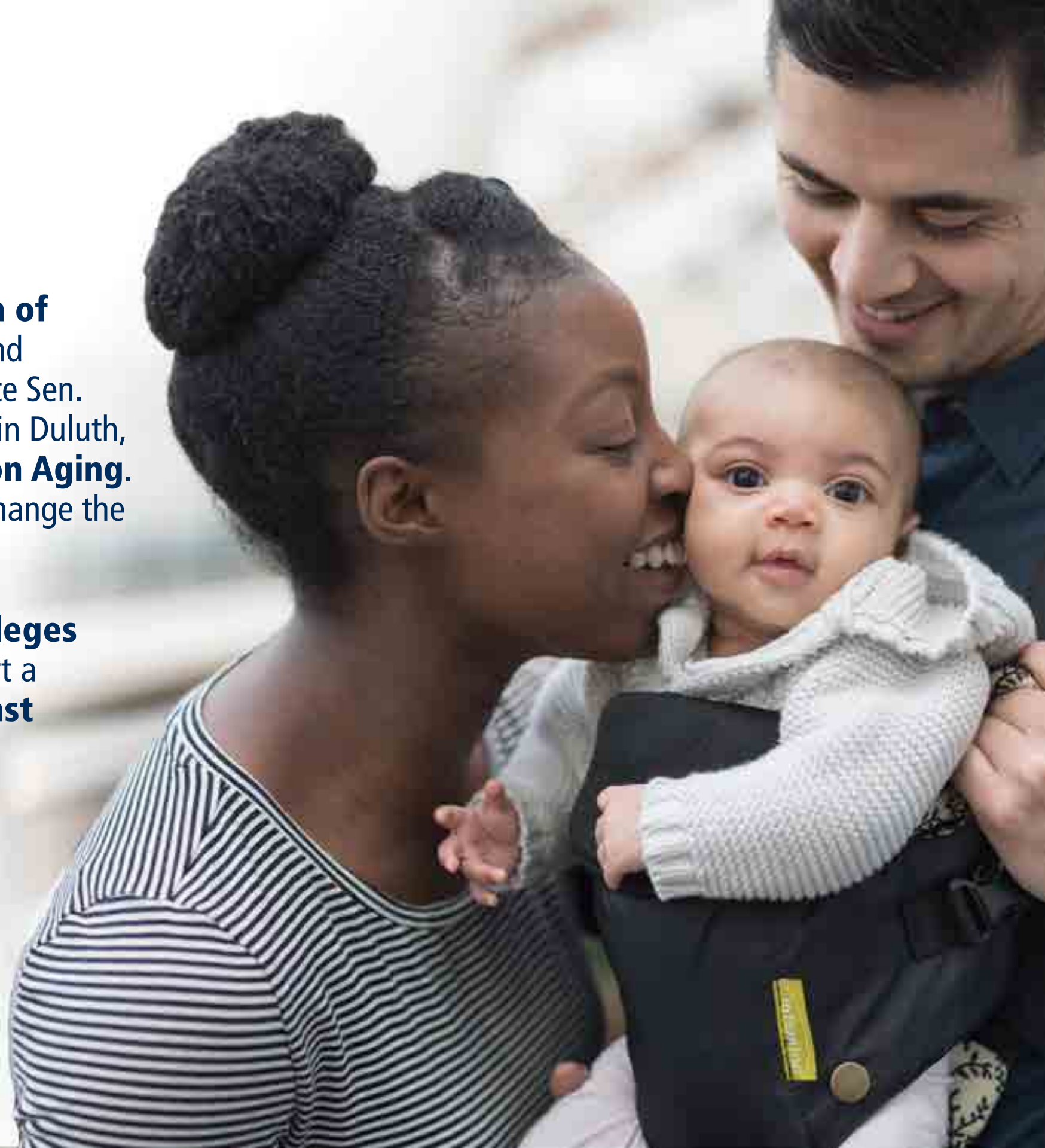
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**The AFL-CIO congratulates all champions who are  
Game Changers**

**You are living proof that  
something is happening in America...  
When we stand together,  
we have the power.**

**AFL-CIO**

RICHARD L. TRUMKA  
President

ELIZABETH H. SHULER  
Secretary-Treasurer

TEFERE GEBRE  
Executive Vice President

BerlinRosen is proud to join

---

# FAMILY VALUES @ WORK

---

in celebrating the hard work & groundbreaking achievements of the 2018 GameChangers!

