

**FAMILY VALUES @ WORK**

**16 YEARS  
OF CHANGING  
THE GAME**

# *Congratulations* FAMILY VALUES WORK GAMECHANGER AWARDEES

## POLICY CHAMPIONS

CT State Senator  
Julie Kushner

CT Representative  
Robyn Porter

## LABOR CHAMPION

Washington State  
Labor Council

## WORKER ACTIVISTS

Margarita del Cid,  
Dallas

Marilyn Washington,  
San Antonio

## BUSINESS CHAMPIONS

Ben Verhoeven  
and Kathryn Week,  
Oregon

## COMMUNITY PARTNER

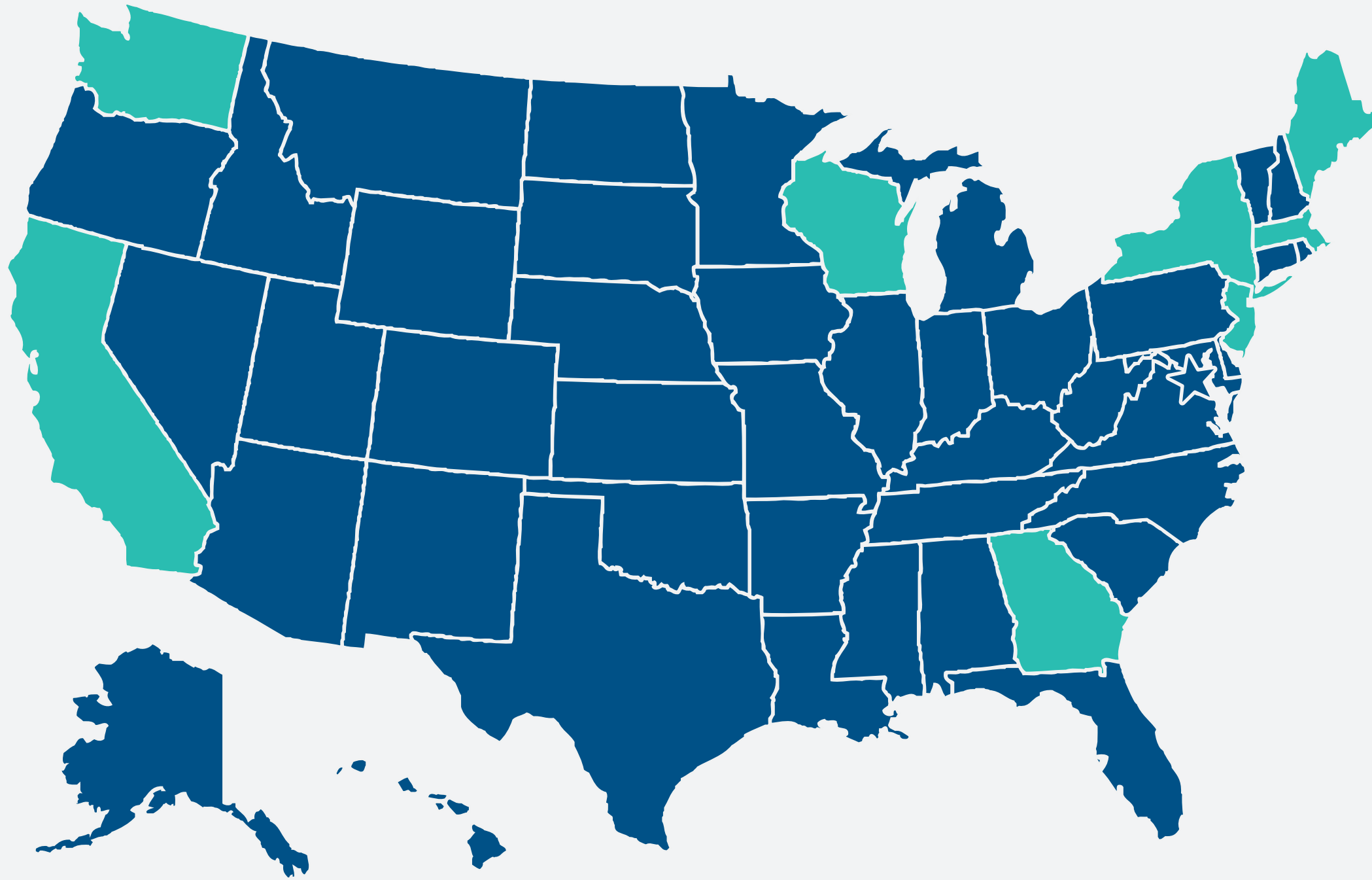
Caring Across  
Generations

# 2003

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## THIS YEAR

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

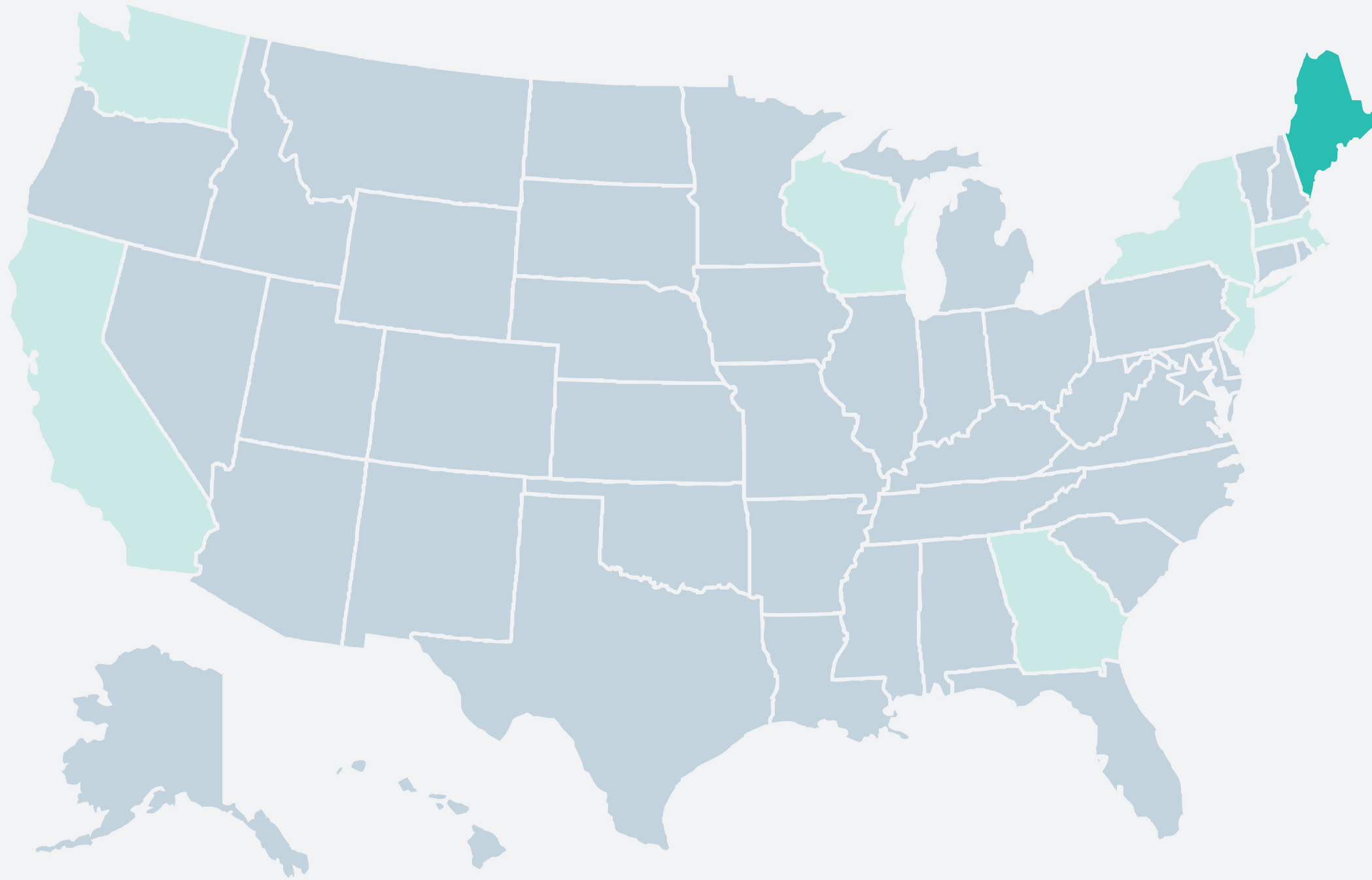


# 2003

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## WINS IN MAINE

Unemployment insurance extended  
to include part-time workers.



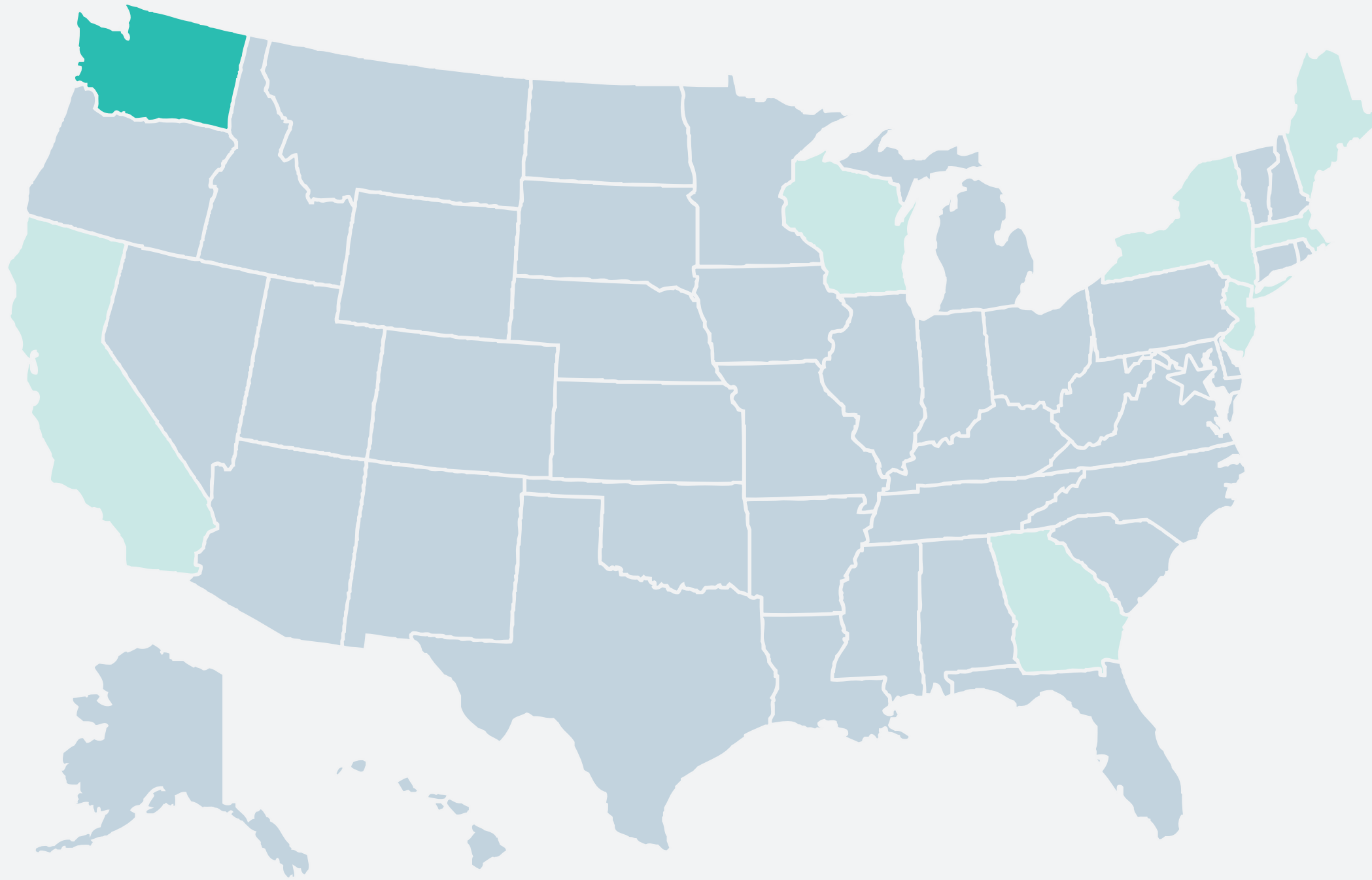


# 2003

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## WINS IN WASHINGTON

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

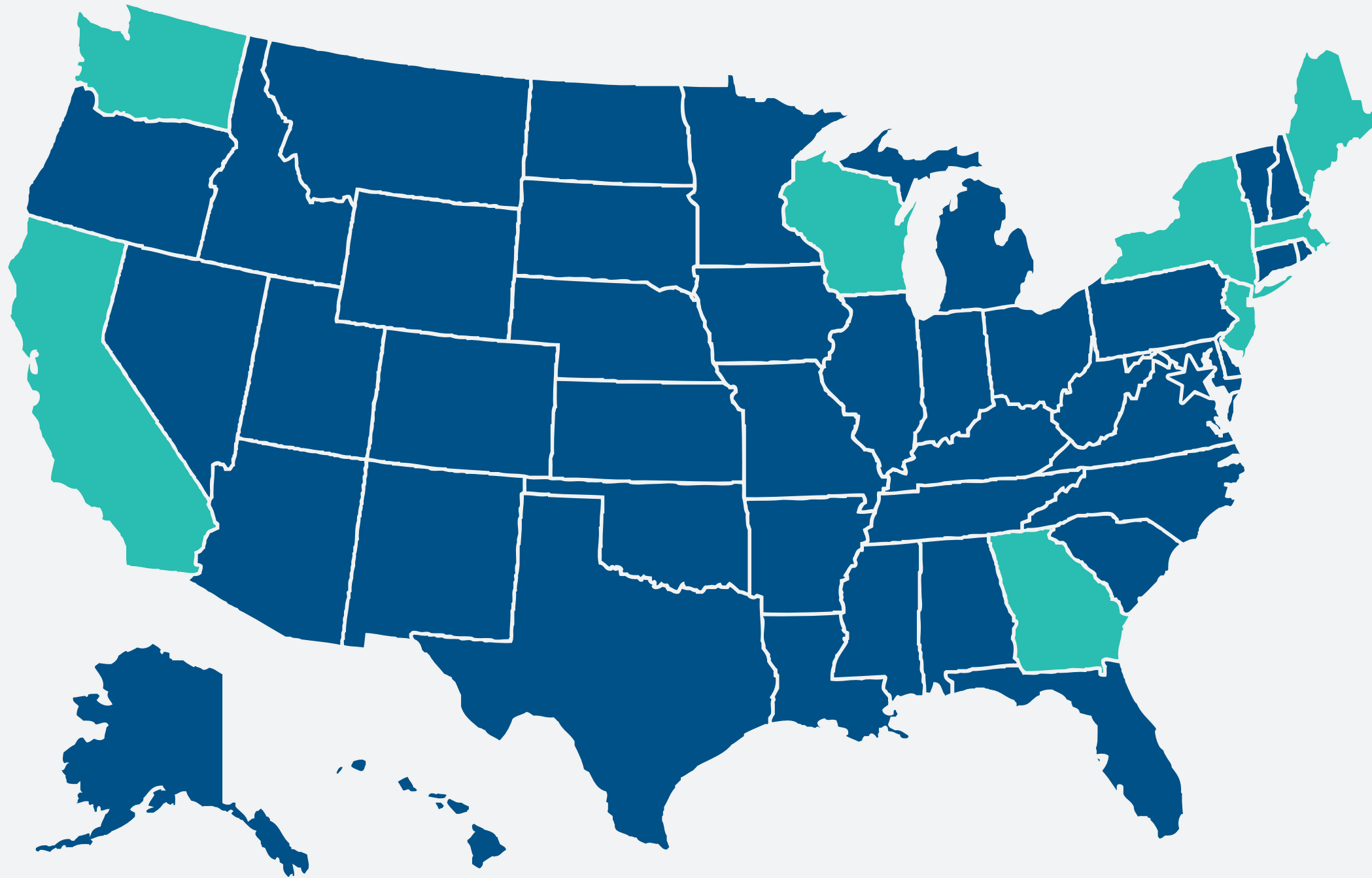


# 2004

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## THIS YEAR

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

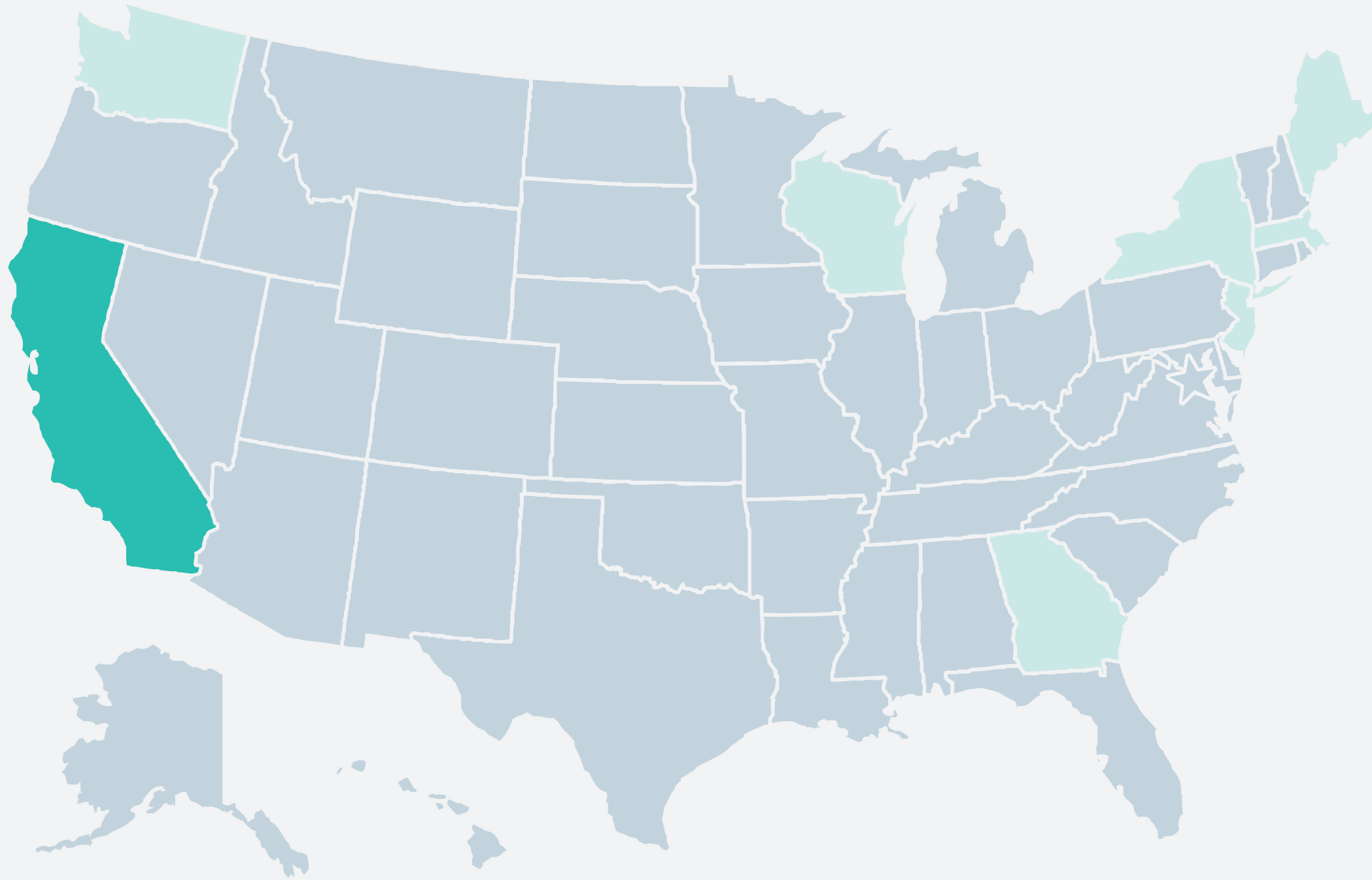


# 2004

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## WINS IN CALIFORNIA

Country's first paid family leave  
program launched.

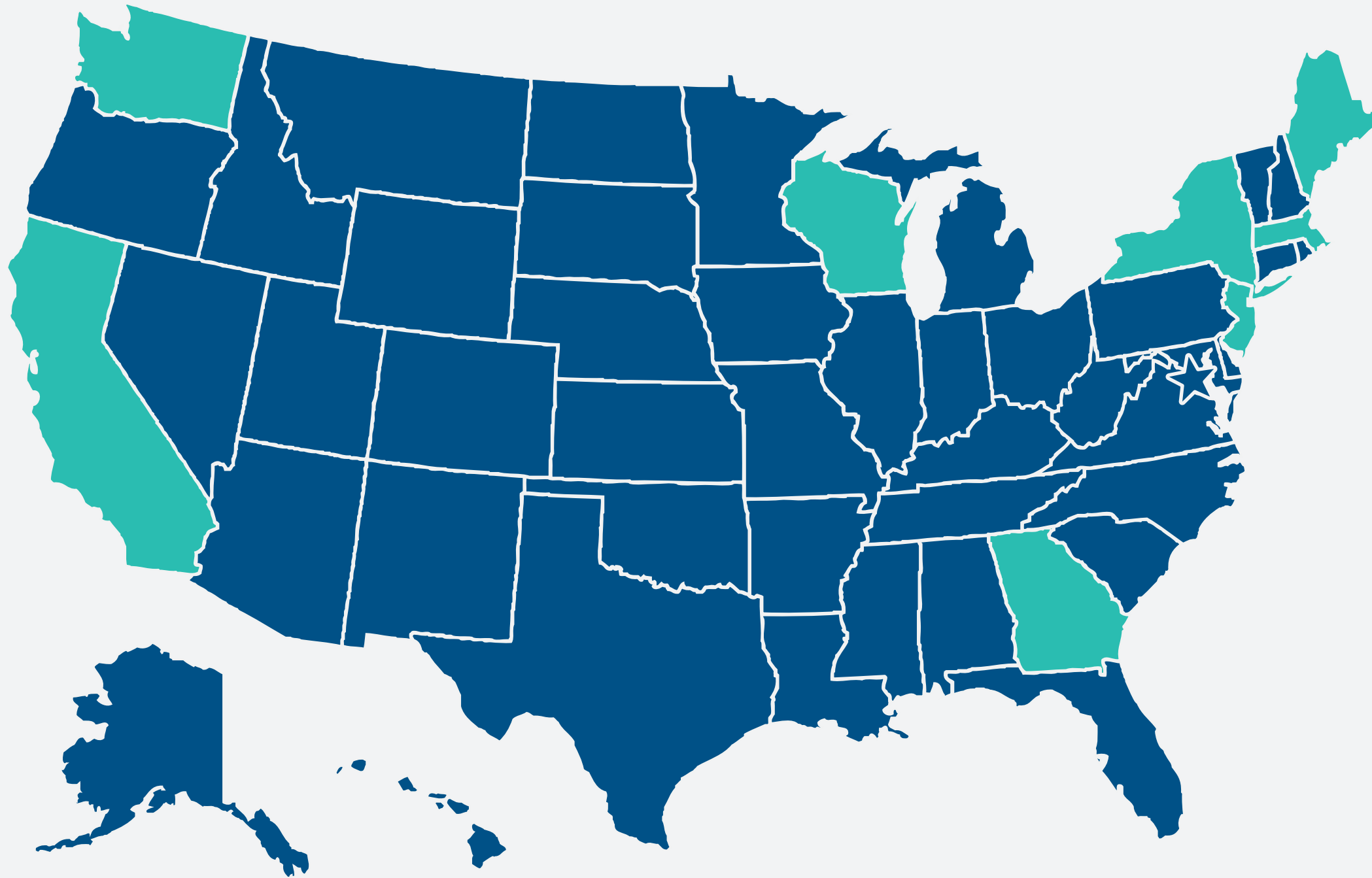


# 2005

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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.

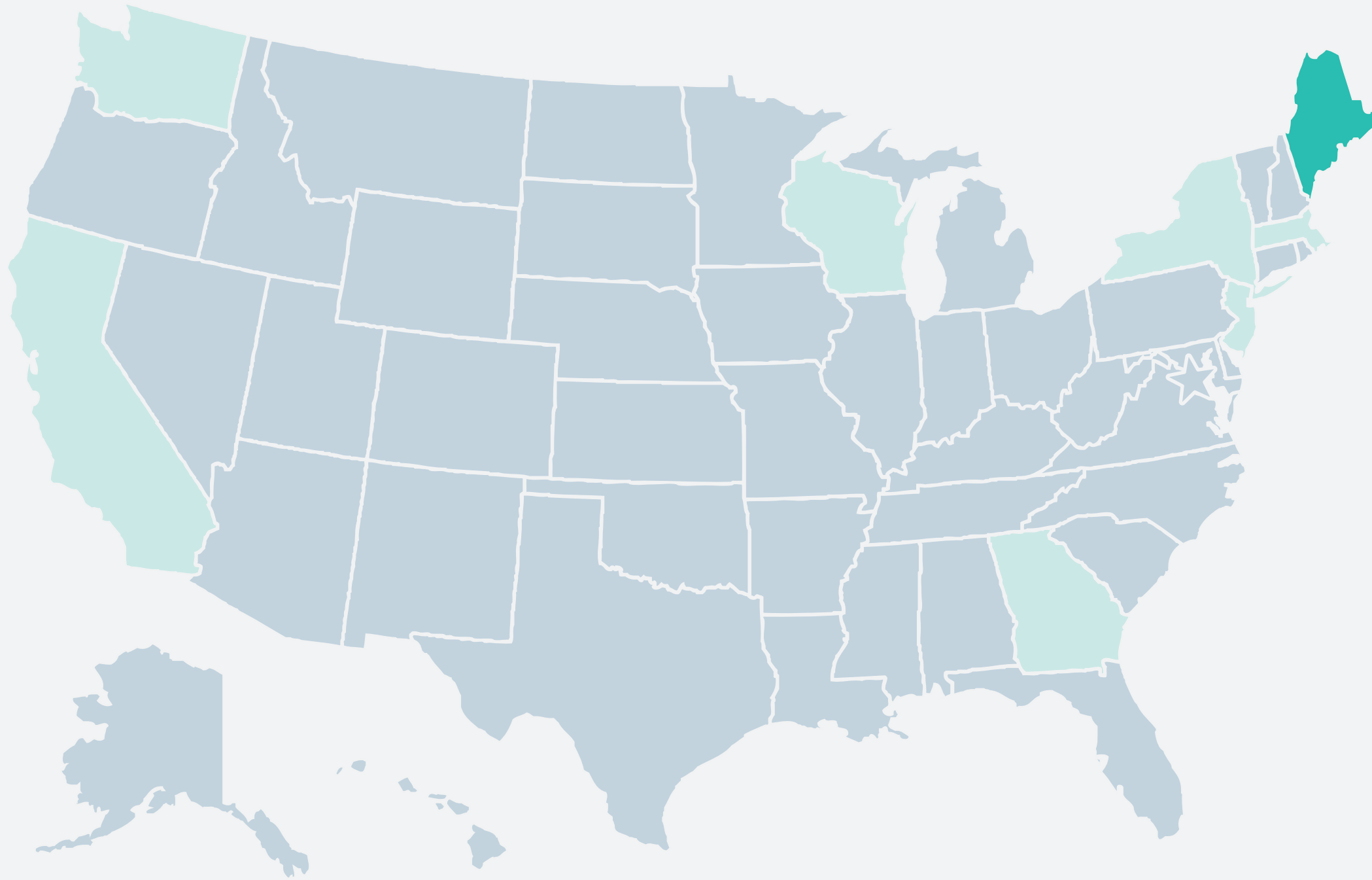


# 2005

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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.



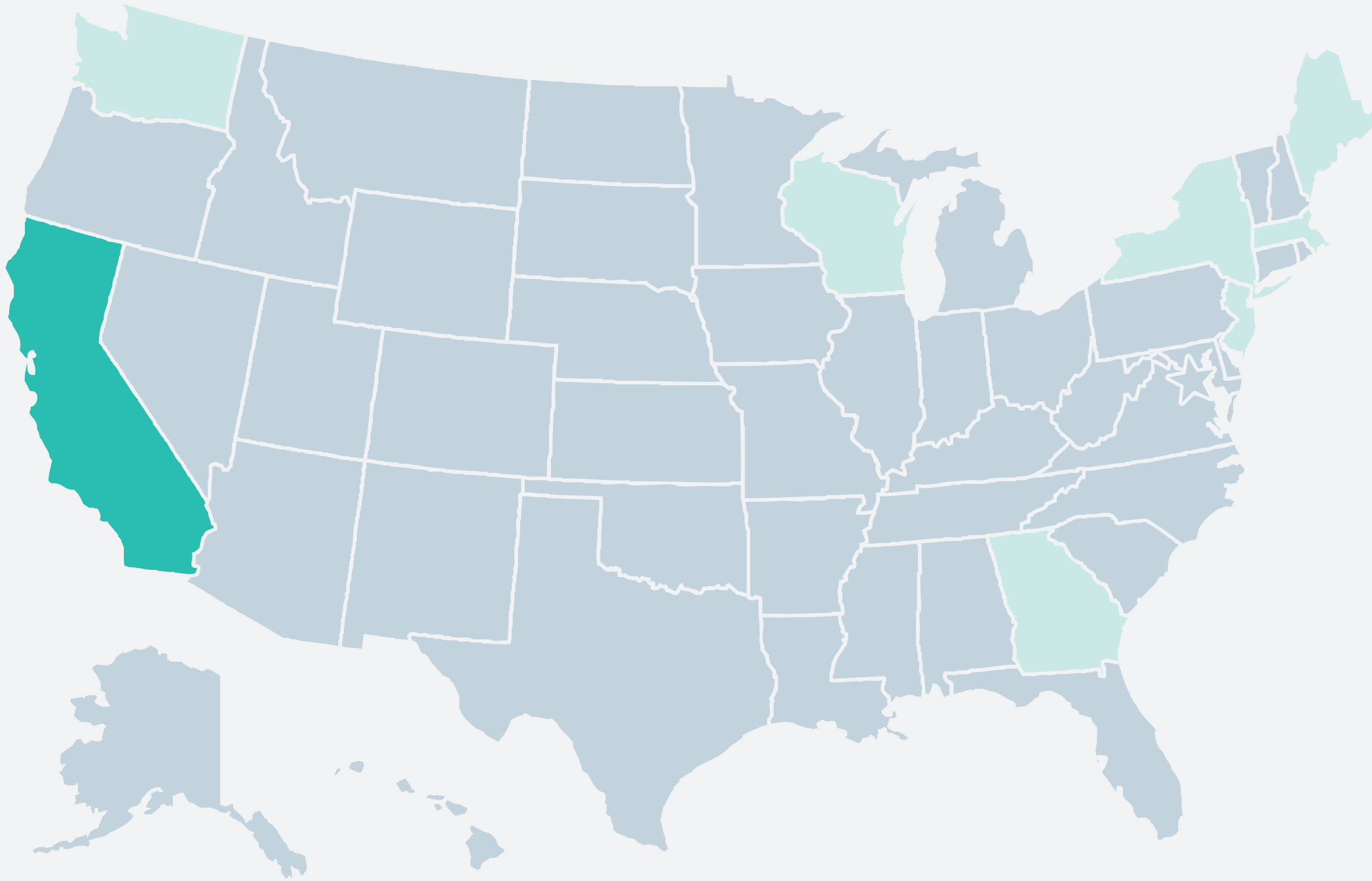
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# 2006

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## WINS IN CALIFORNIA

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



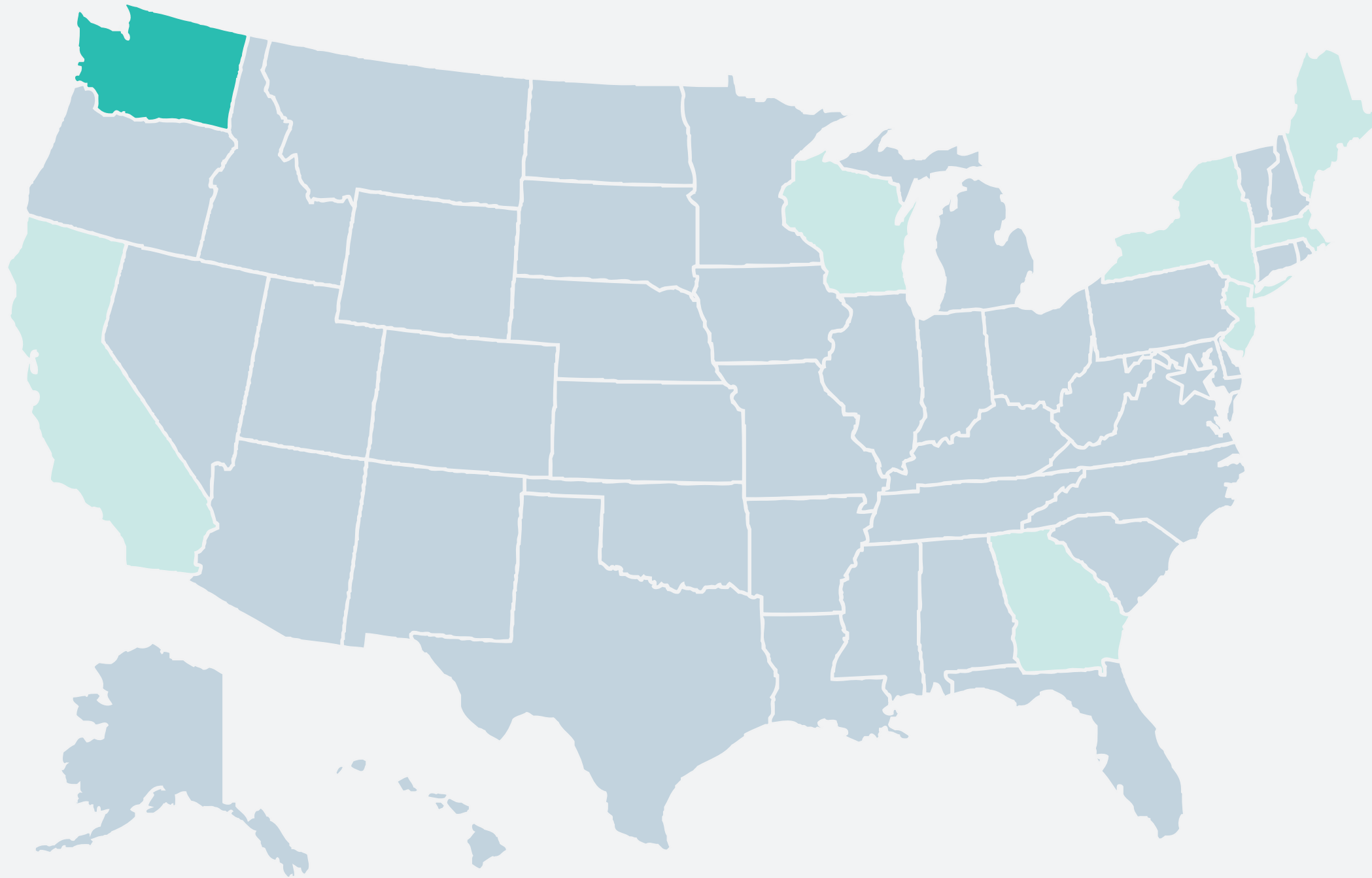
# 2006

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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.



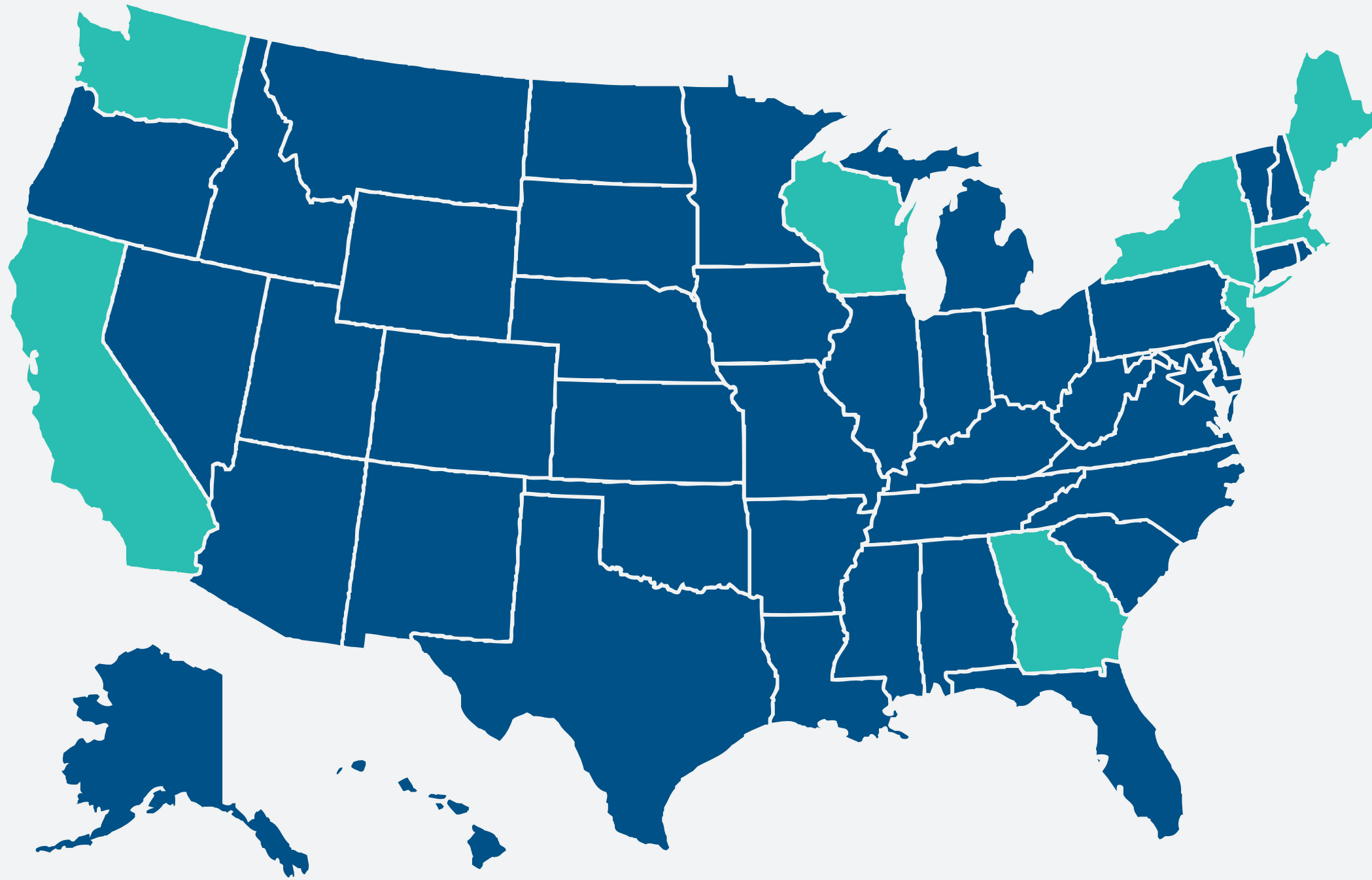


# 2007

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## THIS YEAR

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

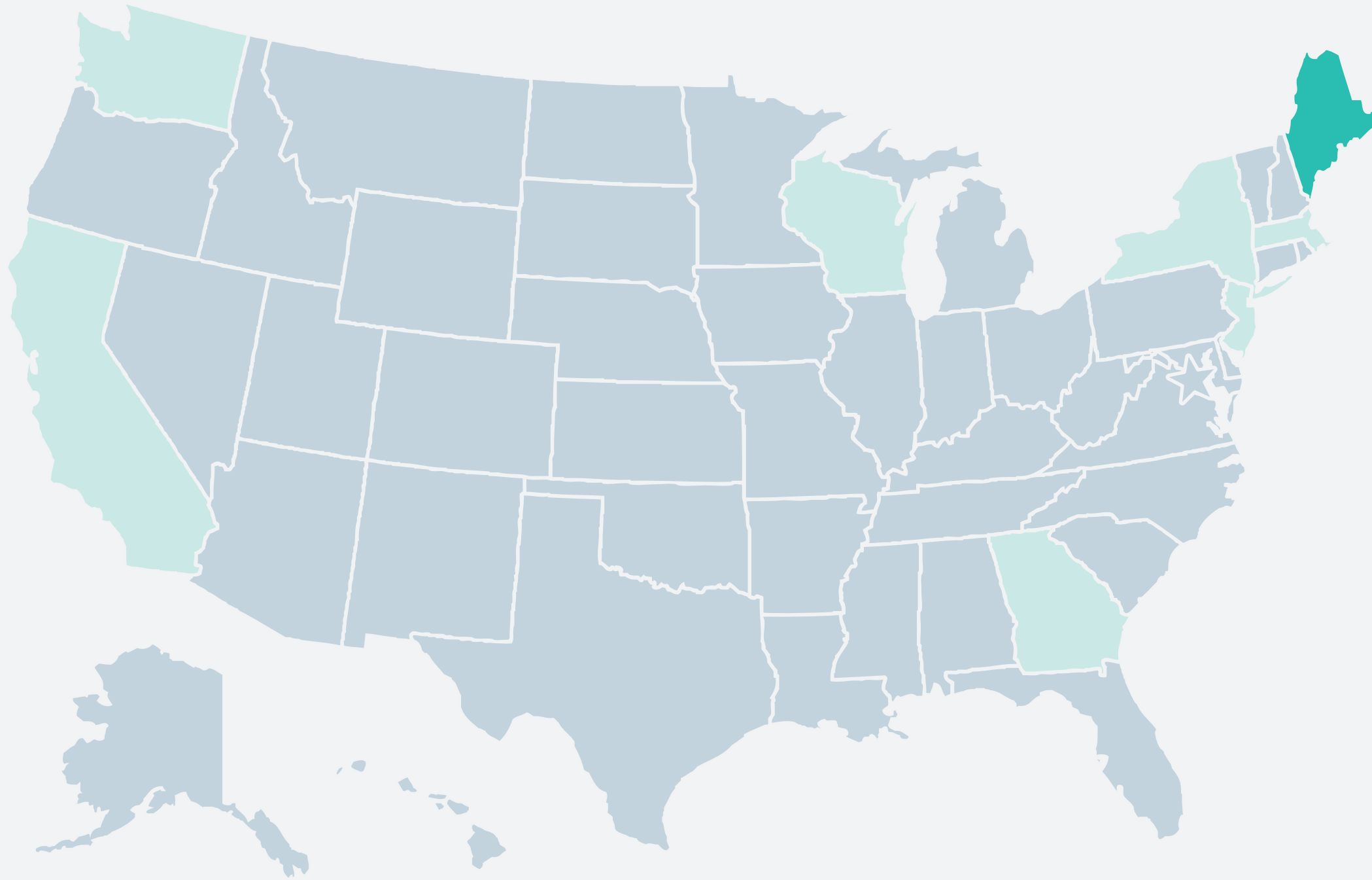


# 2007

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## WINS IN MAINE

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

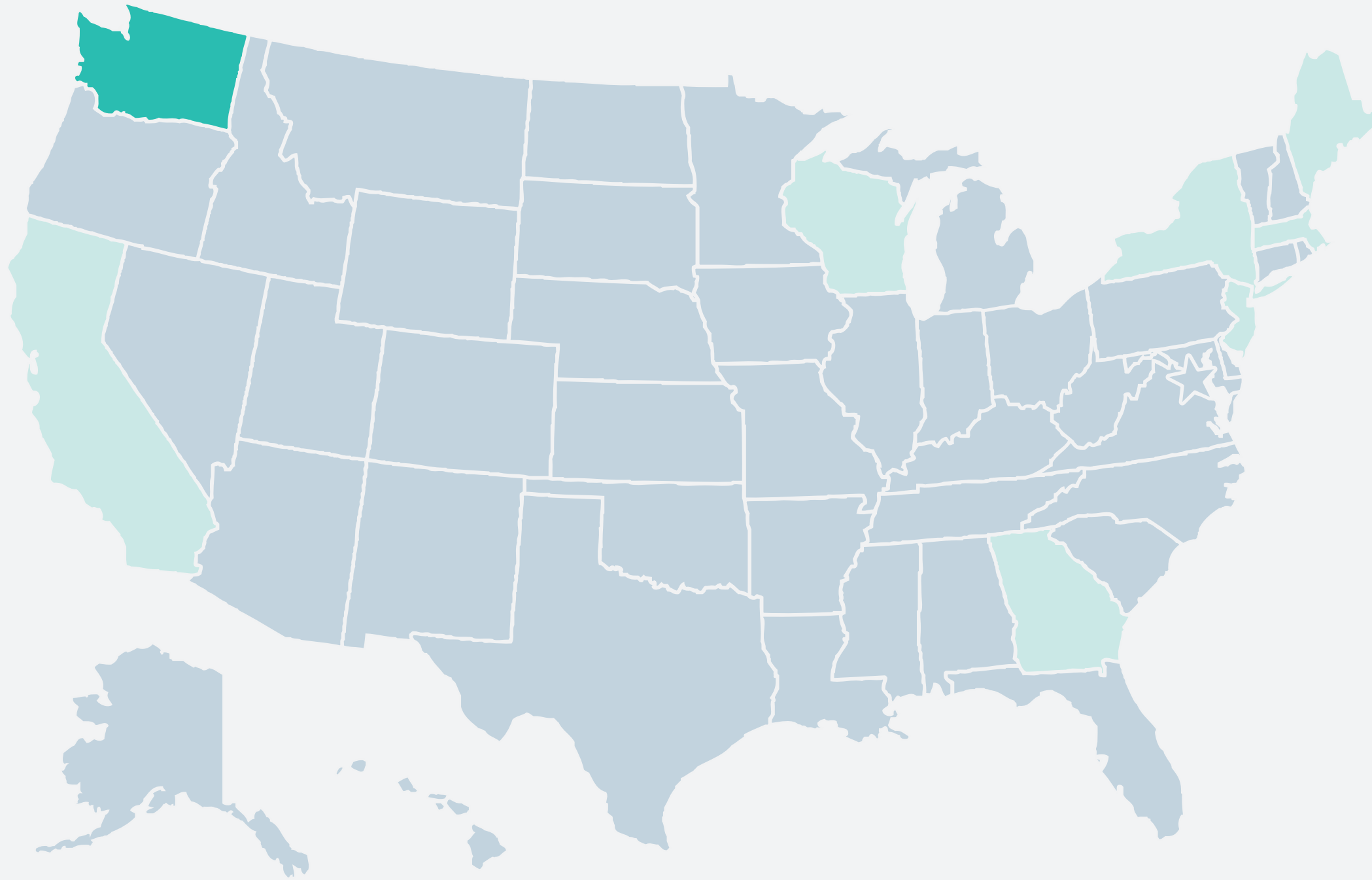


# 2007

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## WINS IN WASHINGTON

Family Leave Insurance Act passed.

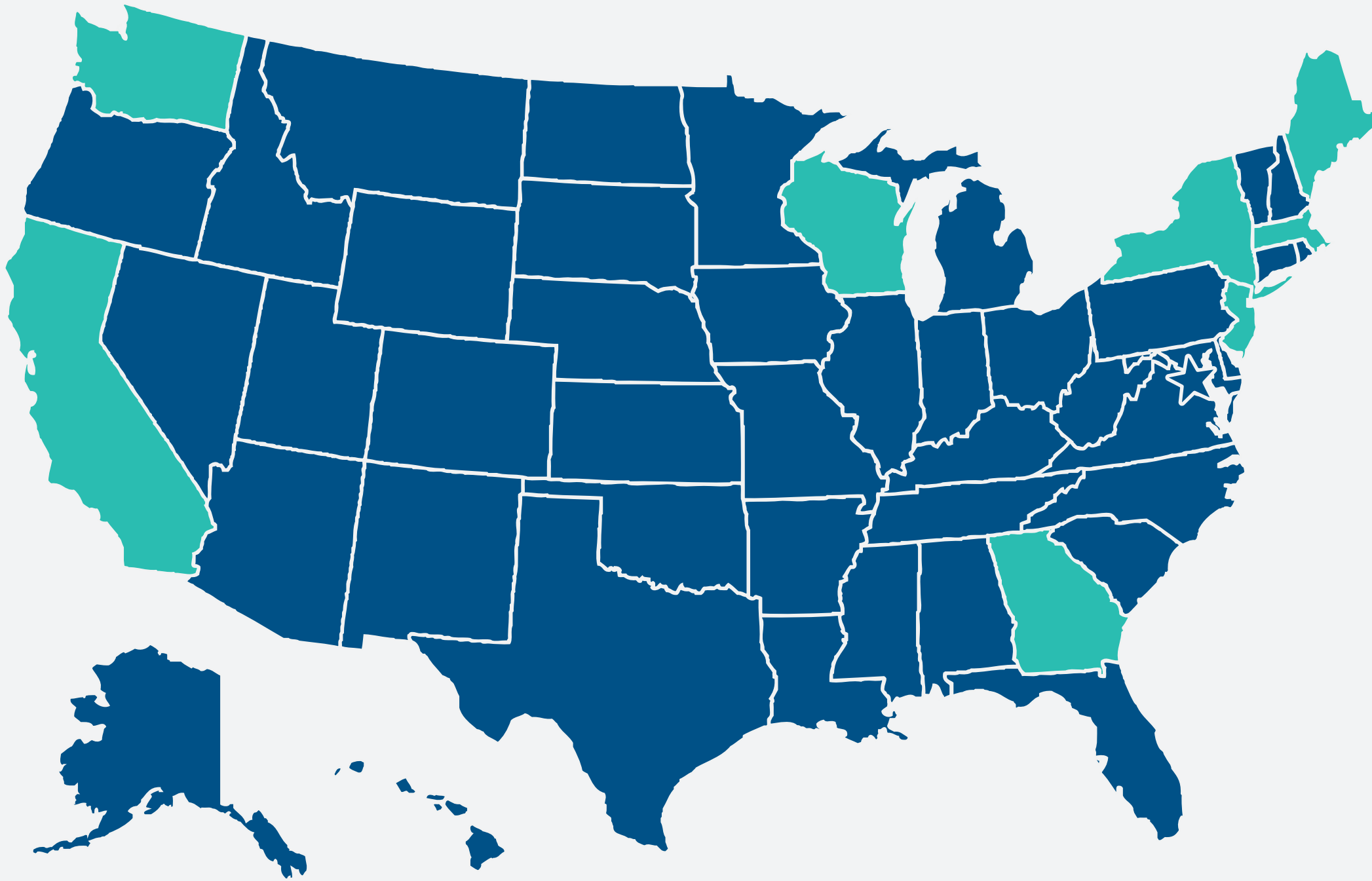


# 2008

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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.