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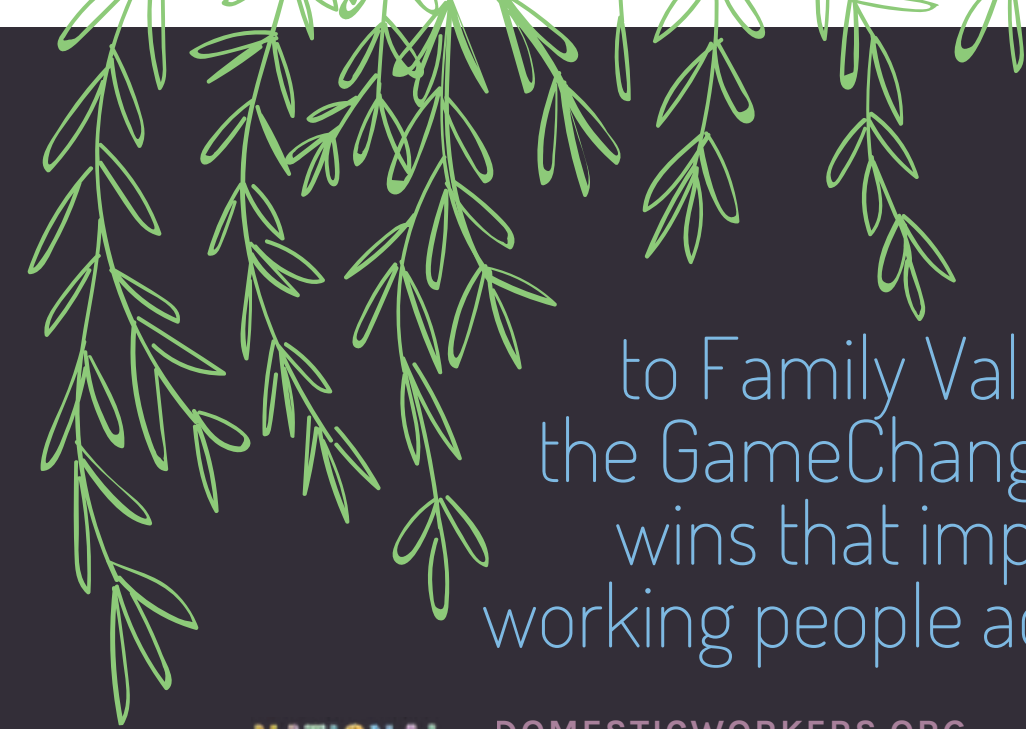
## ZERO TO THREE

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!

[zerotothree.org](http://zerotothree.org)



Congratulations to Family Values @ Work and the GameChanger honorees for wins that improve the lives of working people across the nation.



[DOMESTICWORKERS.ORG](http://DOMESTICWORKERS.ORG)

Founded in 2007, the NDWA works for the respect, recognition and inclusion in labor protections for domestic workers.

## congrats, game changers!

your leadership exemplifies how policymakers, workers, business leaders, unions and all of us can come together to win new laws for working people and families! we are proud to join you and family values @ work to celebrate another year of remarkable paid sick days and paid leave achievements.





# Congratulations!

Kudos to an phenomenal group of Game Changers for their continued work in service of racial, gender and economic equity.

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

[www.communitychange.org](http://www.communitychange.org)



Congratulations to the **American Federation of Teachers** for its well-deserved recognition as a Labor Champion for women and their families. IWPR is pleased to join **Family Values @ Work** in honoring all of its 2018 GameChangers for their steadfast work advancing equality.




**Randi Weingarten**  
*AFT President*



**Loretta Johnson**  
*AFT Secretary-Treasurer  
and IWPR Board Chair*

For reliable research that addresses the needs of women and families please visit [www.iwpr.org](http://www.iwpr.org).

 /IWPRResearch

 /@IWPRResearch



*salutes*

# **2018 Family Values @ Work Game Changer Awards**

*and congratulates*  
**AWARDEES**

**Senator Karen Keiser**  
*Policy Champions*

**Kris Garcia**  
*Worker Activist*

**National Hispanic Council on Aging**  
*Community Partner*

**American Federation of Teachers**  
*Labor Champion*

**Libby Spehar, Snooty Fox**  
*Business Champion*

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**BEST WISHES AND CONGRATULATIONS  
TO OUR SISTERS AND BROTHERS  
AT THE AFT  
AND ALL YOU DO ON BEHALF  
OF WORKING FAMILIES  
KEEP UP THE GOOD FIGHT!**

Rhonda Nelson, International Chair      UFCW WOMEN'S NETWORK  
Fallon Ager, Recorder                      425 Merrick Ave, Westbury, NY 11590  
<http://www.ufcwwomensnetwork.org>

**Latinos Against  
Alzheimer's**  
A Network of UsAgainstAlzheimer's



“A good paid leave program would allow all of us — employees and business owners alike — to take time away from work to care for ailing loved ones, welcome a new child, or recover from an illness or injury.”