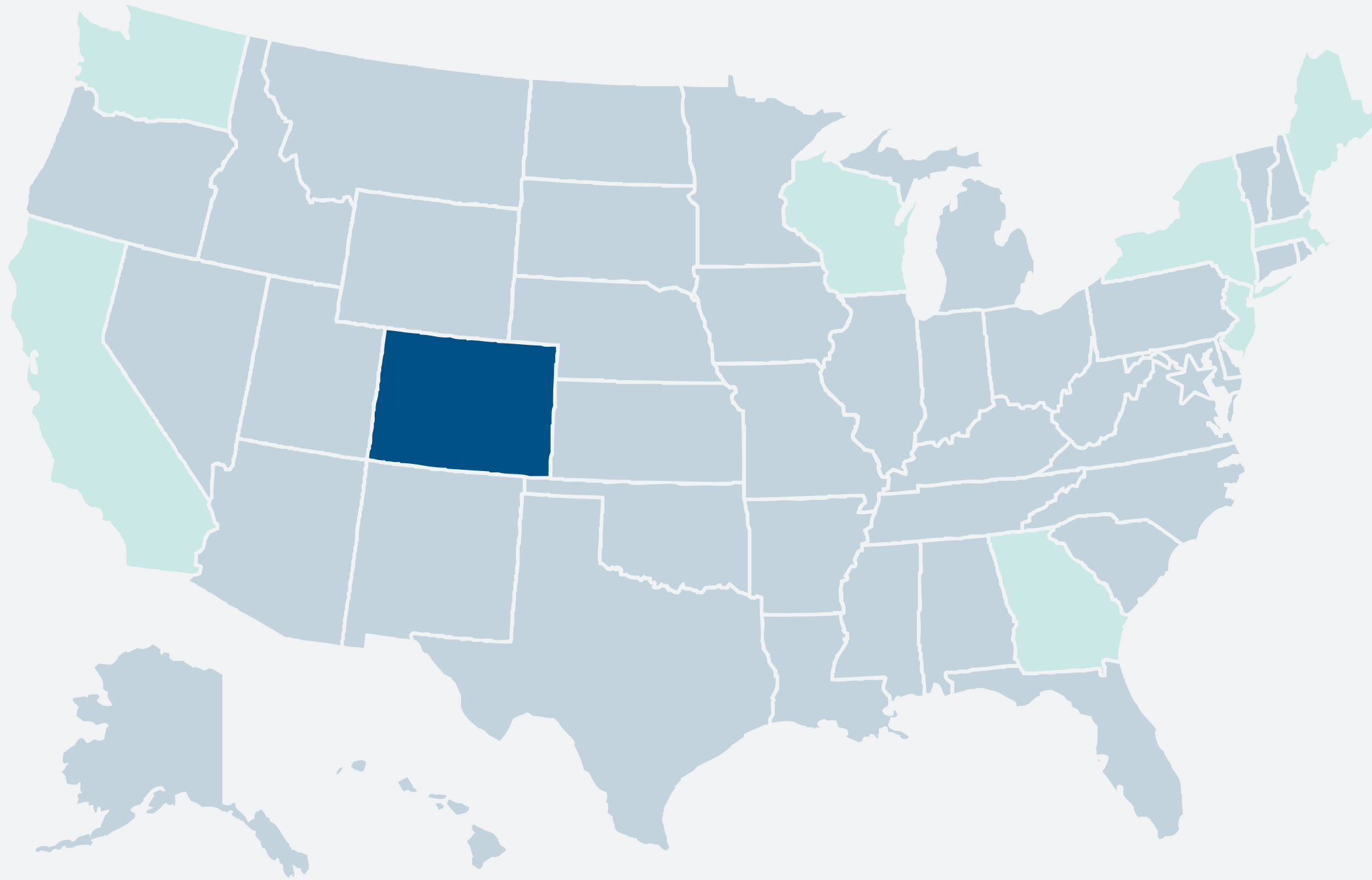


# 2008

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## WINS IN COLORADO

Workplace Accommodations for  
Nursing Mothers Act passed.



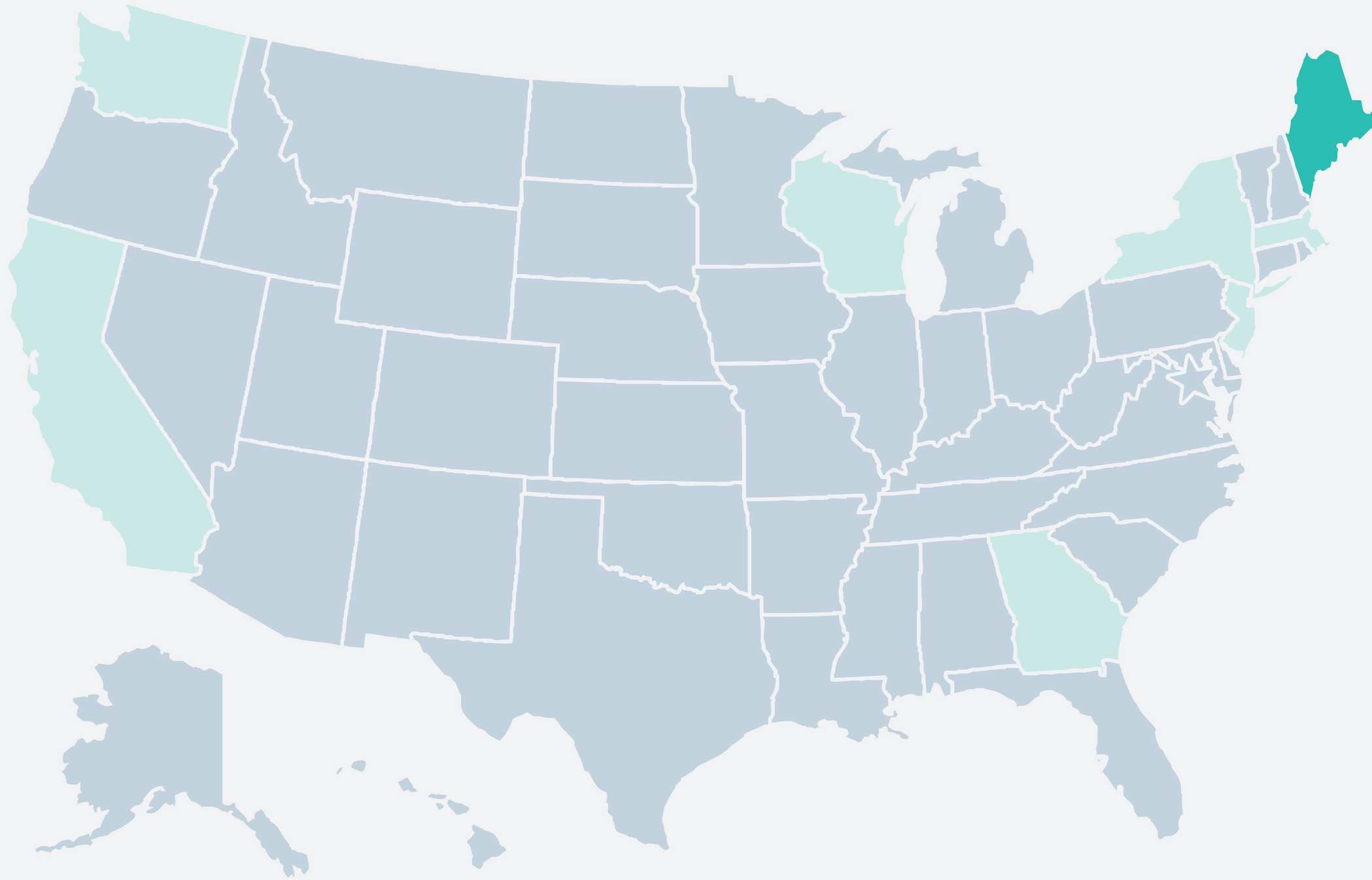
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# 2008

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## WINS IN MAINE

FMLA expanded to cover siblings.

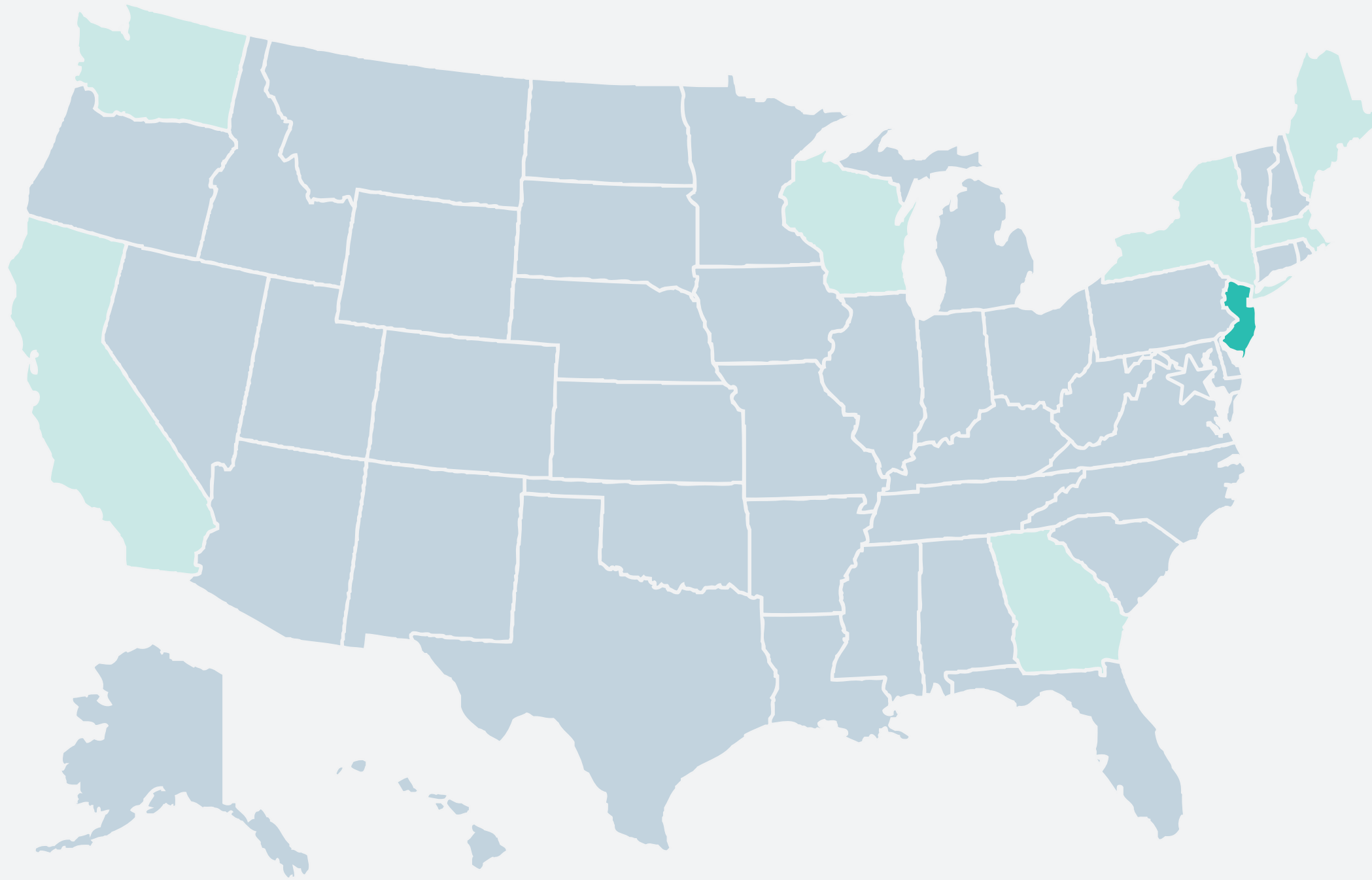


# 2008

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## WINS IN NEW JERSEY

Family Leave Insurance passed.



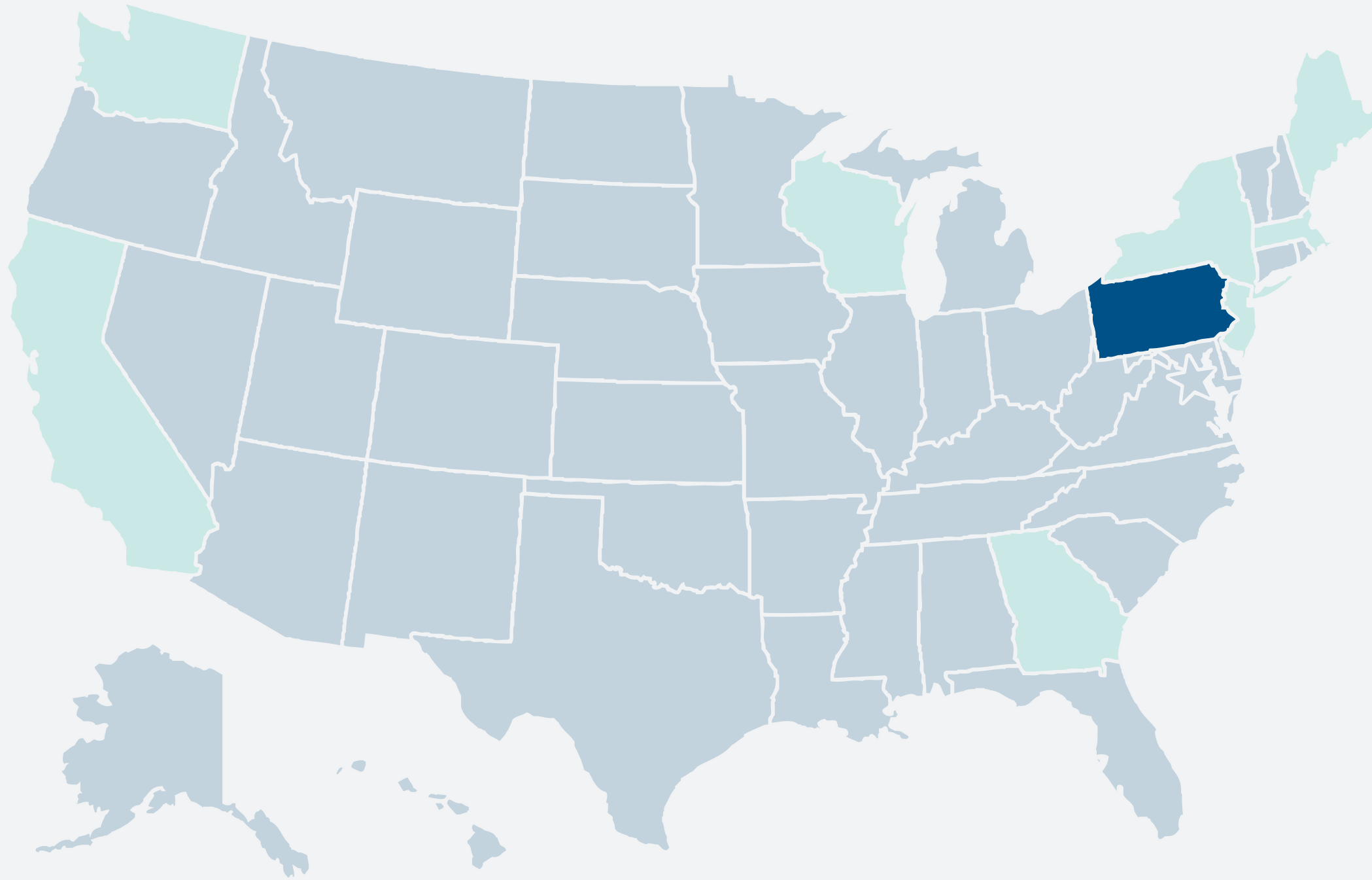


# 2008

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## WINS IN PENNSYLVANIA

Philadelphia passes unpaid domestic  
violence leave.

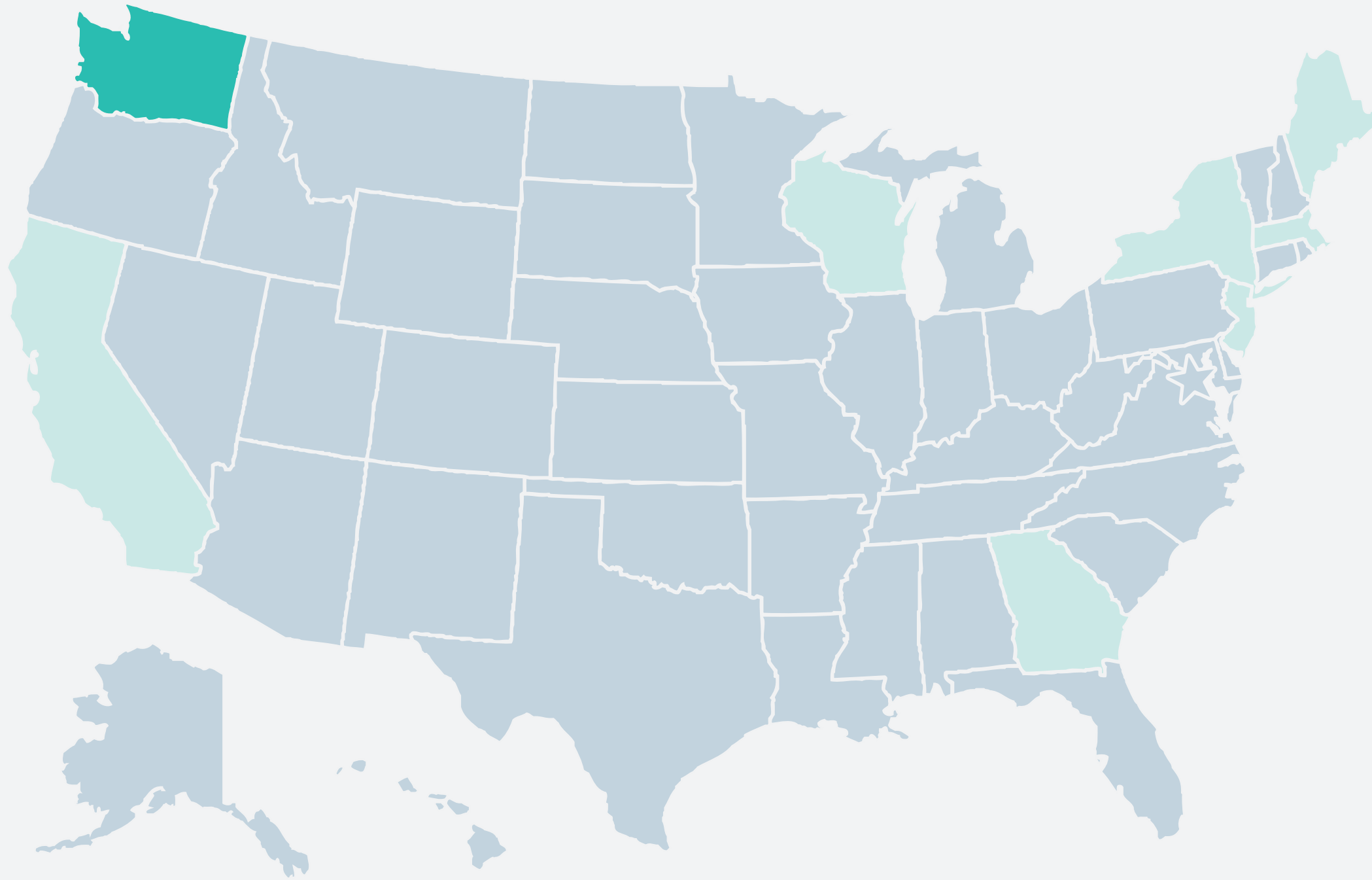


# 2008

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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).

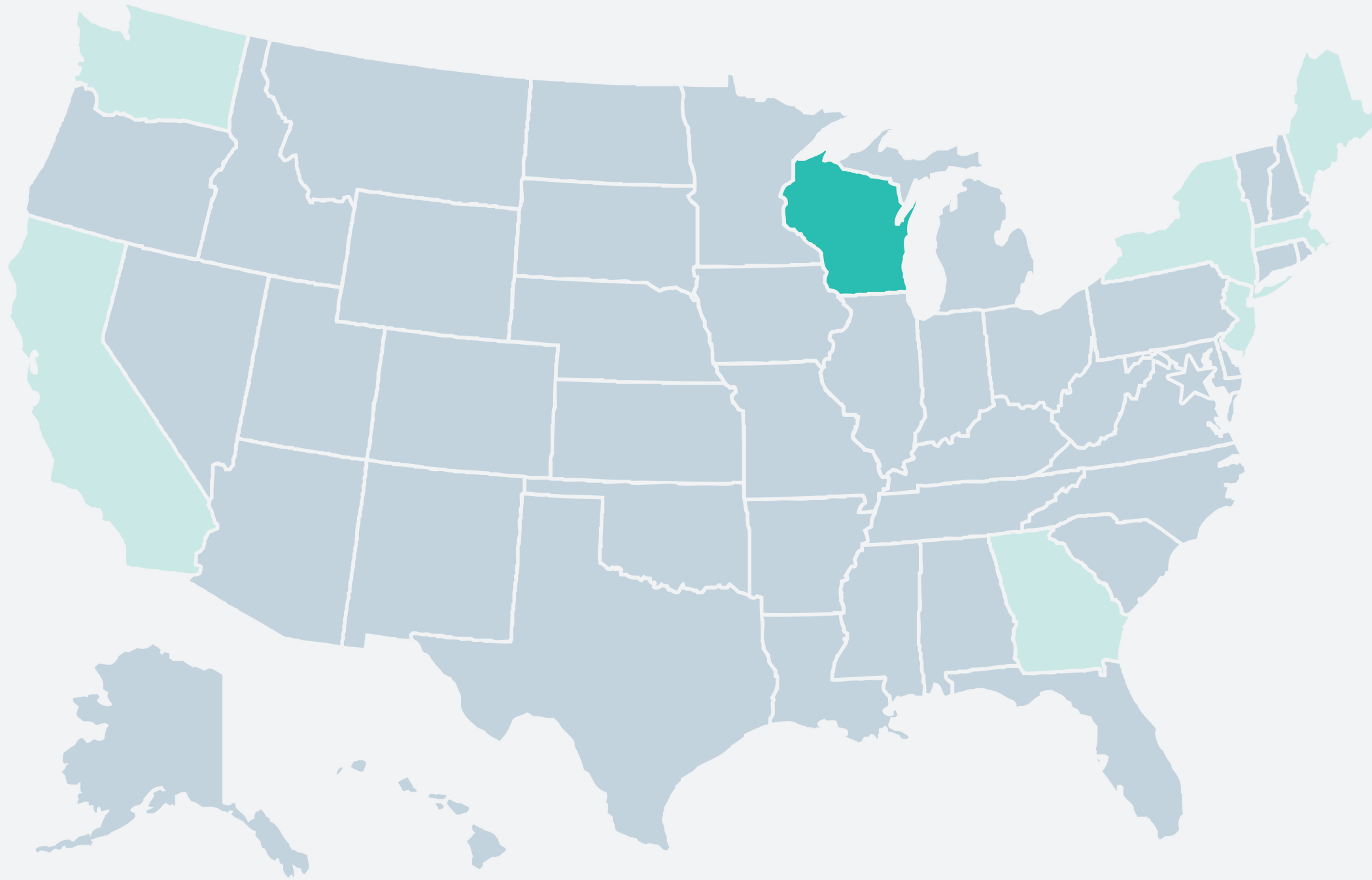


# 2008

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## WINS IN WISCONSIN

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

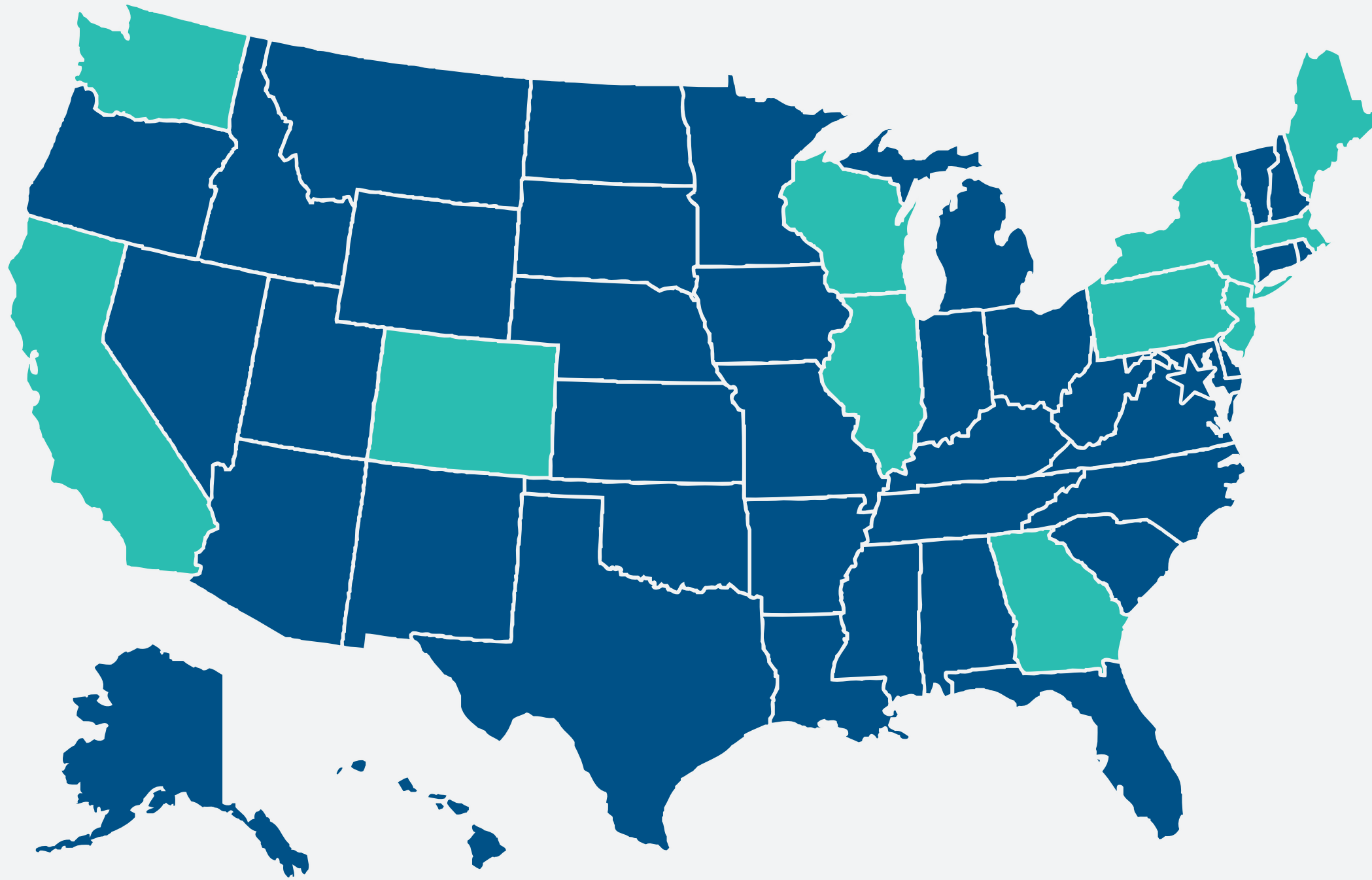


# 2009

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## THIS YEAR

Several states succeed in expanding the definition of family under existing FMLA or unemployment laws. Colorado, Illinois and Pennsylvania join the network.



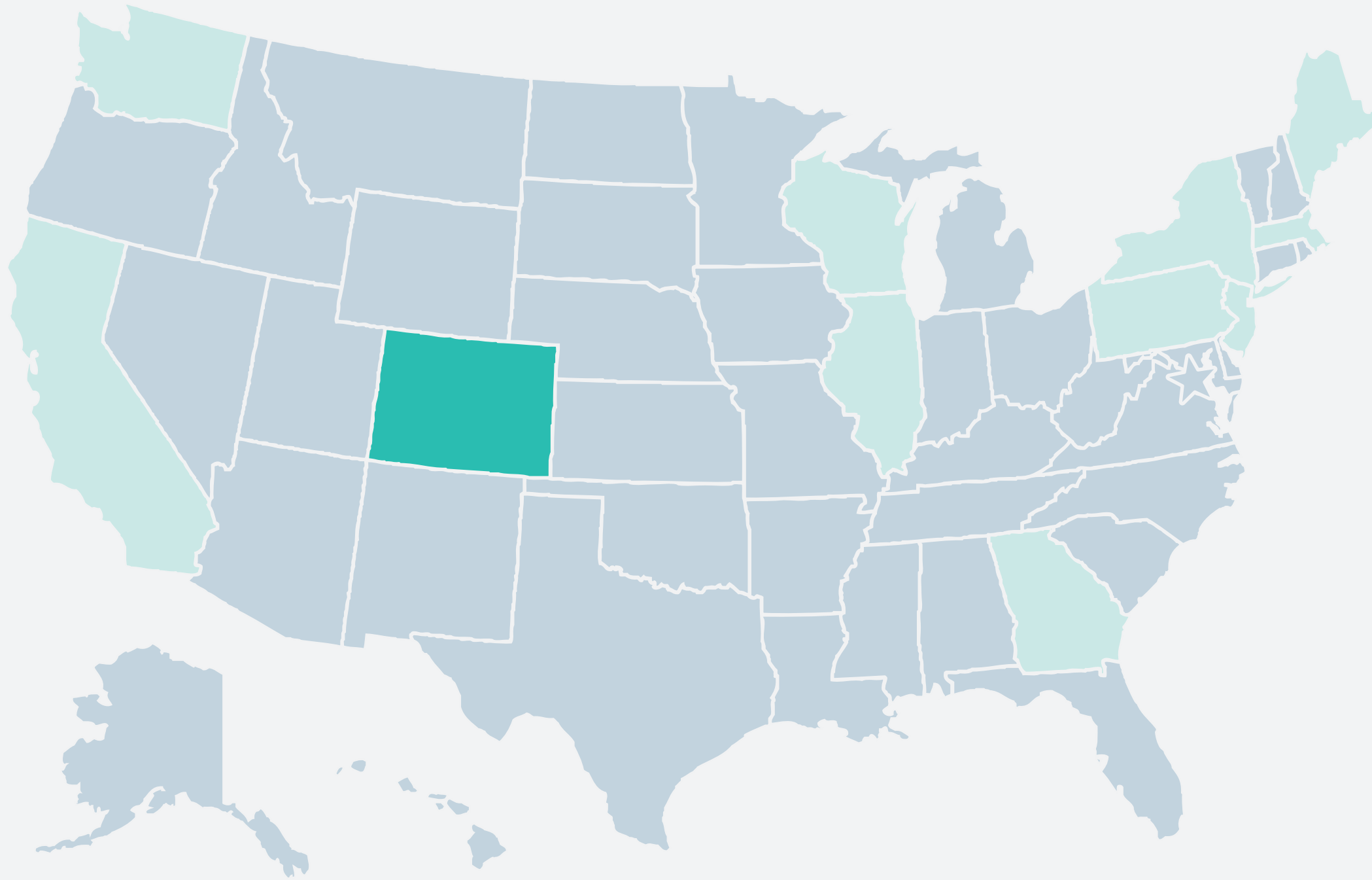
# 2009

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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.



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## Unemployment insurance expanded to include part-time workers.

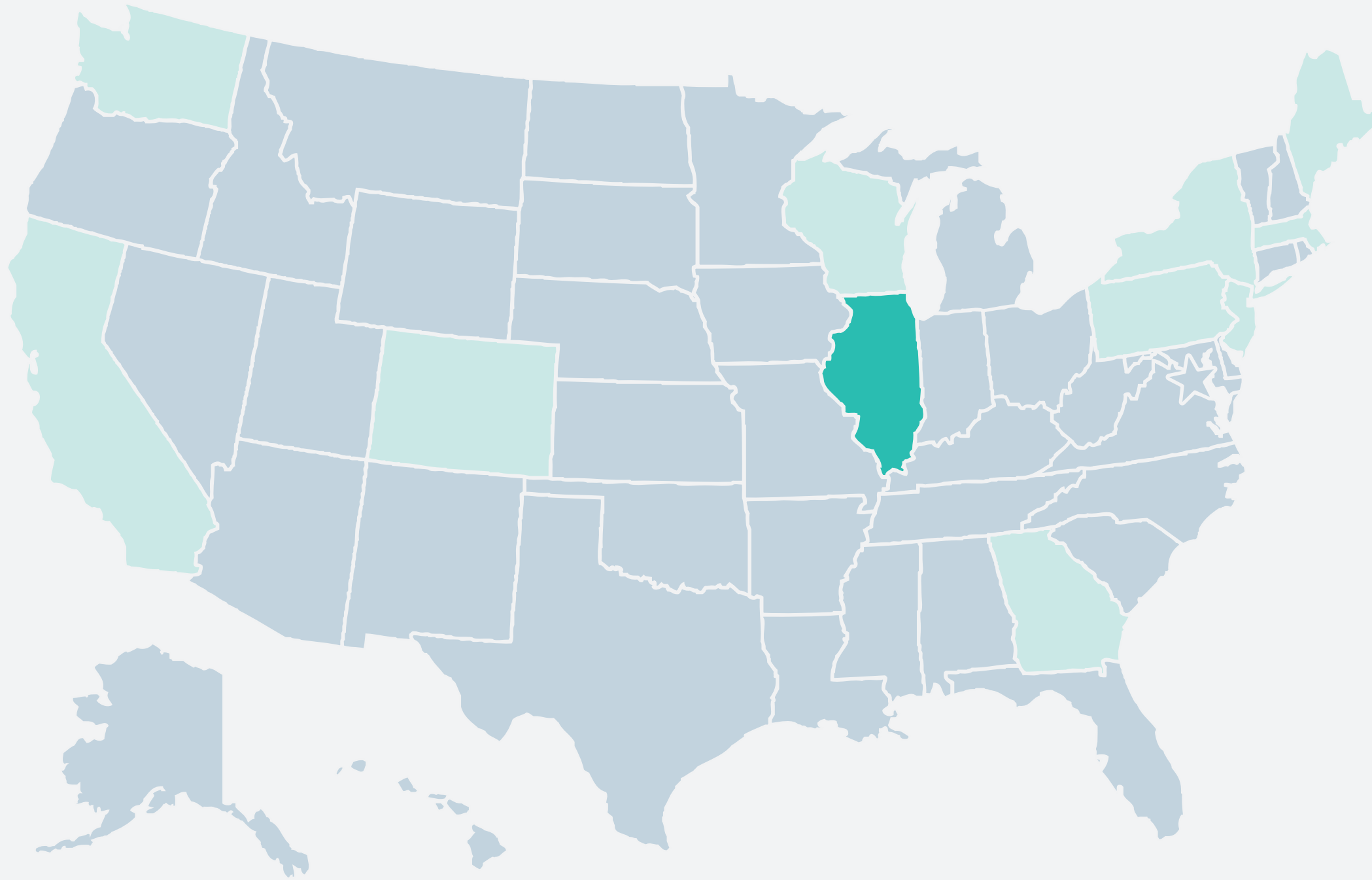
## Unemployment insurance expanded to include part-time workers.

# 2009

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## WINS IN ILLINOIS

Healthy Workplaces Act introduced.



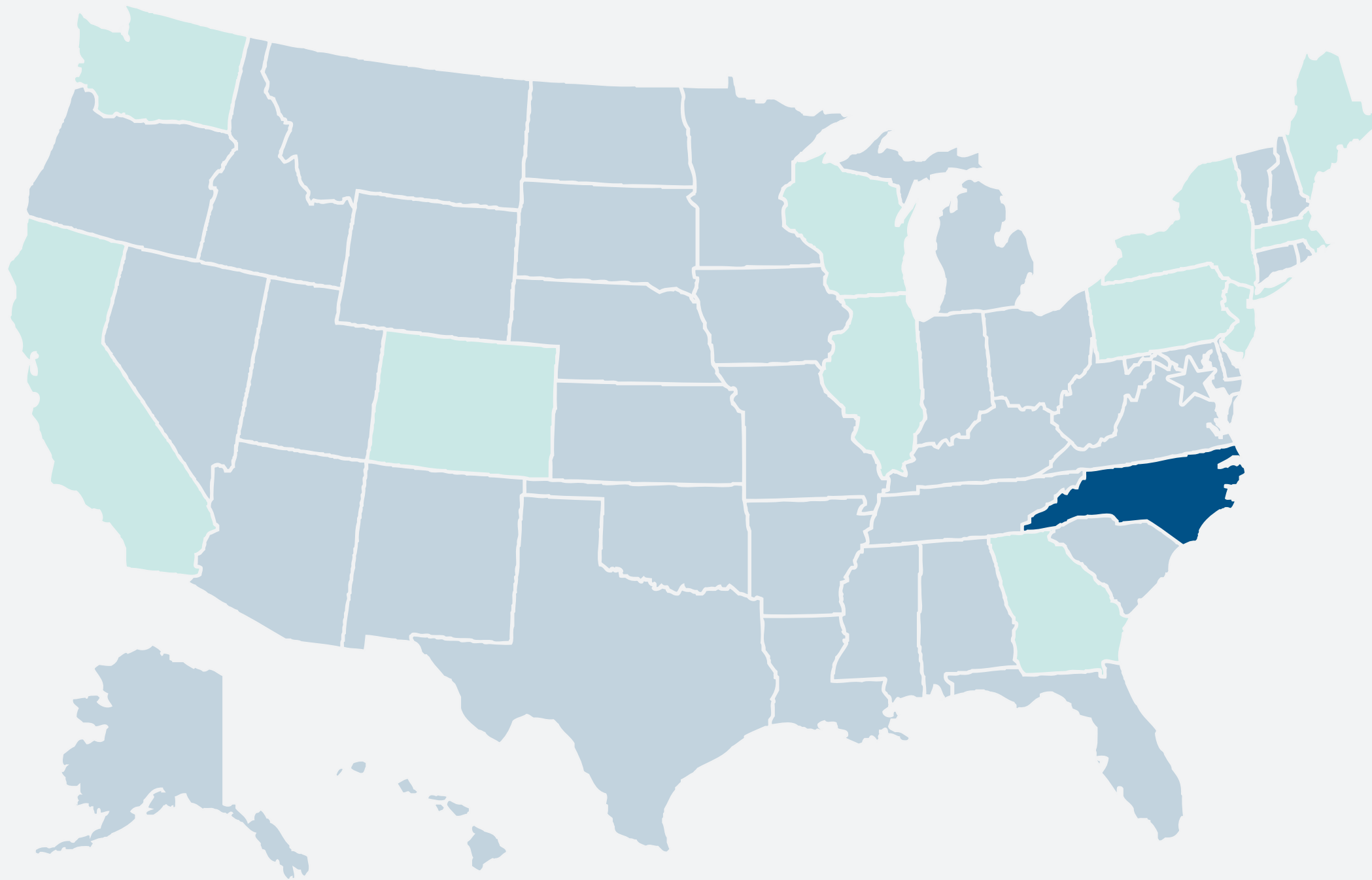
# 2009

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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.



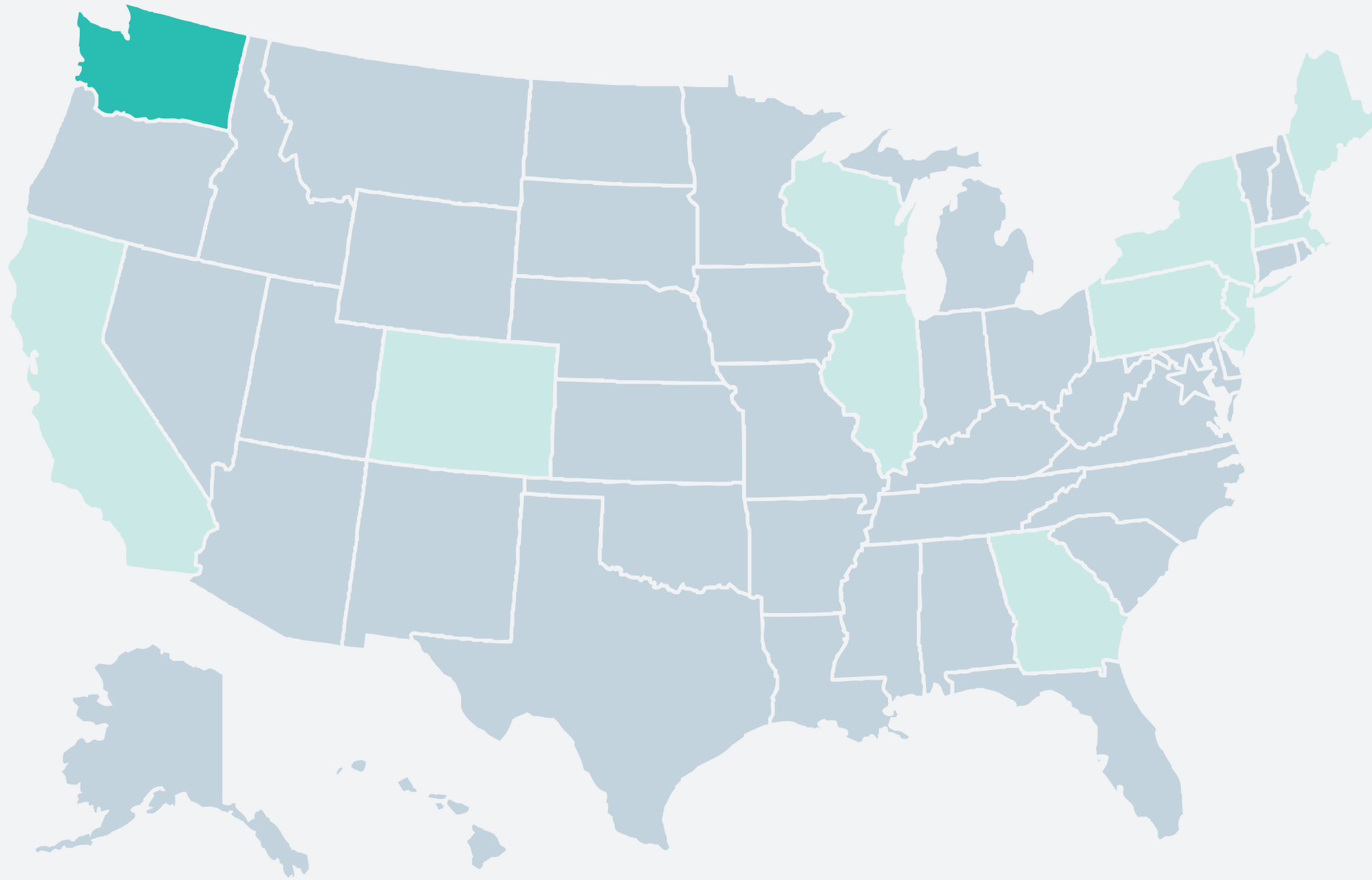


# 2009

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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.

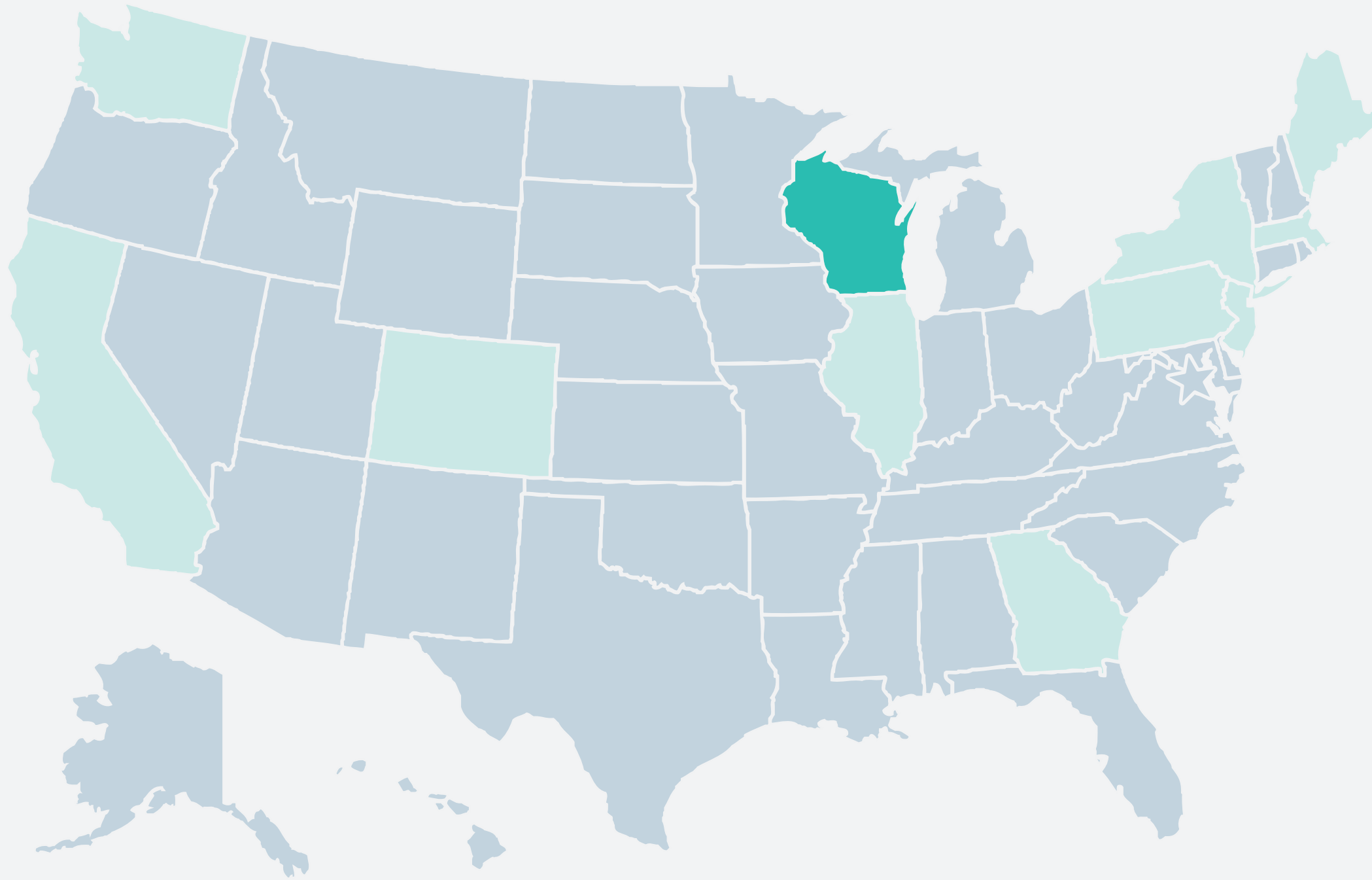


# 2009

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## WINS IN WISCONSIN

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

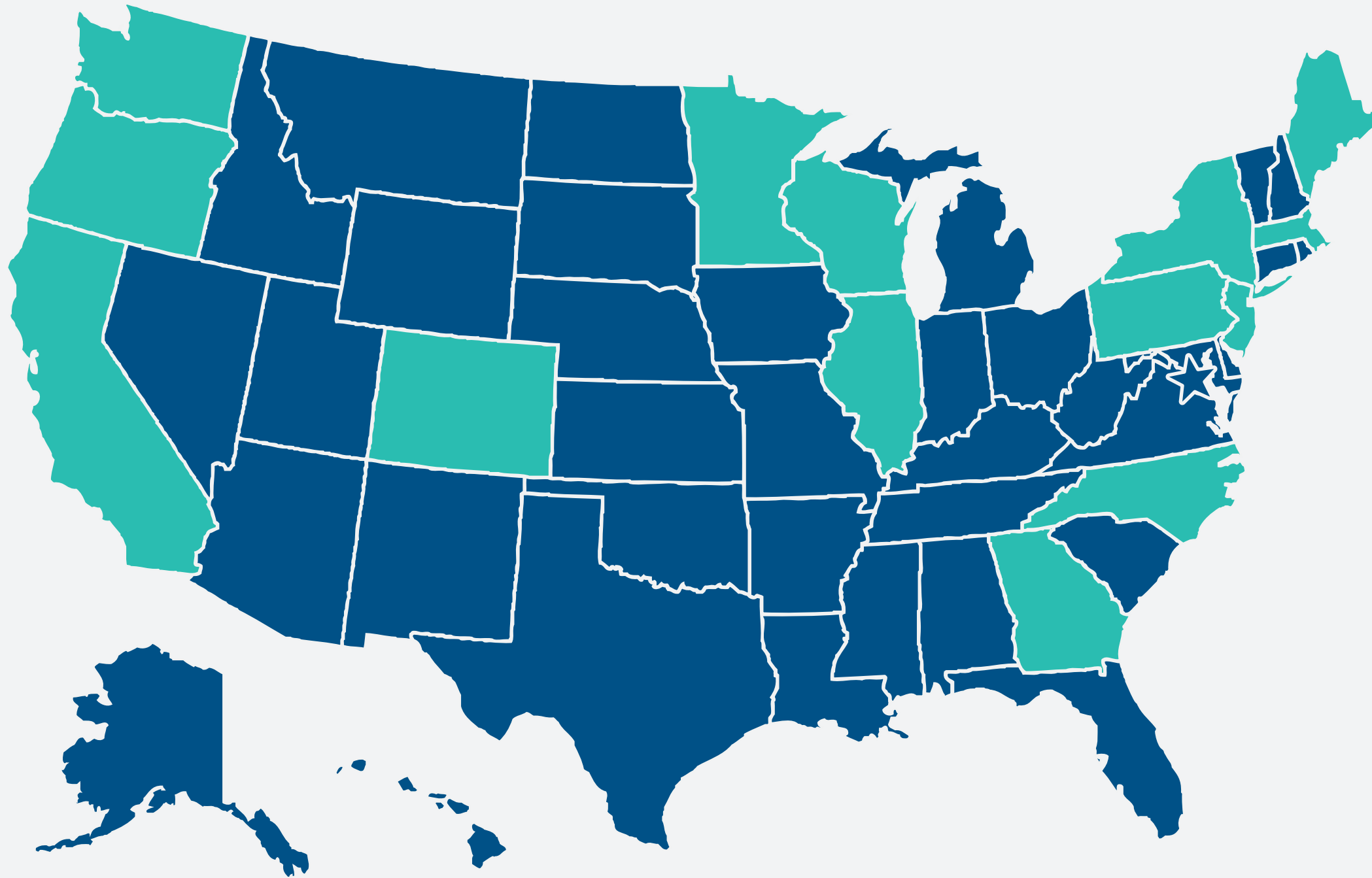


# 2010

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## THIS YEAR

The network adds  
Minnesota, Oregon  
and North Carolina  
and continues to  
build capacity.

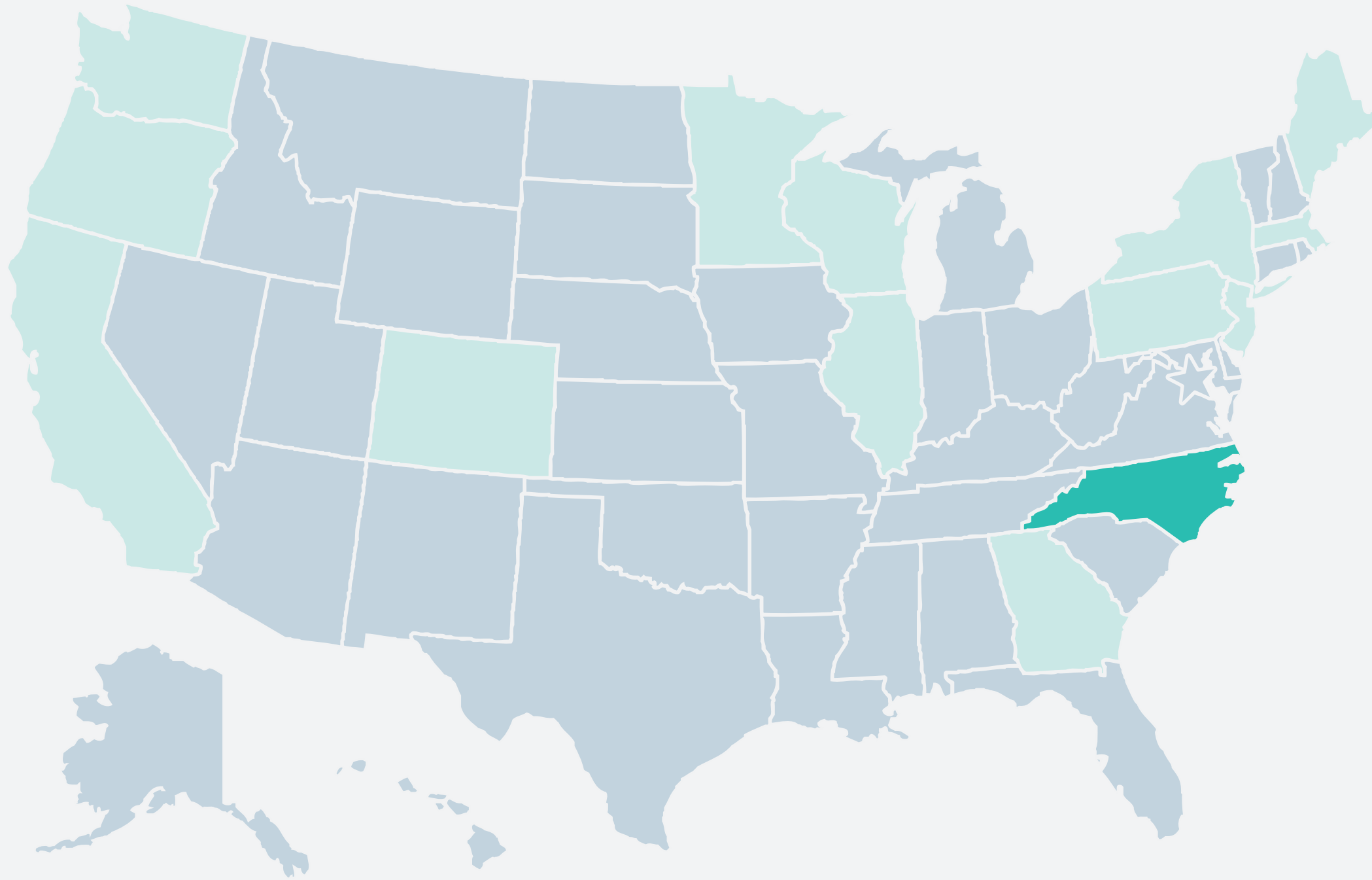


# 2010

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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.