- ReShonda Young, Owner of Popcorn Heaven, Iowa



Main Street Alliance congratulates Family Values @ Work and this year's Game Changers Award recipients: State Senator Karen Keiser, WA; Libby Spehar, owner of Snooty Fox, Duluth, MN; Kris Garcia, Denver, CO; National Hispanic Council on Aging; and the American Federation of Teachers

**NHCOA is proud to partner with  
Family Values @ Work and grateful  
for its leadership to protect the rights  
and benefits of all Americans  
¡Unidos somos más fuertes!**



# It's Time To End Sexual Harassment in the Workplace

For too long, workers have suffered sexual harassment in silence, with little or no accountability for harassers. We are working to change that.

As the administrators of the TIME'S UP Legal Defense Fund, the National Women's Law Center Fund connects survivors of sexual harassment and retaliation in all industries to attorneys who use the fund to defray legal costs. Over 3,500 people have contacted the Fund this year.

The National Women's Law Center is thrilled to support the work of Family Values @ Work and celebrate the work of these honored GameChangers.





# ROCKEFELLER FAMILY FUND

*Congratulations to Libby Spehar, Kris Garcia, and the  
National Hispanic Council on Aging!*



Here's to more paid sick days victories!

The Rockefeller Family Fund

is proud to support

Family Values @ Work

and congratulates Karen Keiser, and  
the American Federation of Teachers

for their contributions to winning

paid sick days

and paid family leave.

Planned Parenthood is proud to support

# Family Values @ Work and the 2018 GameChanger Awards

**Congratulations to this year's incredible list of honorees!**

---

As one of the most trusted reproductive health care providers in the country, Planned Parenthood proudly serves more than 2.4 million patients each year regardless of income, insurance, gender identity, sexual orientation, disability, or immigration status. We believe that health equity – including access to quality, affordable, compassionate health care – is critical to ensuring that all people can lead healthy, safe, and empowered lives.

 **Planned Parenthood**<sup>®</sup>



# BWR

## 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*

**Policy Champion:** State Senator Karen Keiser, WA

**Business Champion:** Libby Spehar, Snooty Fox, Duluth, MN

**Worker Activist:** Kris Garcia, Denver, CO

**Community Partner:** National Hispanic Council on Aging

**Labor Champion:** American Federation of Teachers





**#BetterWagesBetterTips**

**#1FairWage**

**OneFairWage.com**



The 2 million members of **the Service Employees International Union** salute this year's **Gamechangers** in the fight for paid leave.

**Senator Karen Keiser (D), WA**

**Kris Garcia, Denver, CO**

**Libby Spehar, Snooty Fox, Duluth, MN**

**National Hispanic Council on Aging**

**American Federation of Teachers**

We are committed to working with these champions, as well as with **Family Values @ Work**, until **ALL** working people—no matter where we're from or what color we are—have to ability to take time off from their jobs to care for their loved ones.



# CONGRATULATIONS TO THE 2018 HONOREES

from your friends at **The New Media Firm.**

We are honored  
to work alongside  
you in the fight  
for paid leave.



**TheNewMediaFirm**  
Progressive. Strategic. Creative.

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VALUES  
@ WORK**



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Executive Vice President

**Shaun Barclay**  
Executive Vice President

## **CONGRATULATIONS**

**The United Food and Commercial Workers International Union proudly supports the Family Values @ Work 2018 Game Changer Awards.**

**We salute Family Values @ Work and this year's 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](http://www.ufcw.org)**

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



***Good work, FV@W!***

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

**Matt Morrison &  
Working America**

**WORKING  
AMERICA**

   /WorkingAmerica  
[www.WorkingAmerica.org](http://www.WorkingAmerica.org)

WOMEN'S MEDIA CENTER

**WMC**

**CONGRATULATIONS**


Family Values @ Work

&

2018 Family Values Game Changers!

We Are Proud To Stand With You!