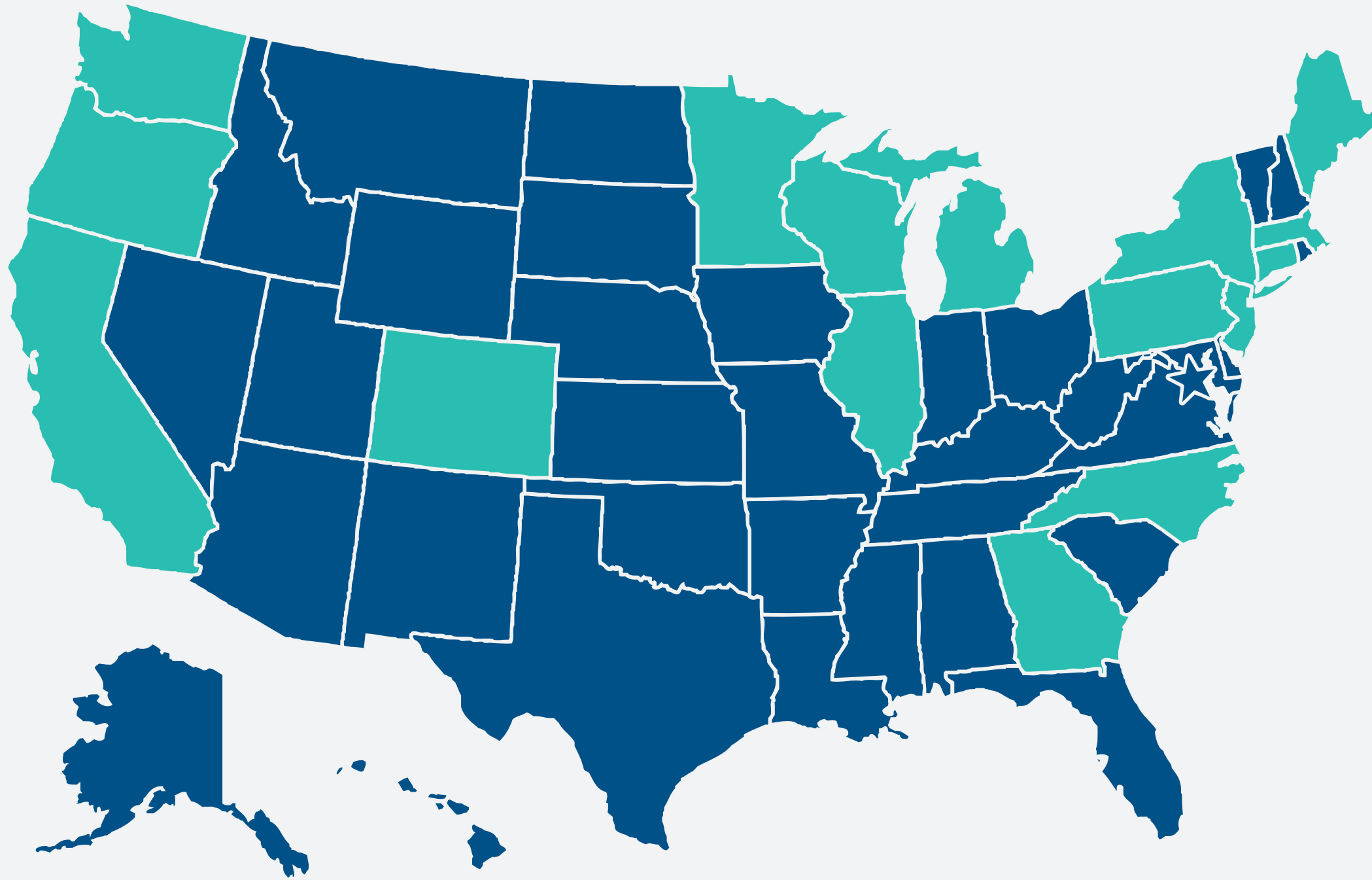


# 2011

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## THIS YEAR

Connecticut and Michigan join the network. Connecticut becomes the first state to win paid sick days, and Seattle the third city.

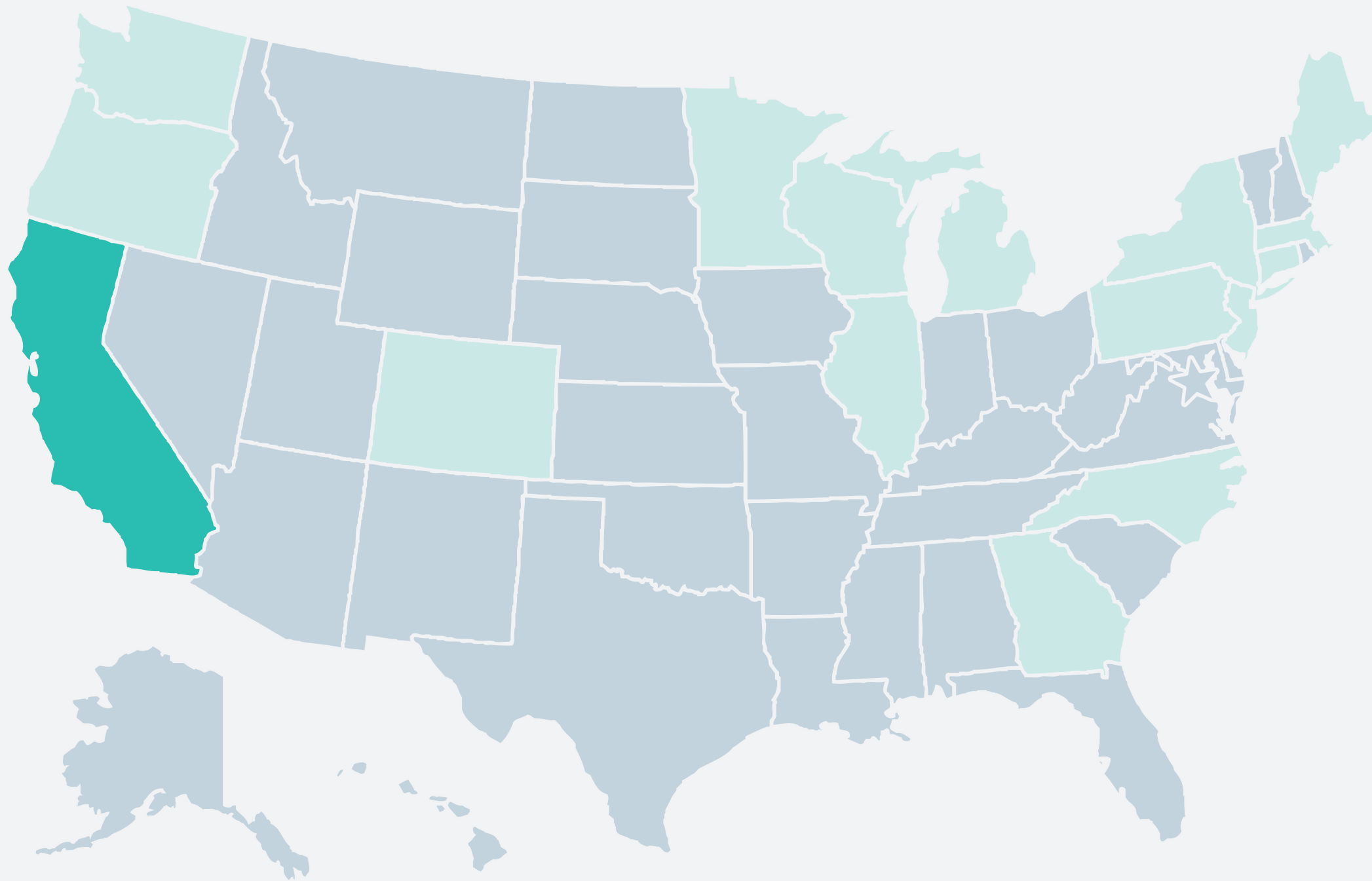


# 2011

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## WINS IN CALIFORNIA

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

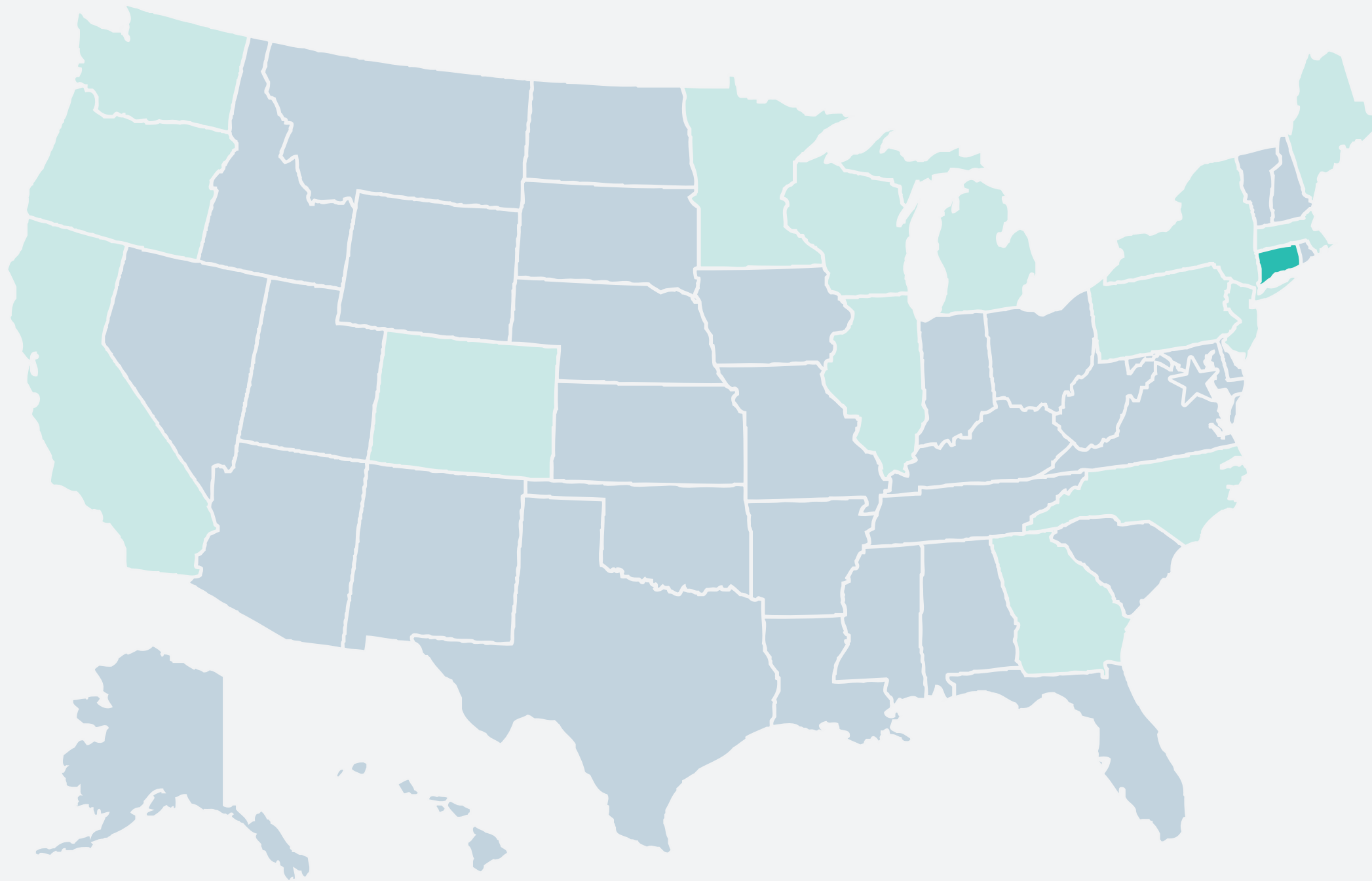


# 2011

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## WINS IN CONNECTICUT

Country's first statewide paid sick days law passed.



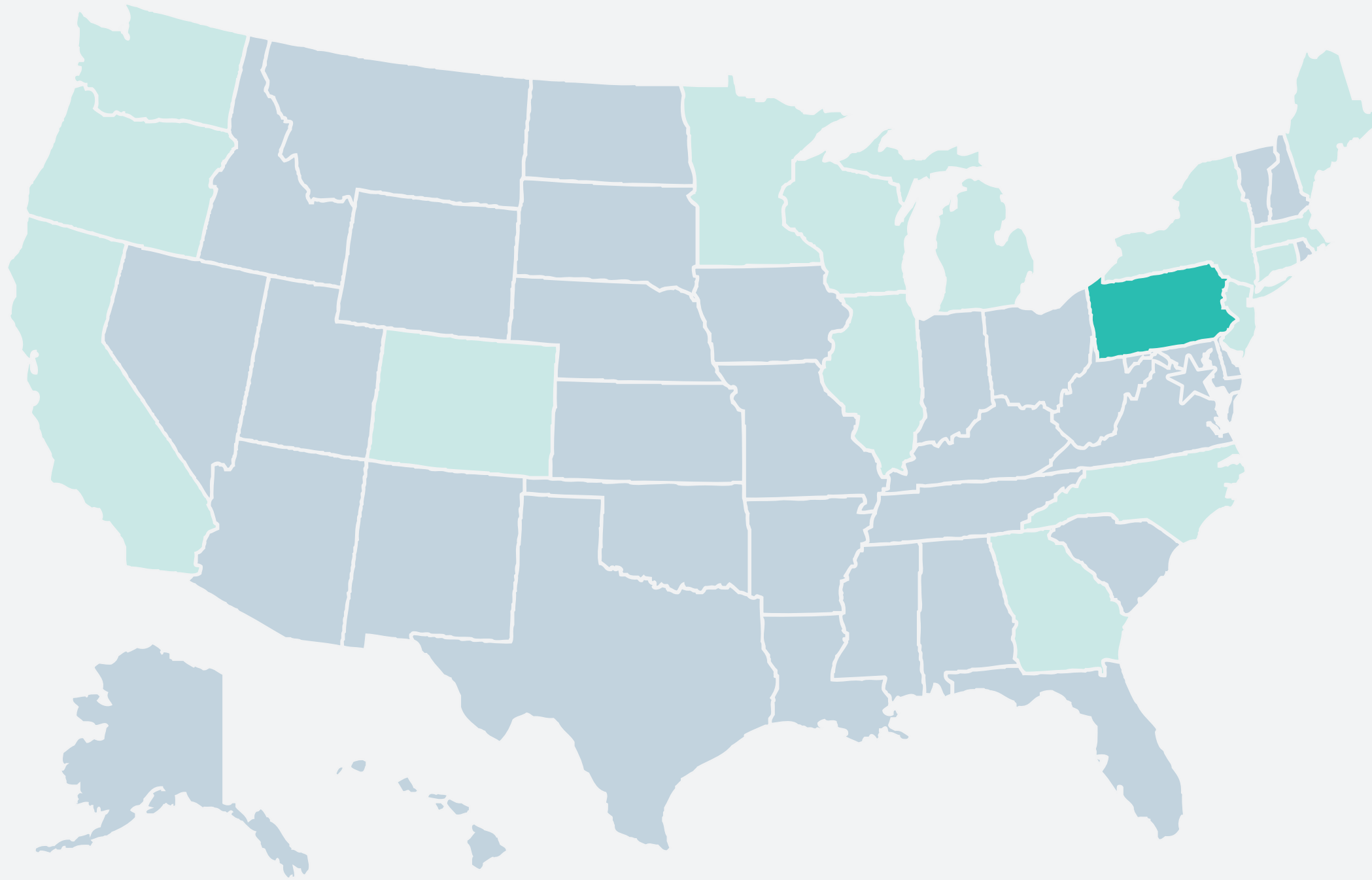
# 2011

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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.

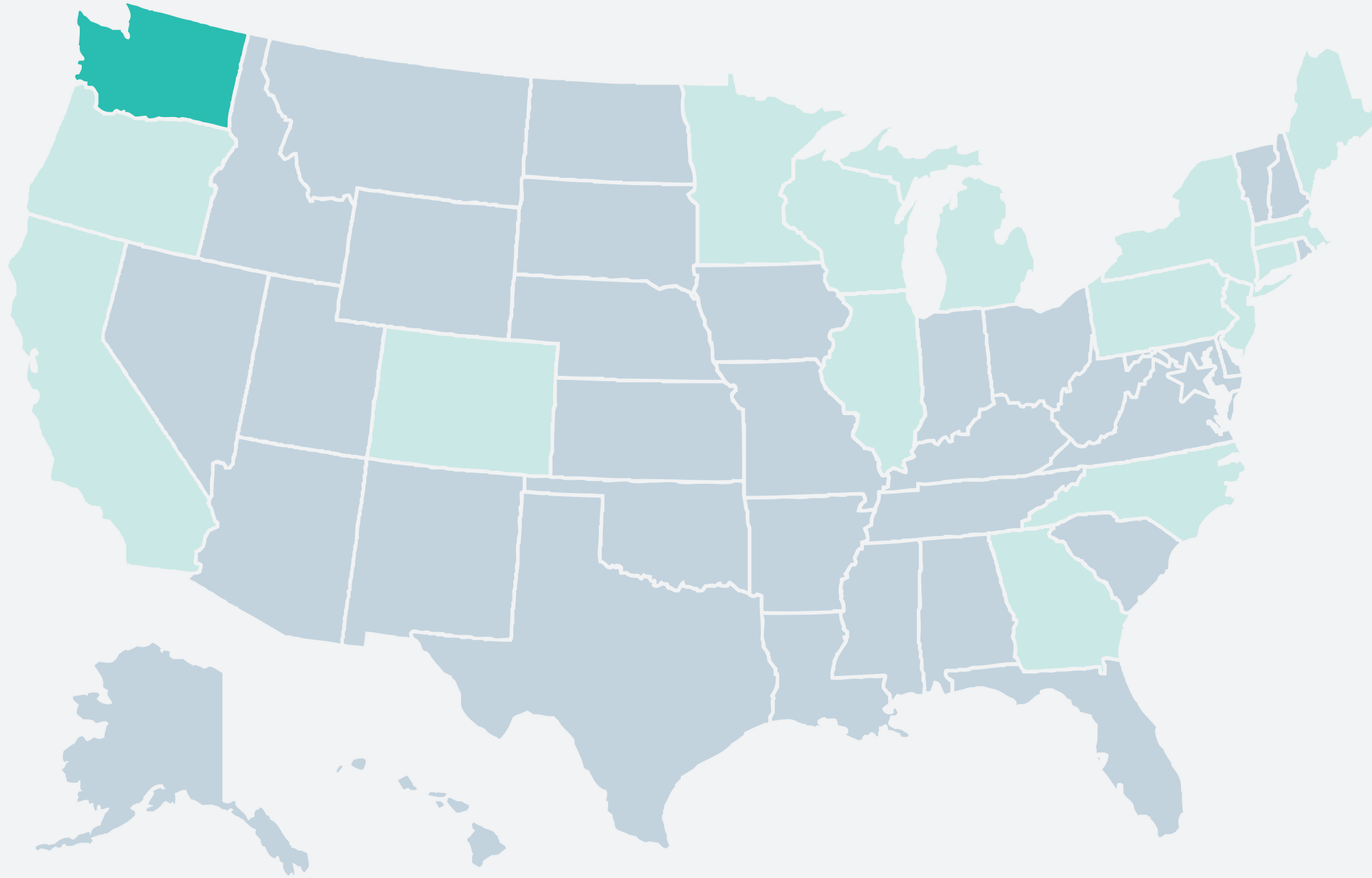




# 2011

## WINS IN WASHINGTON

Seattle wins paid sick days.

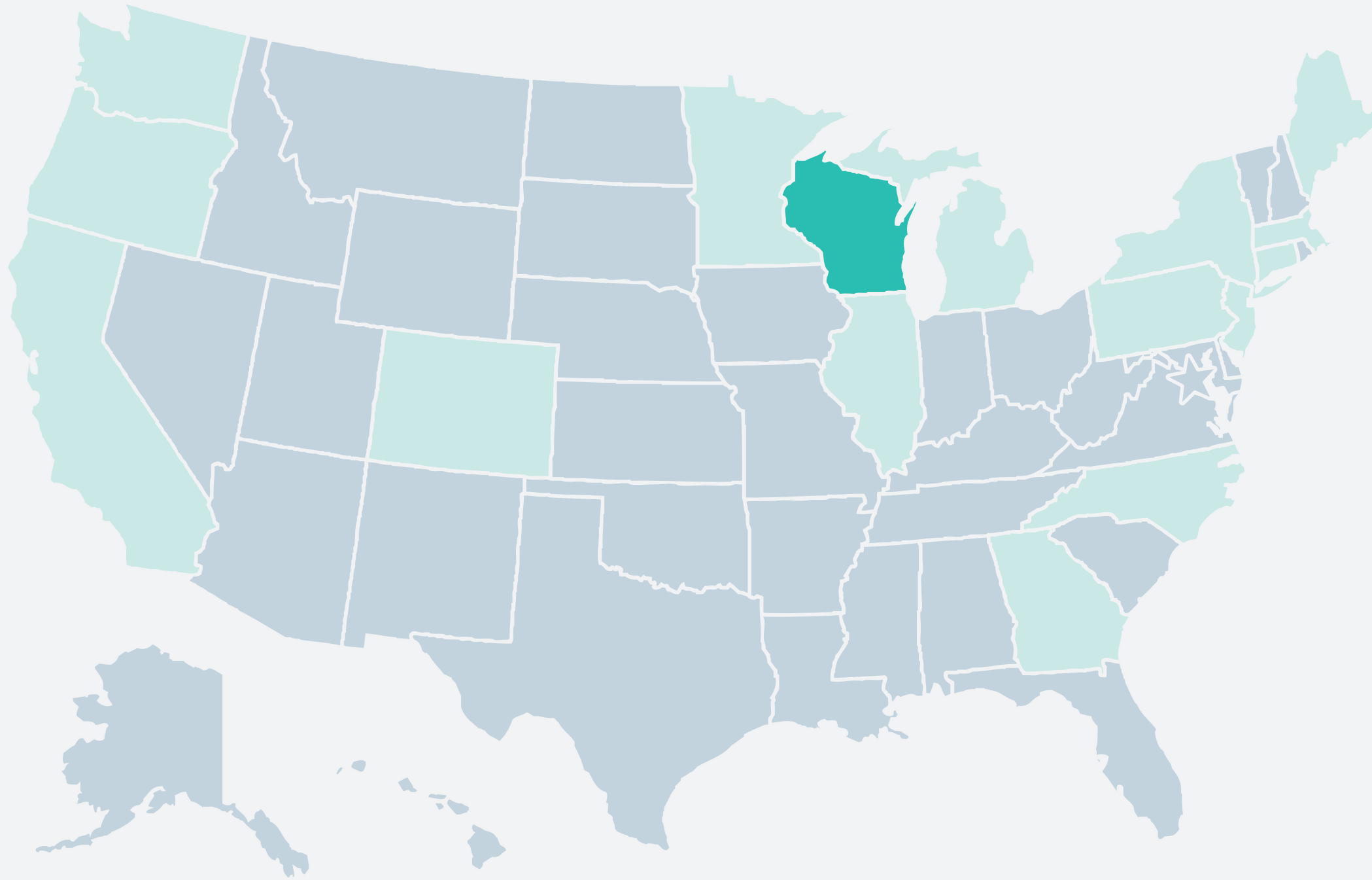


# 2011

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## WINS IN WISCONSIN

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



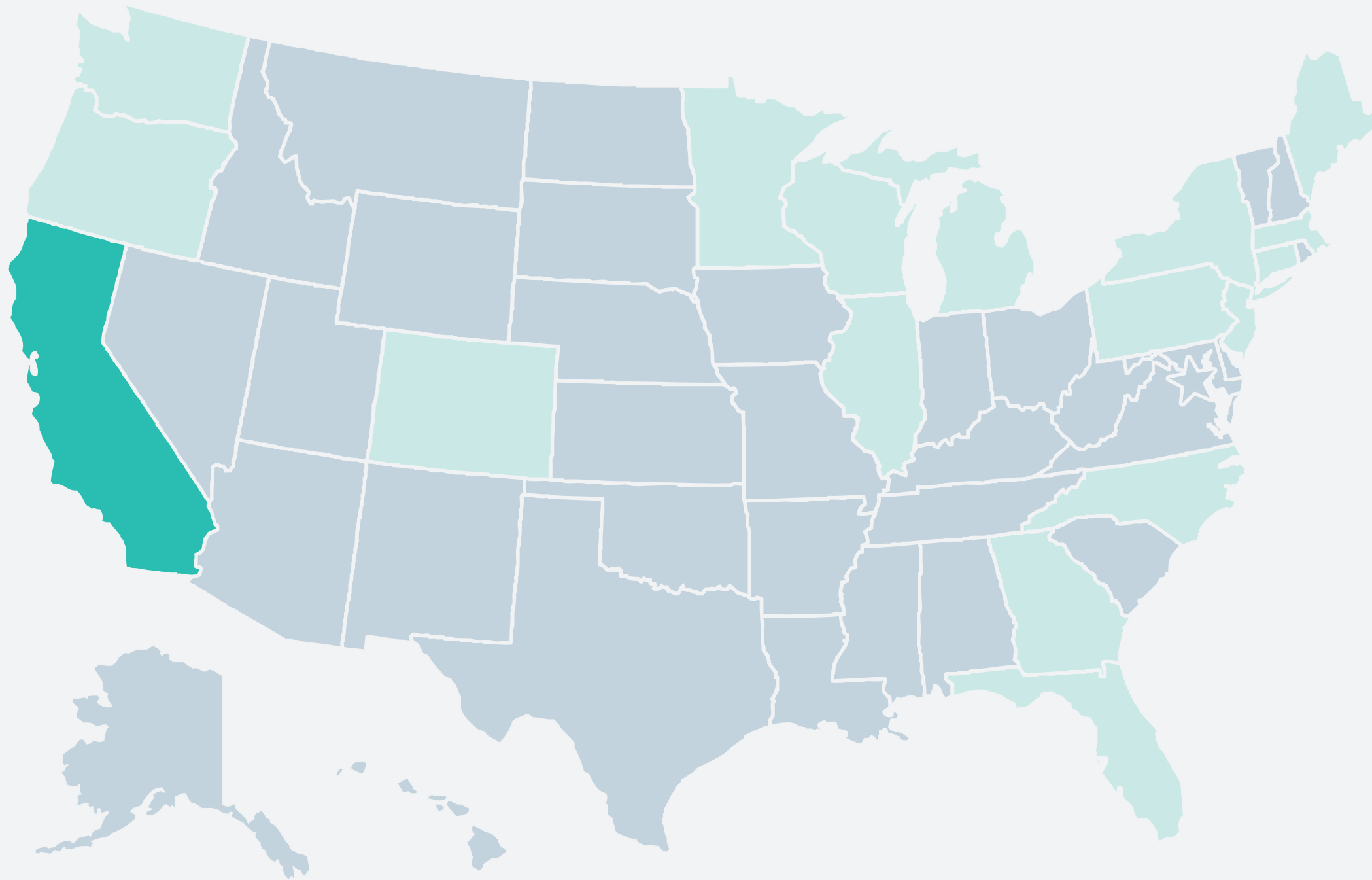
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# 2012

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## WINS IN CALIFORNIA

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

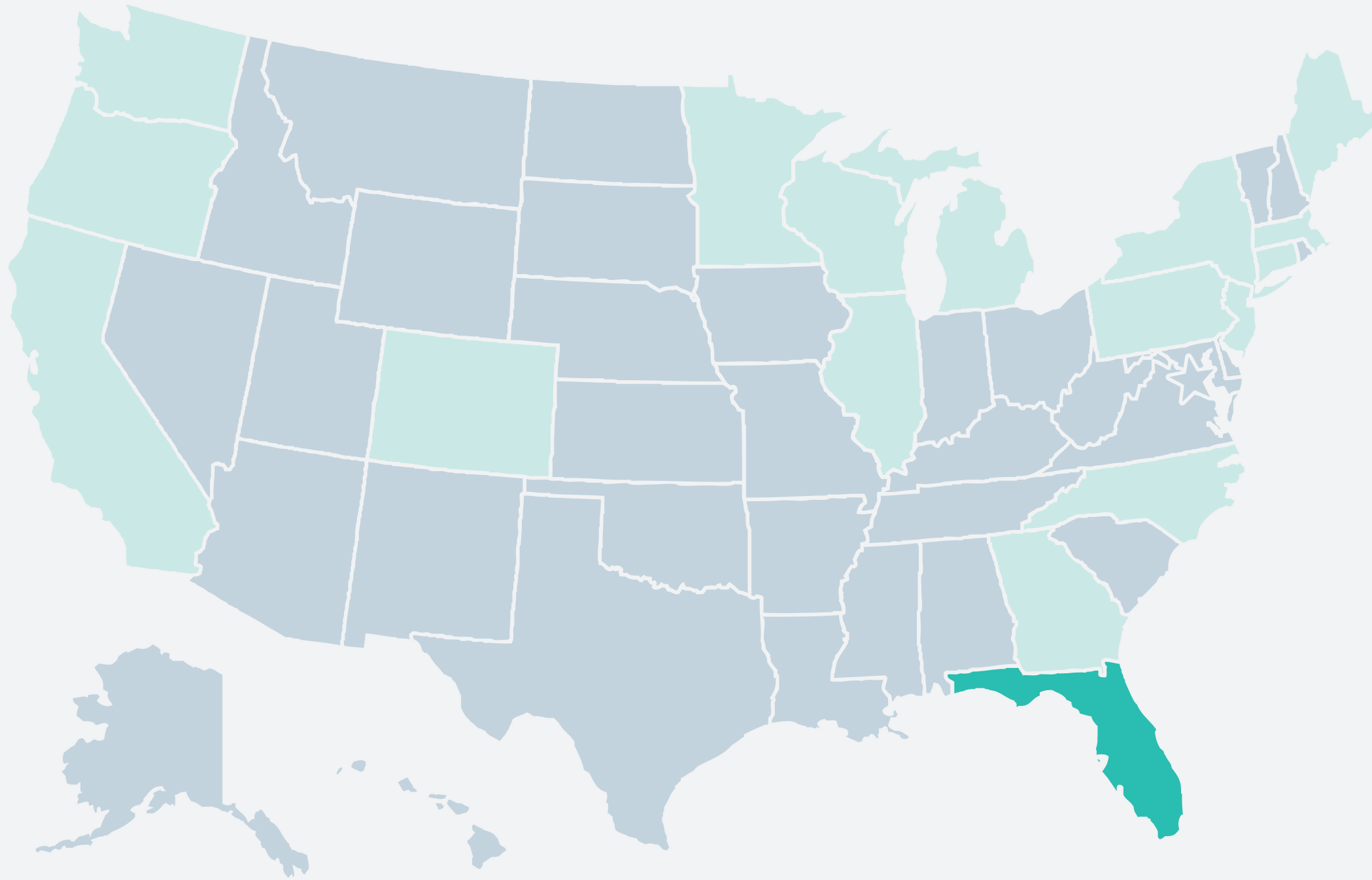


# 2012

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## WINS IN FLORIDA

Orange County runs the first successful campaign to collect enough petitions to put paid sick days on the ballot.

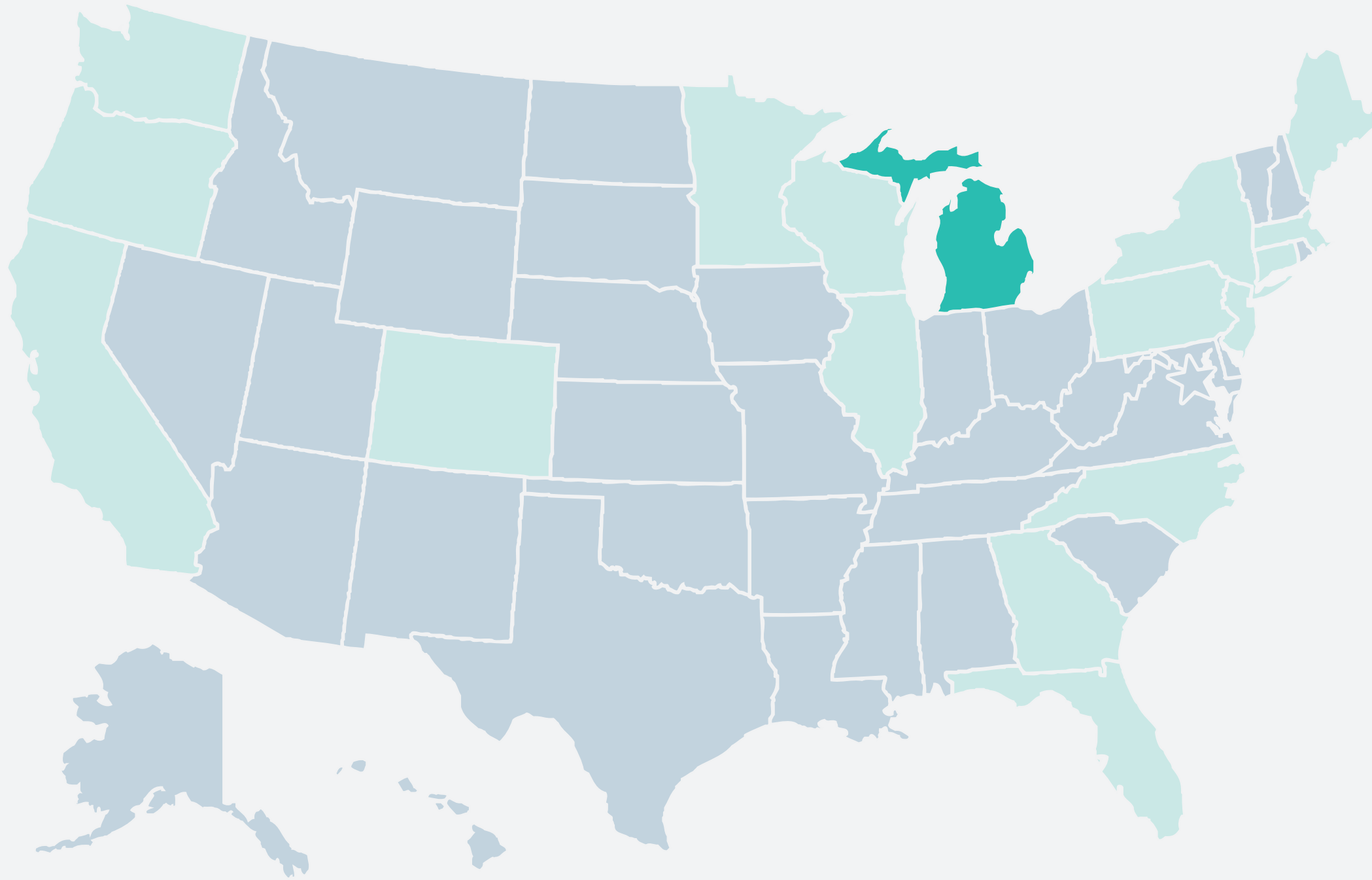


# 2012

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## WINS IN MICHIGAN

Paid sick days bill introduced for  
the first time.



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# 2013

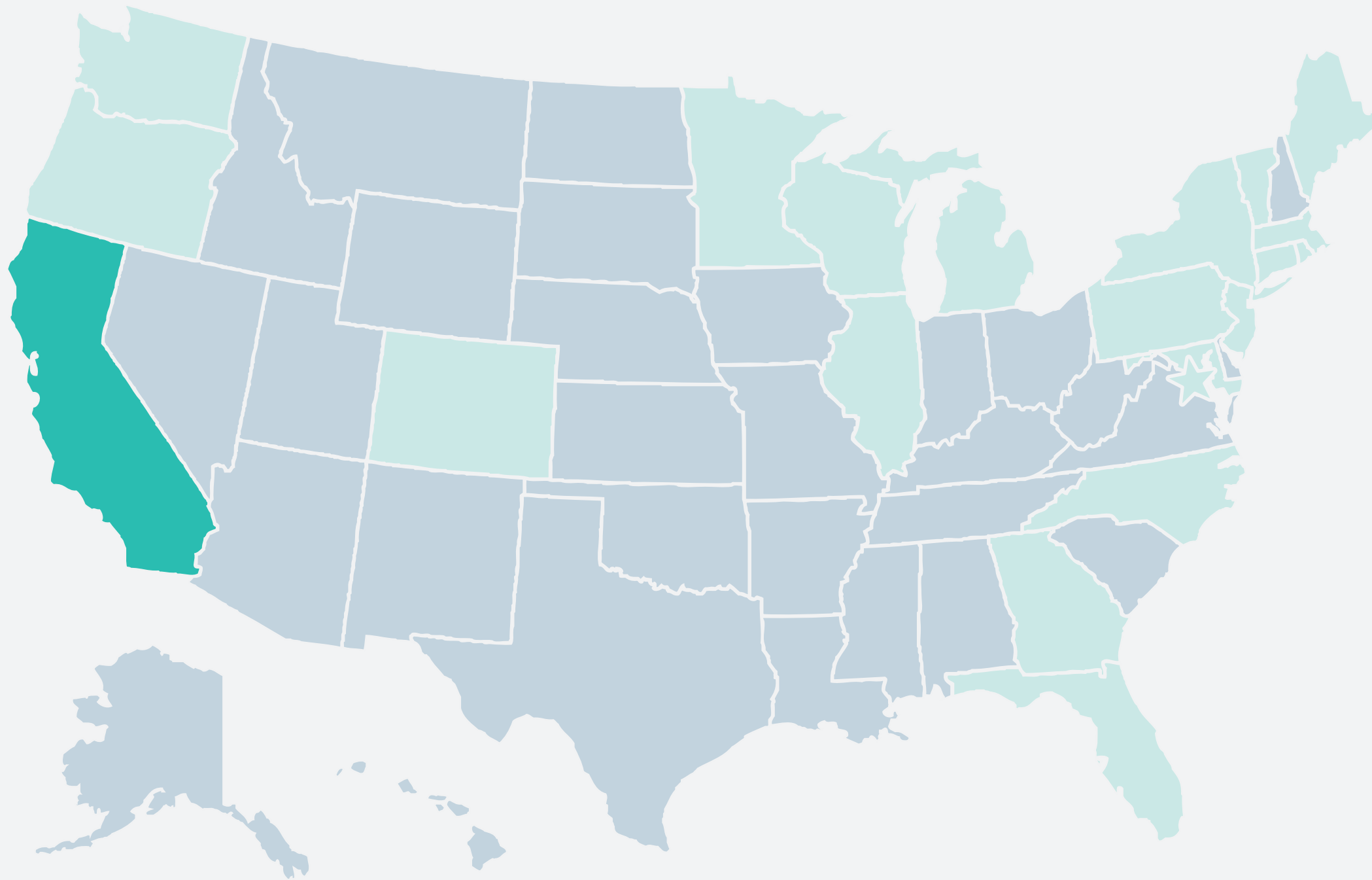
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## WINS IN CALIFORNIA

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.





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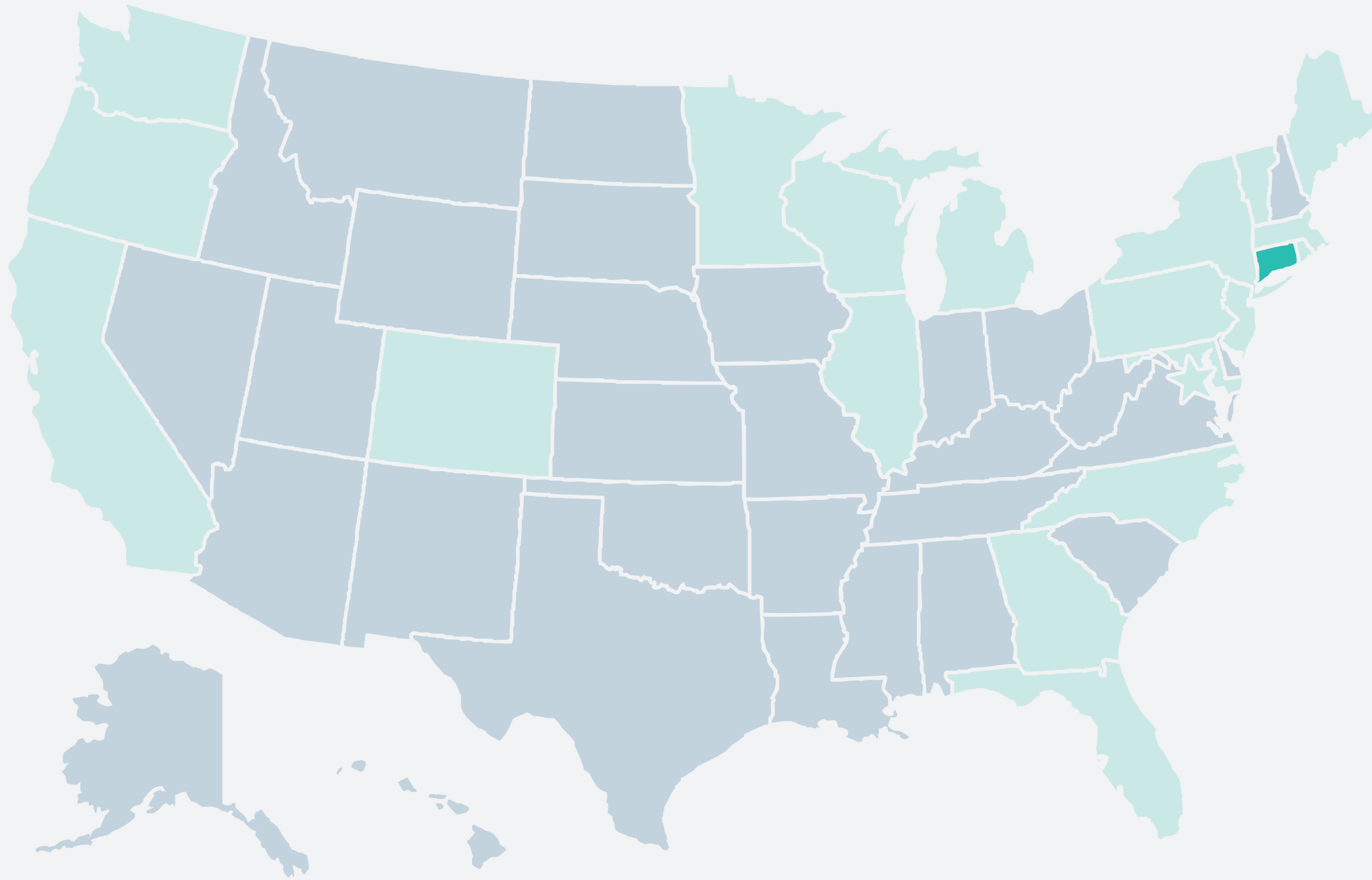
# 2013

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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.

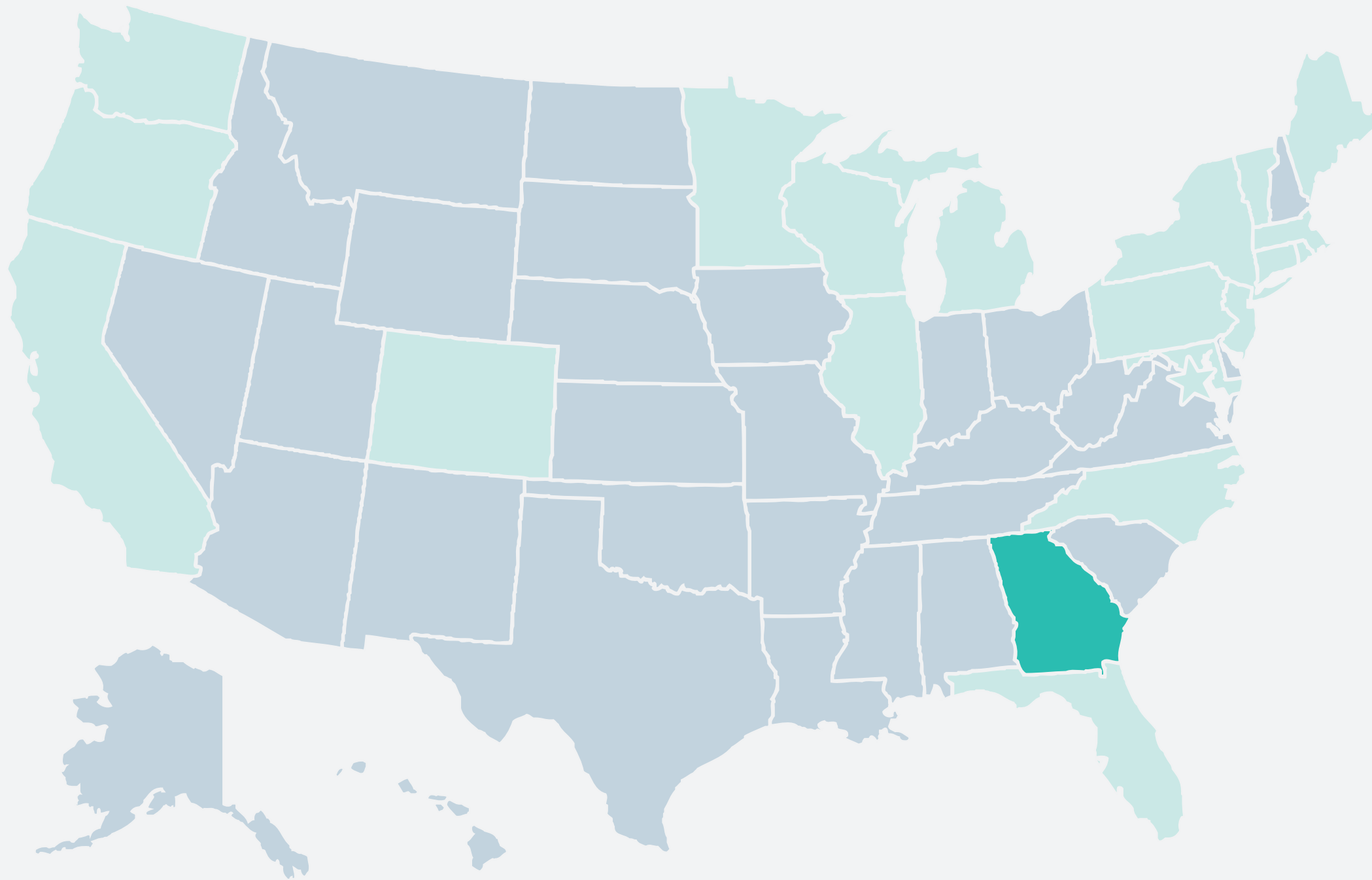


# 2013

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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.



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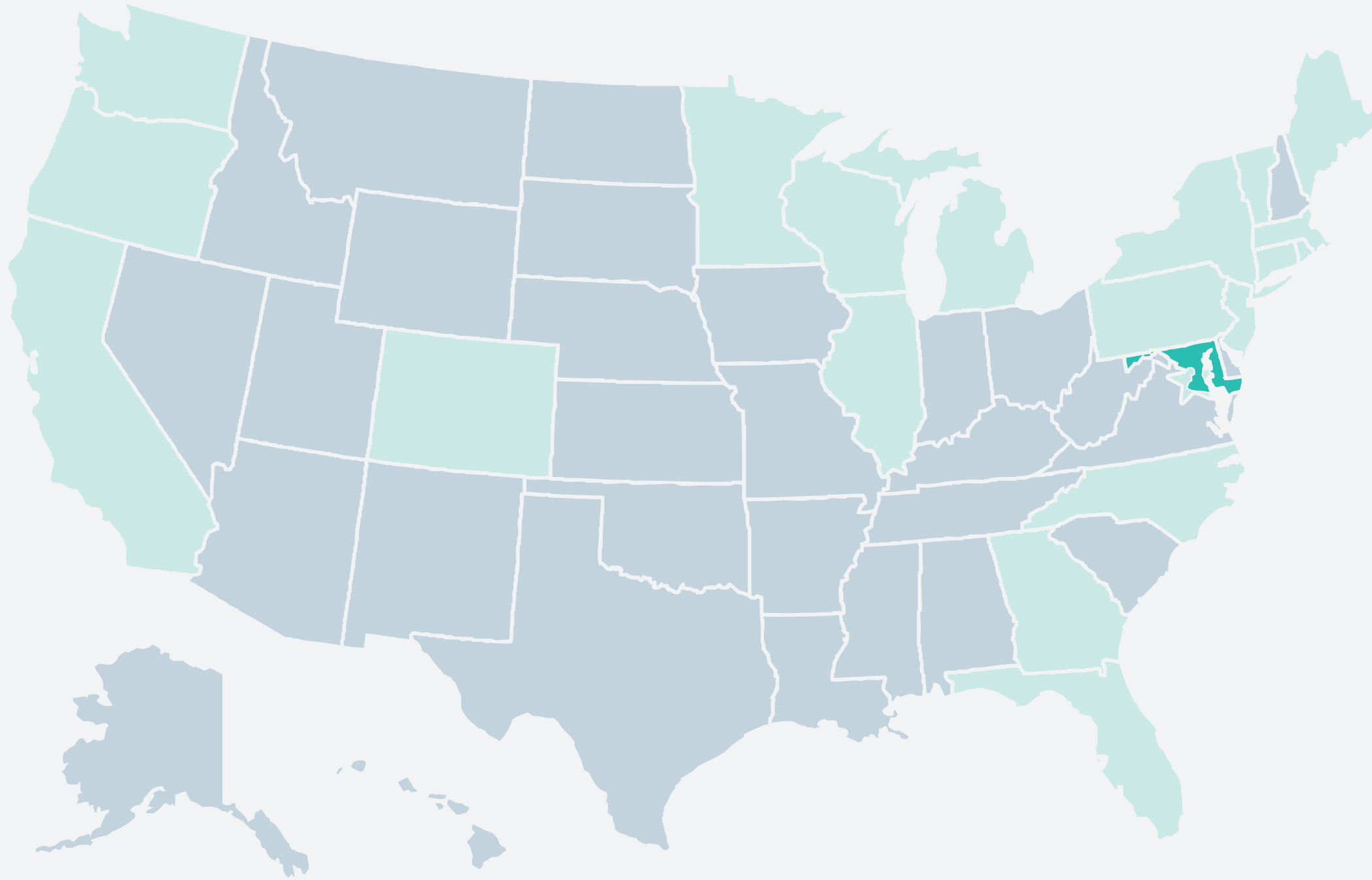
Municipal earned sick time campaign considered.

# 2013

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## WINS IN MARYLAND

Introduces paid sick days  
bill for the first time.