[womensmediacenter.com](http://womensmediacenter.com)

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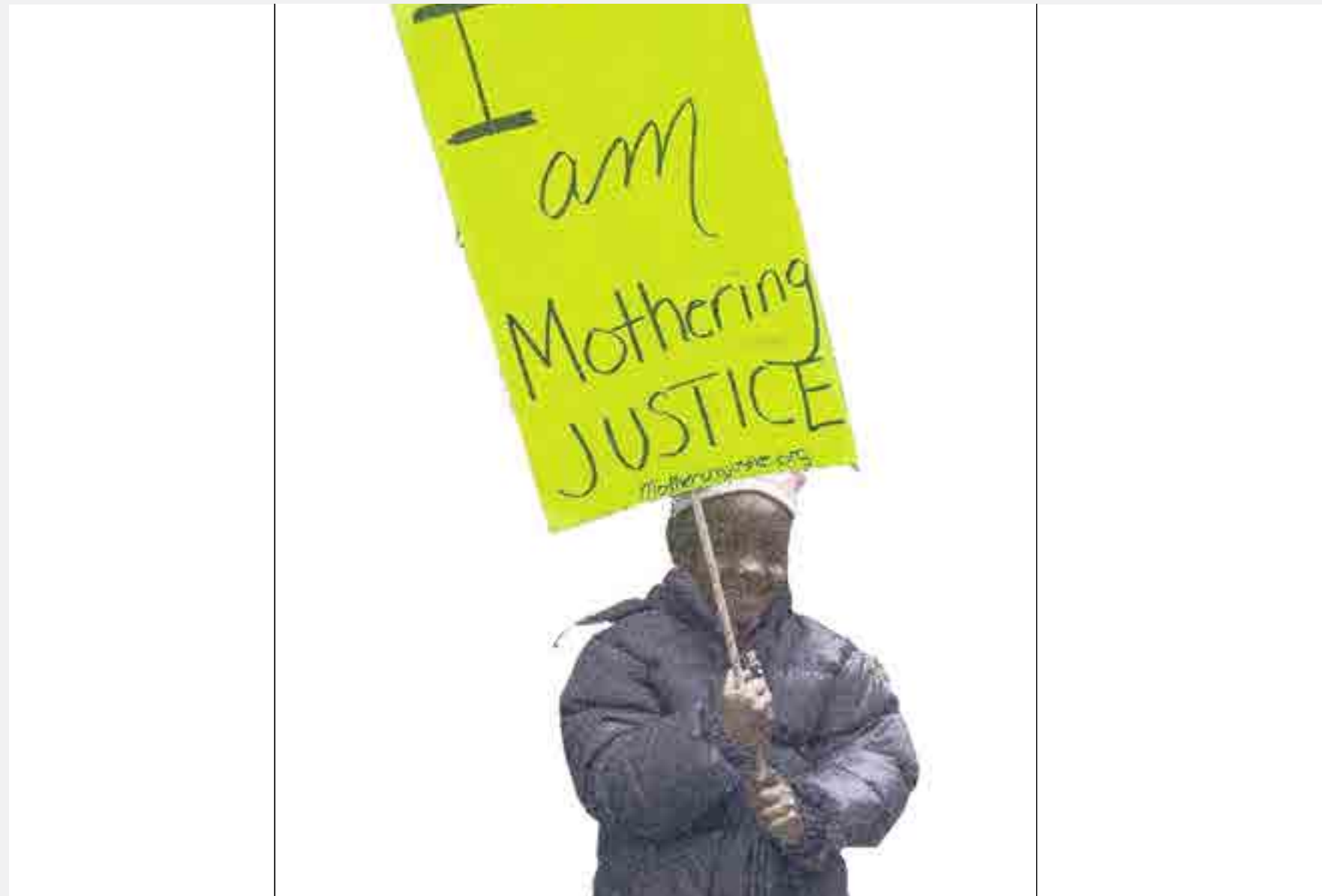




**MARYLAND**



**MASSACHUSETTS**



**MICHIGAN**



**MINNESOTA**





**MONTANA**



**NEVADA**



**NEW JERSEY**



# NEW MEXICO





**NEW YORK**





**NORTH CAROLINA**





**OREGON**



**PENNSYLVANIA**



## RHODE ISLAND



TEXAS



**VERMONT**



**WASHINGTON**





**WISCONSIN**