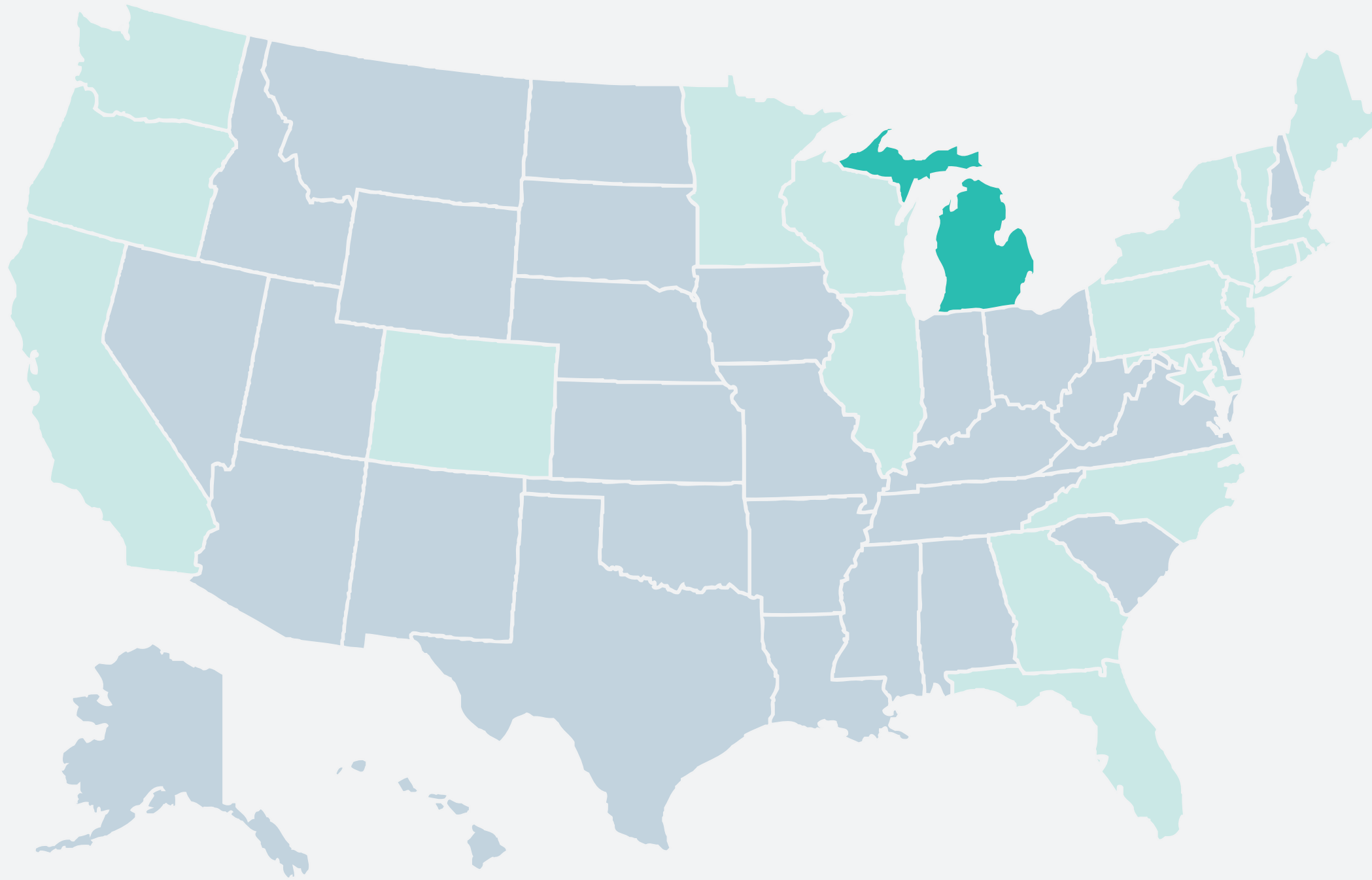


# 2013

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## WINS IN MICHIGAN

Paid sick days preemption bill stalled.



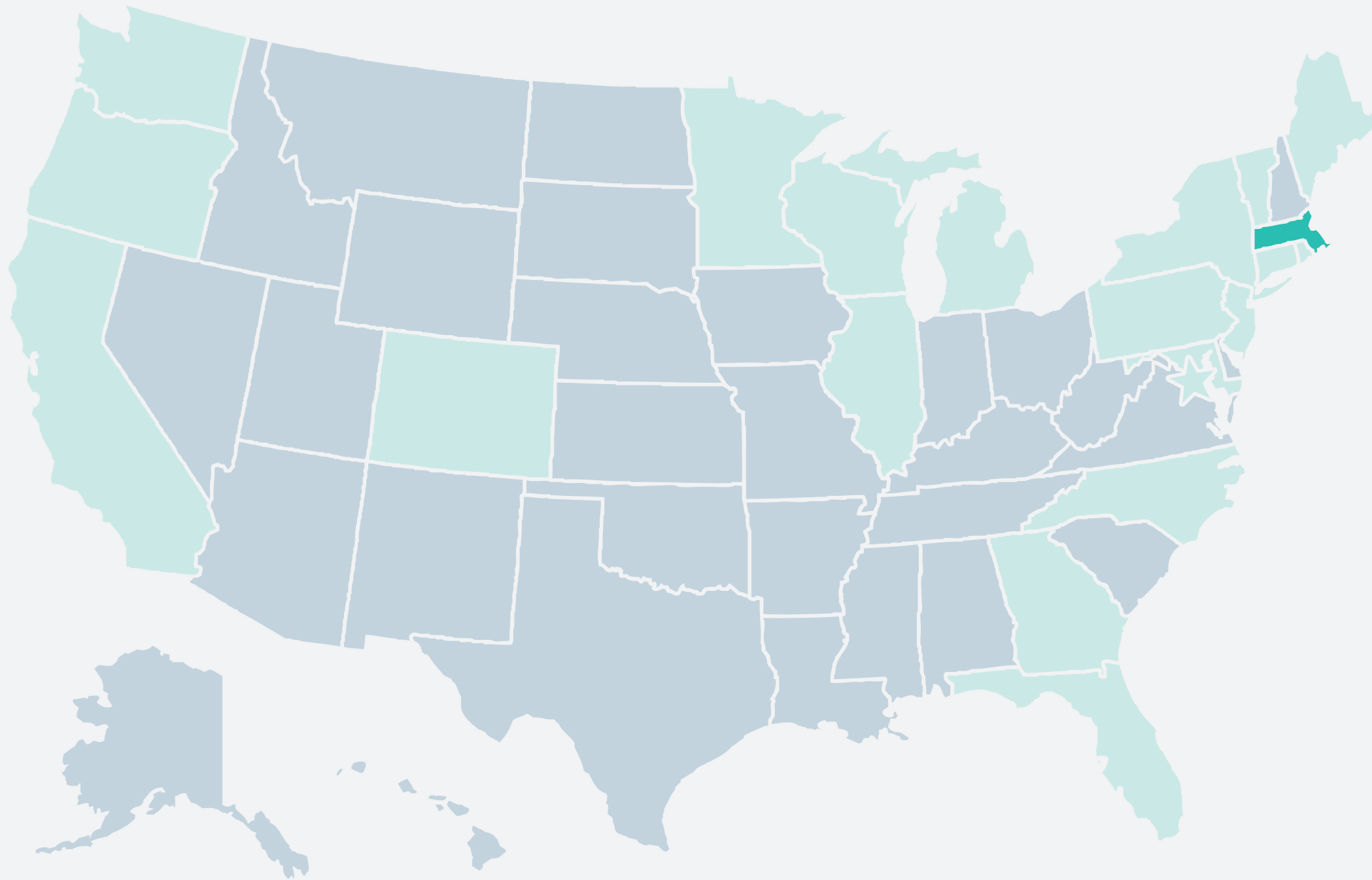
# 2013

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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.



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

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



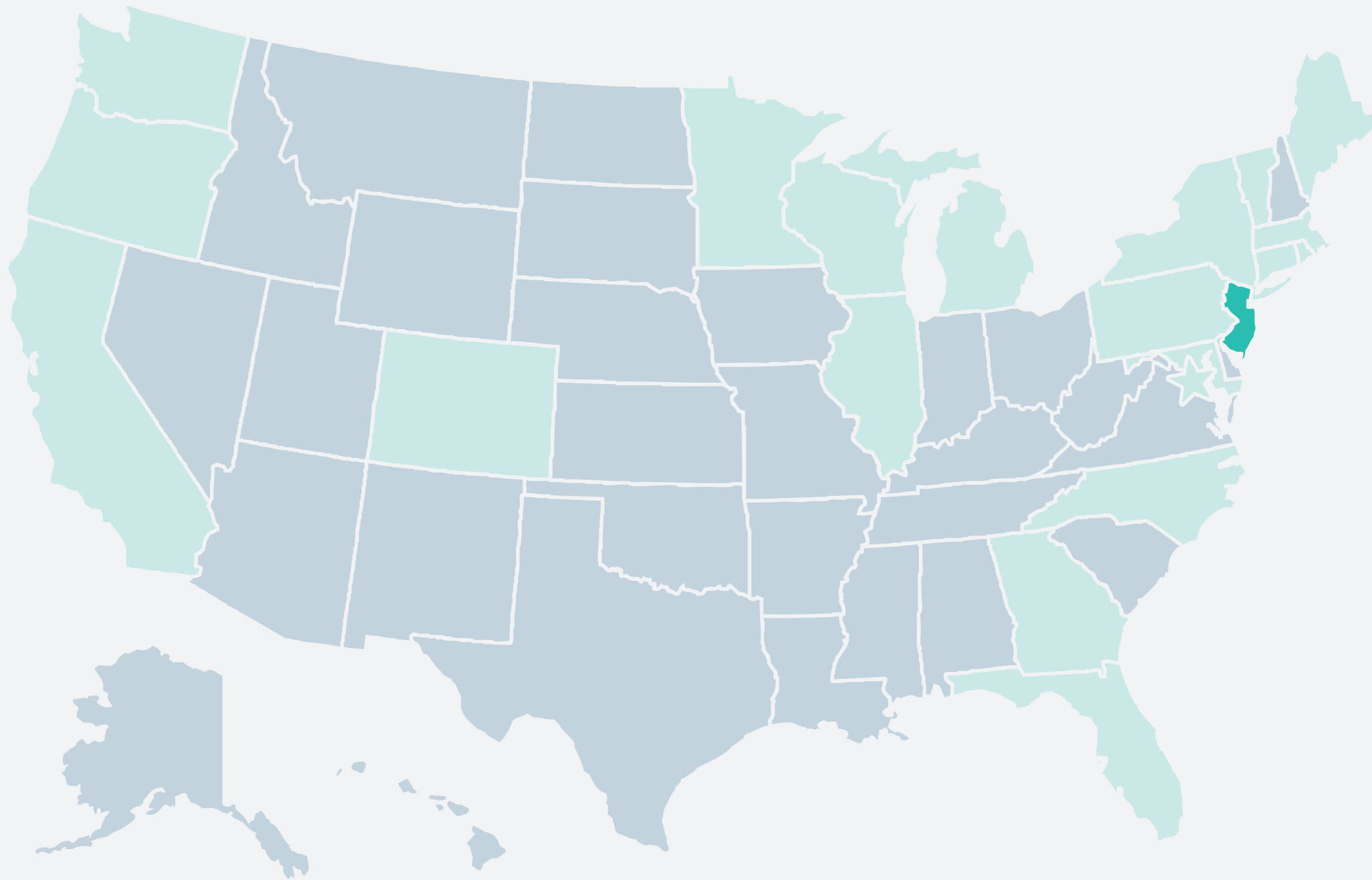
# 2013

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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.



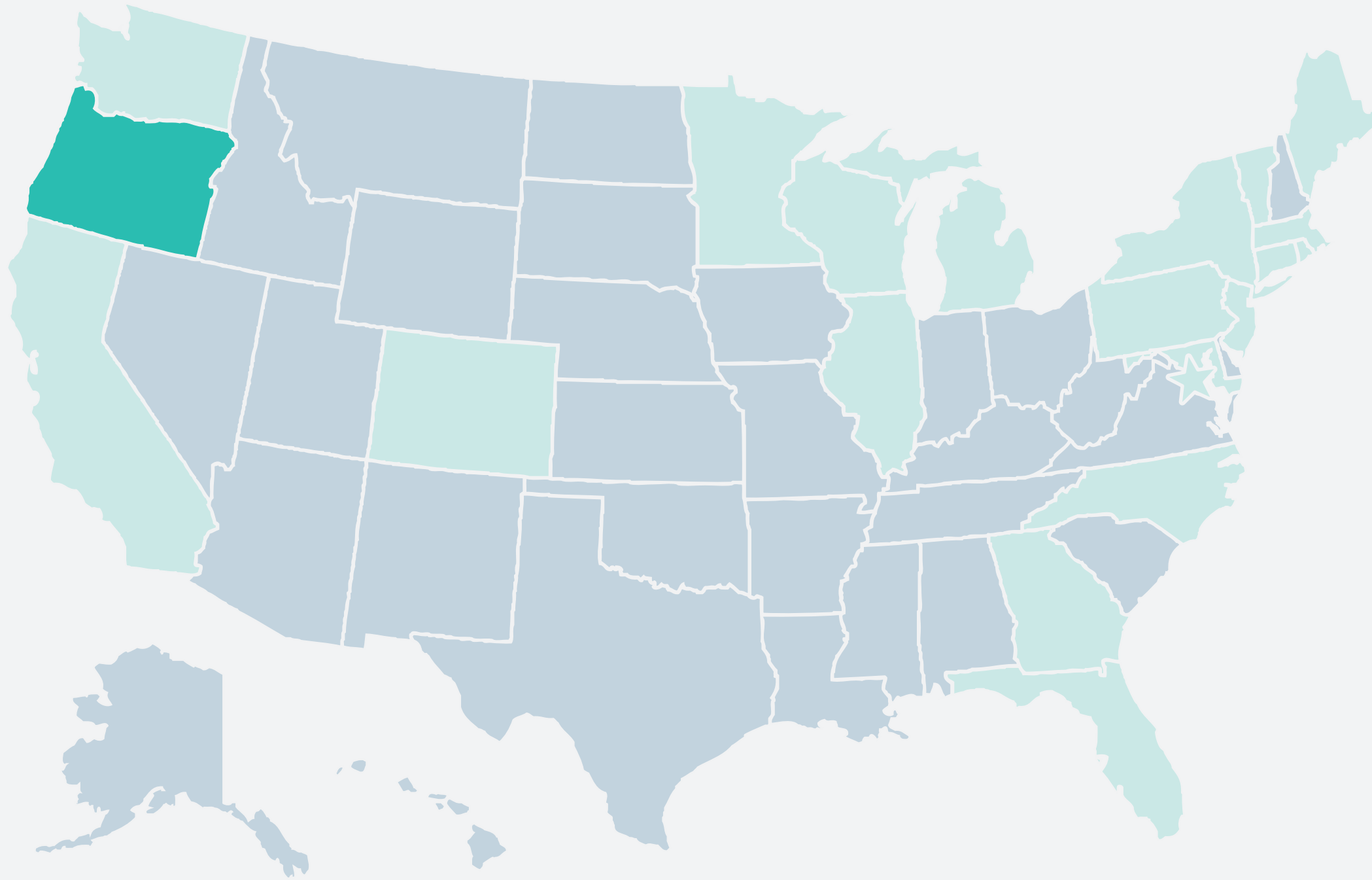
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# 2013

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## WINS IN OREGON

Portland wins paid sick days.

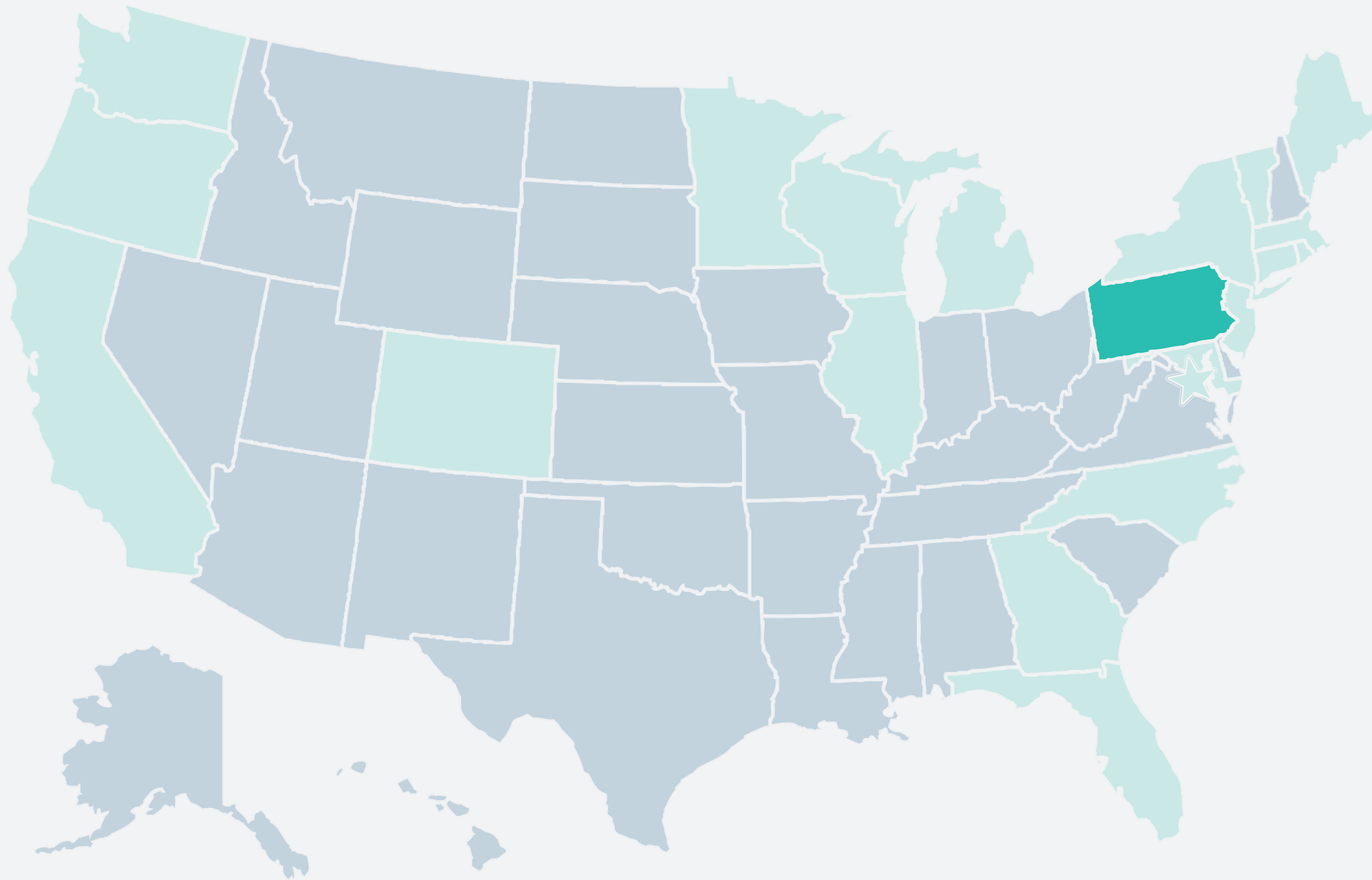


# 2013

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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.

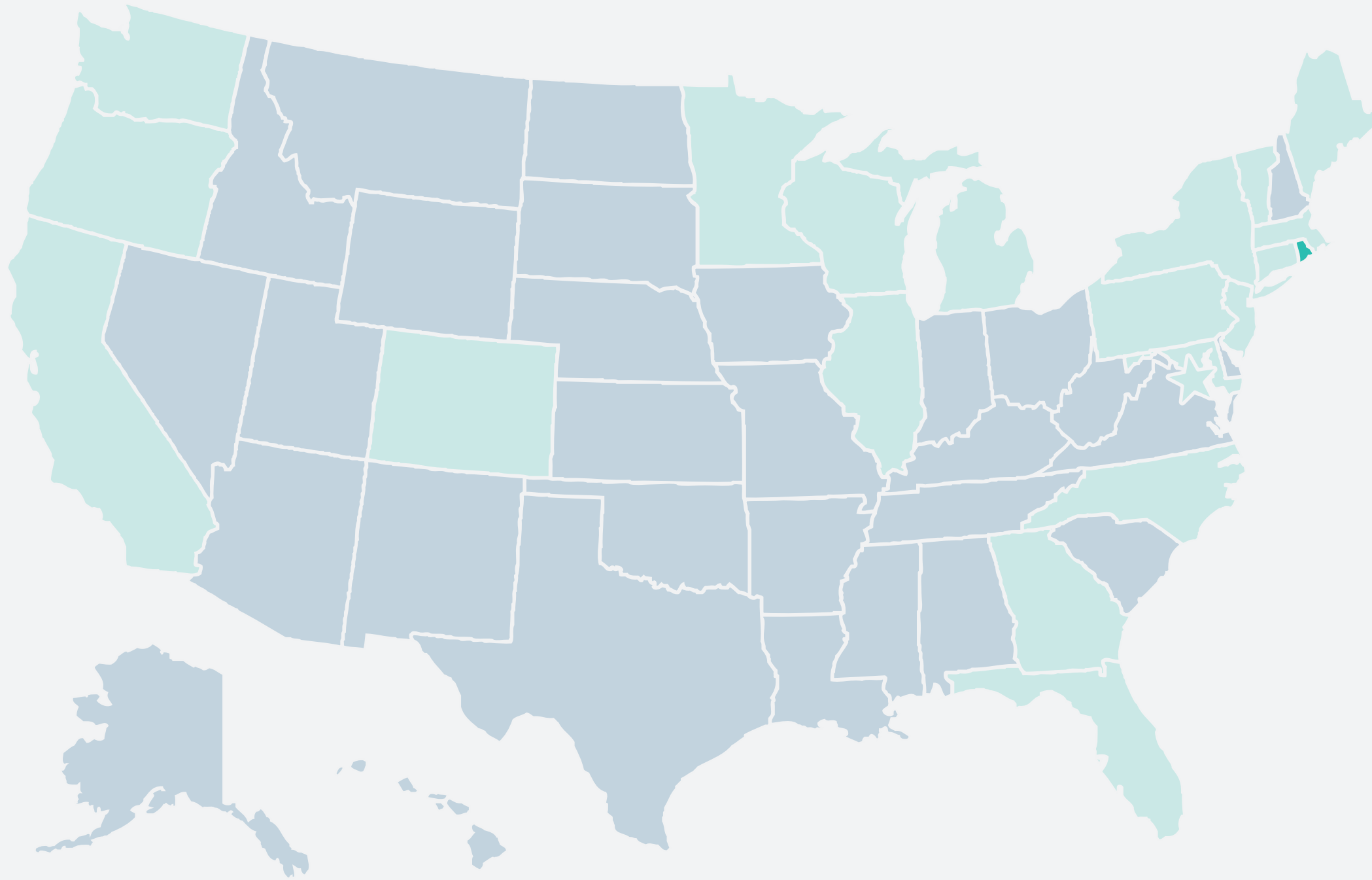


# 2013

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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

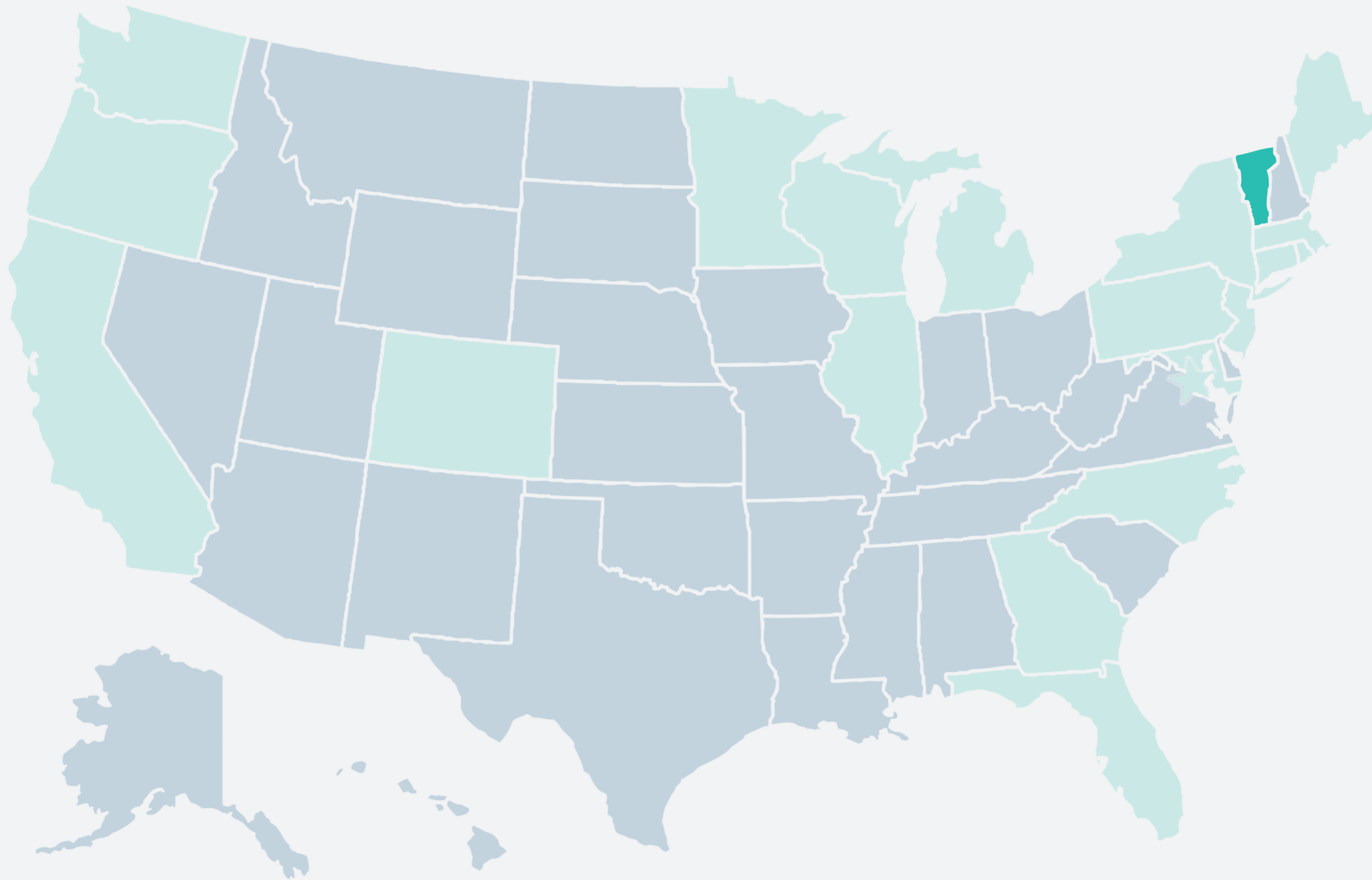
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## WINS IN VERMONT

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

Paid family leave study  
committee established.

Statewide paid sick days  
campaign launched.



# 2013

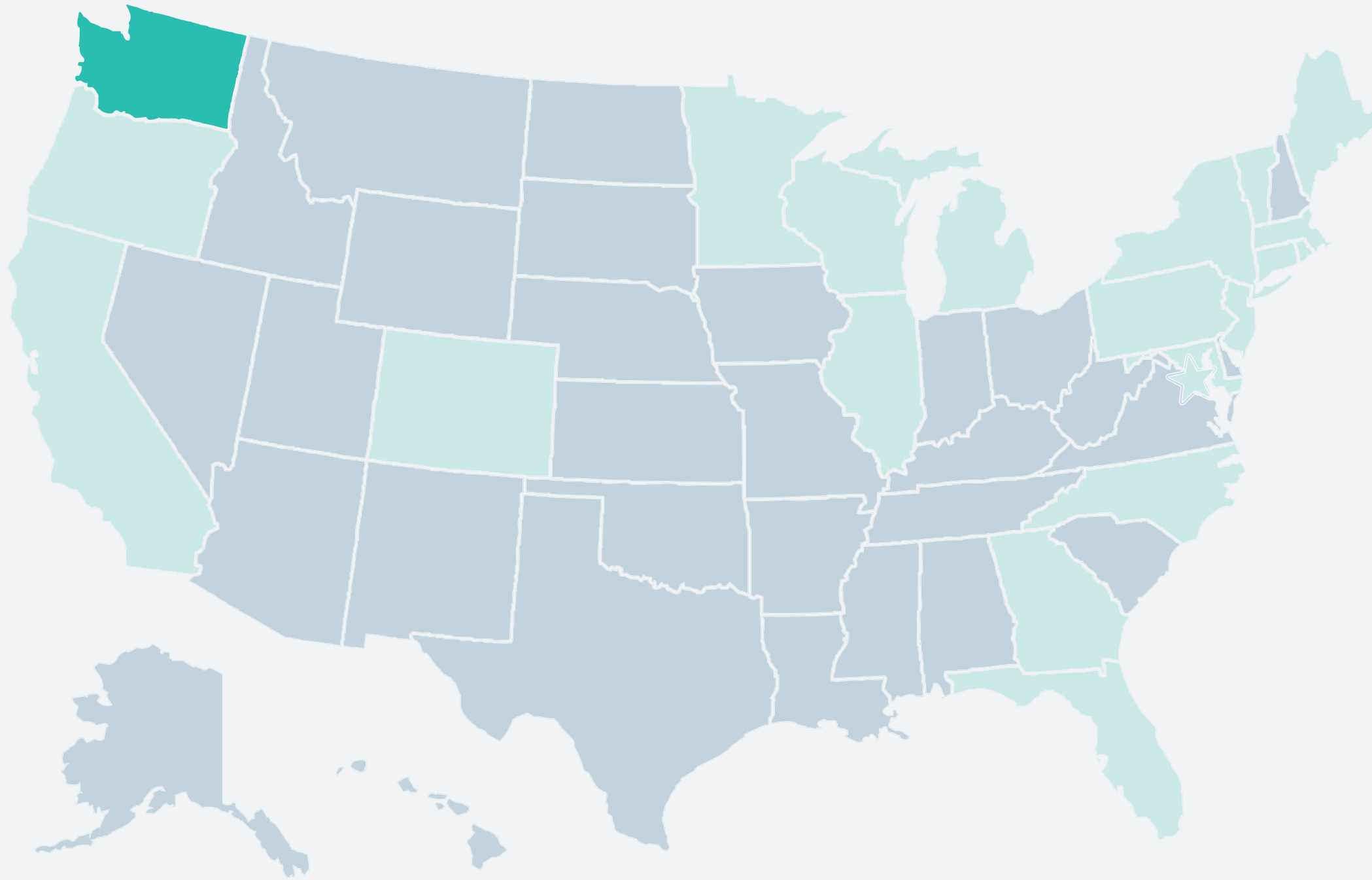
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## WINS IN WASHINGTON

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.



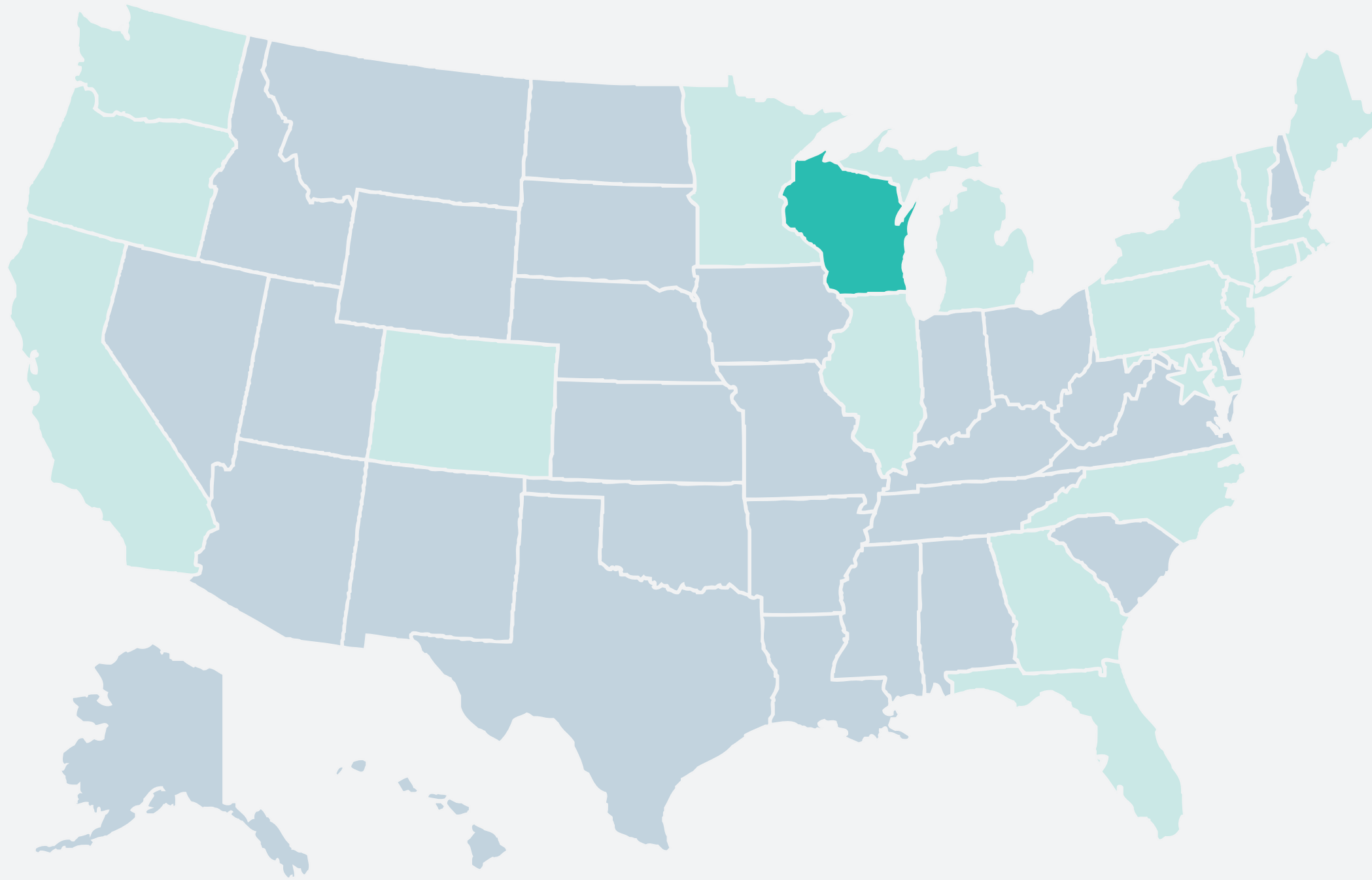
# 2013

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## WINS IN WISCONSIN

Efforts to weaken FMLA blocked.

Pregnant Workers Fairness Act  
introduced, with bipartisan support.





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# 2014

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## WINS IN CALIFORNIA

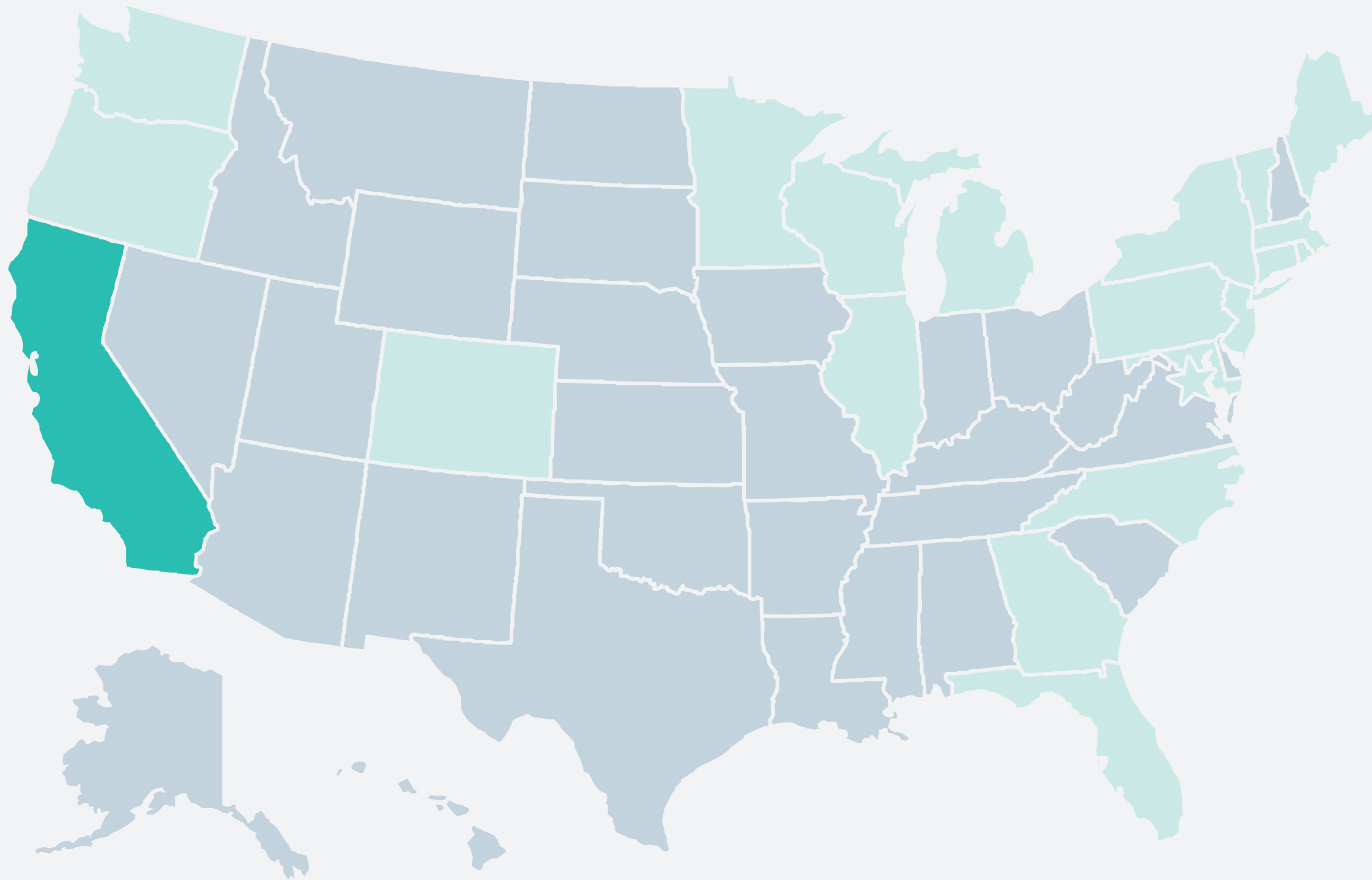
San Diego passes paid sick days.

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.

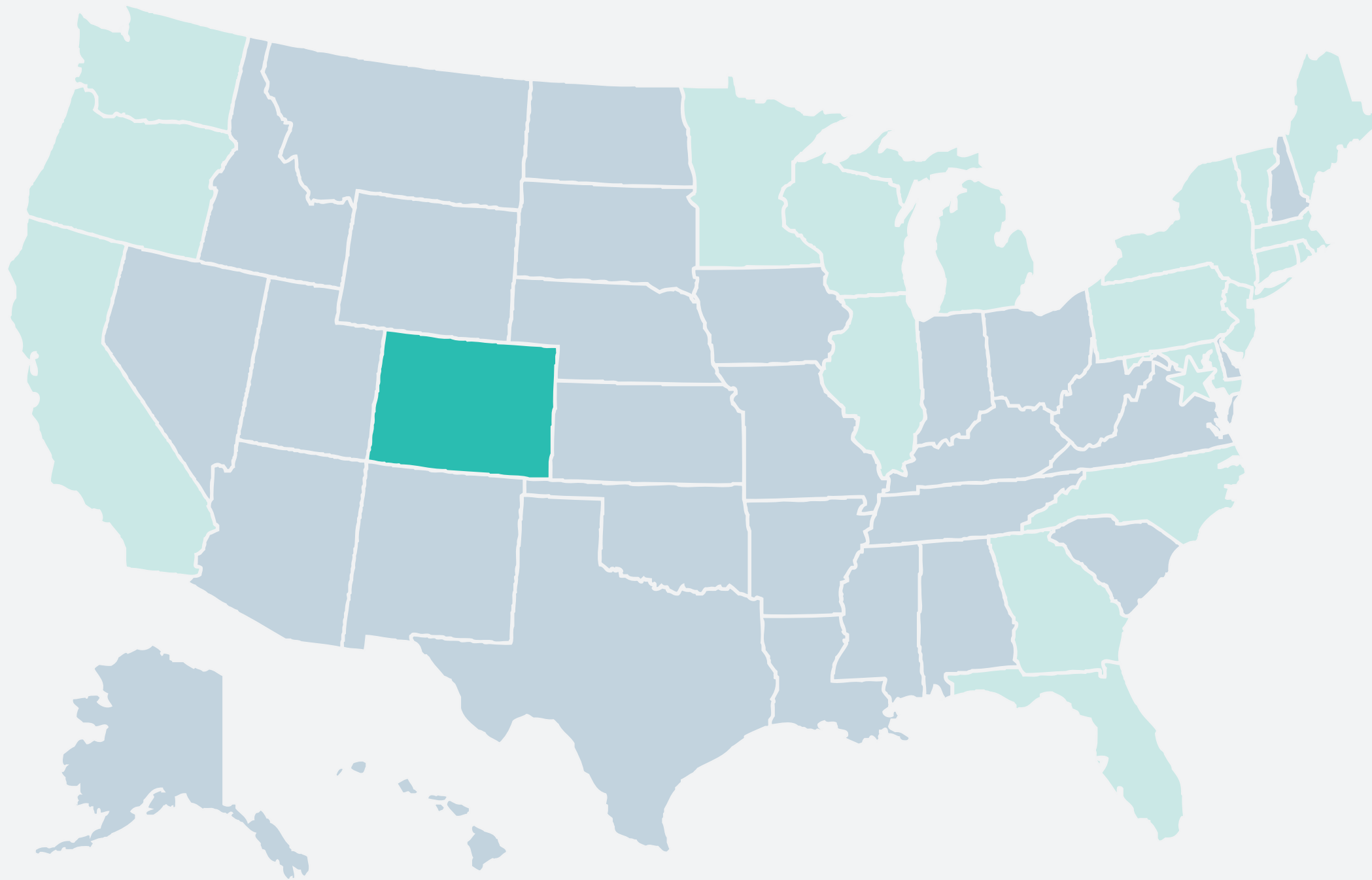


# 2014

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## WINS IN COLORADO

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



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# 2014

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## WINS IN WASHINGTON, D.C.

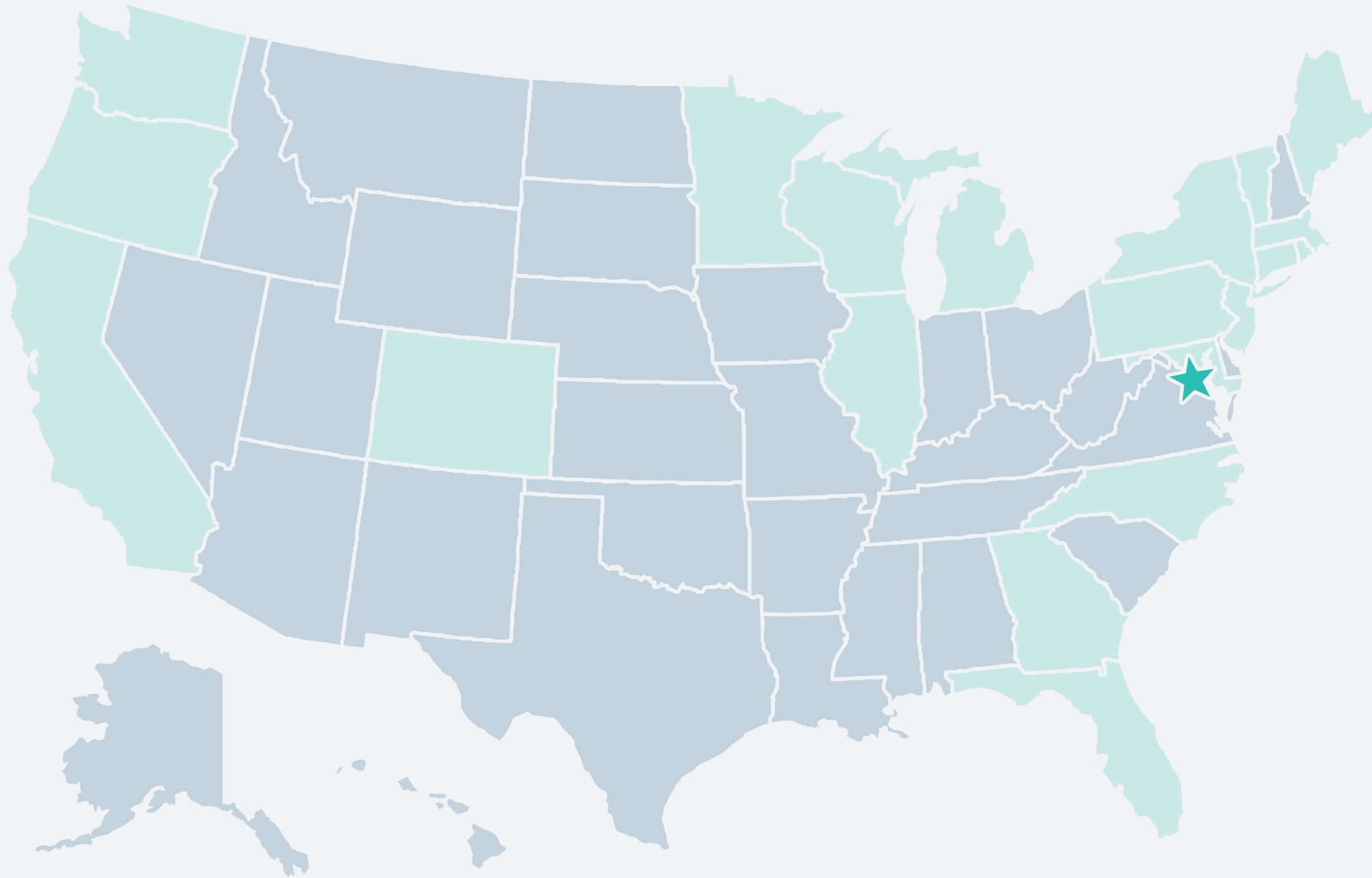
Paid sick days law expanded to include tipped workers.

\$11.50 minimum wage won.

8 weeks of paid family leave begins to be provided to 30,000 local government employees.

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

Department of Employment Services awarded \$96,281 from the U.S. Department of Labor to study the benefits of a paid family and medical leave program.



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# 2014

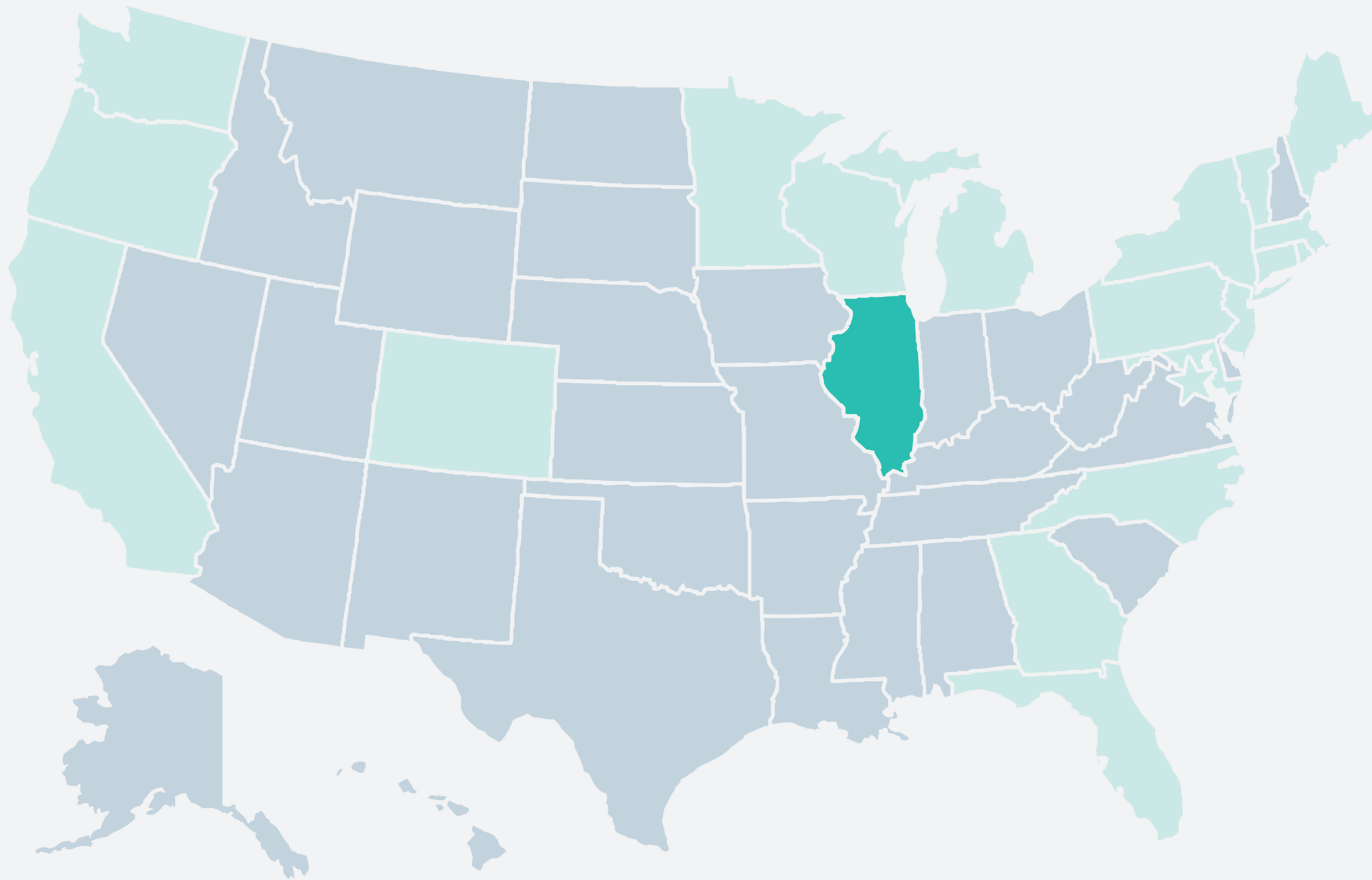
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## WINS IN ILLINOIS

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.





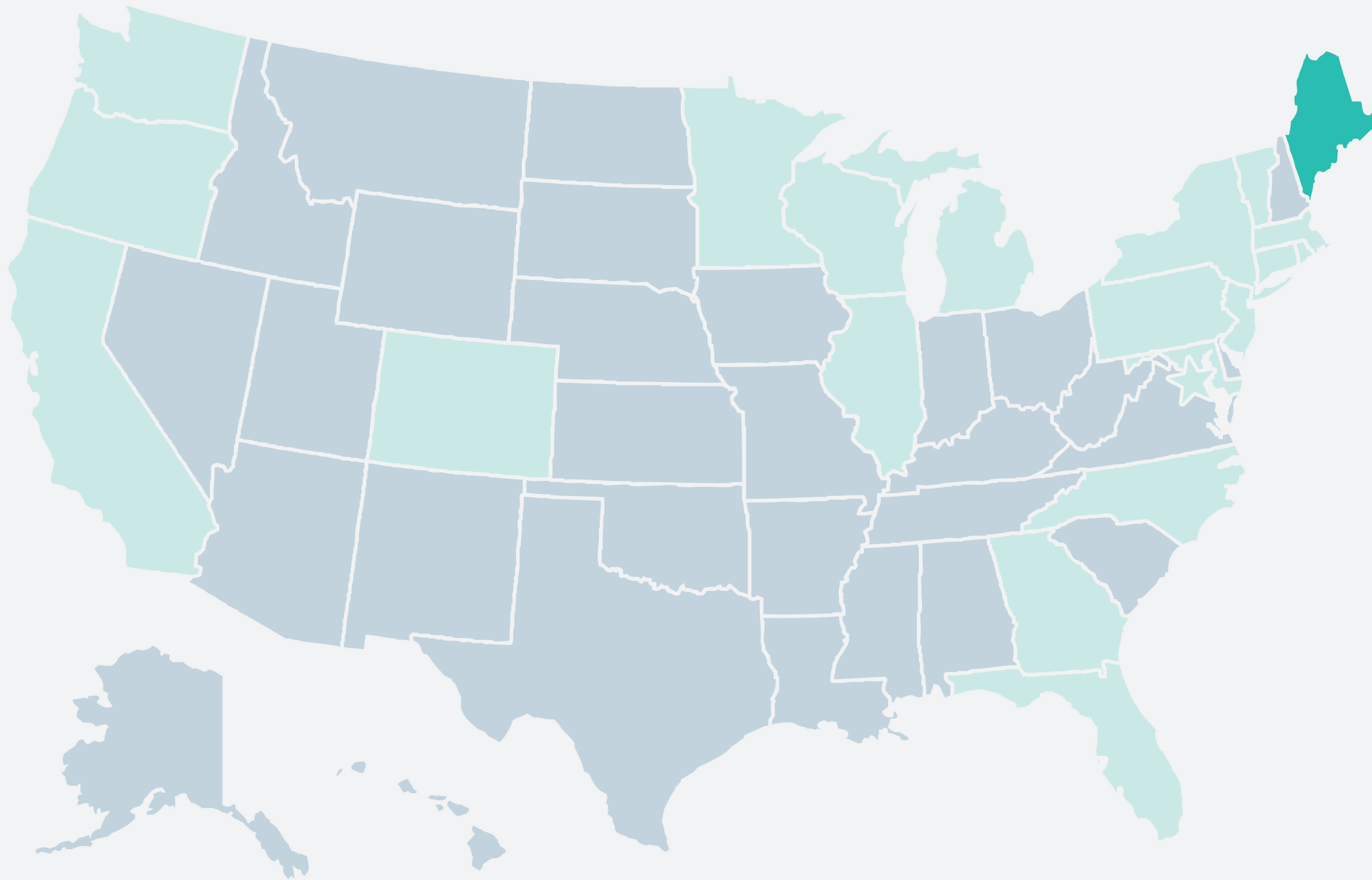
# 2014

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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.



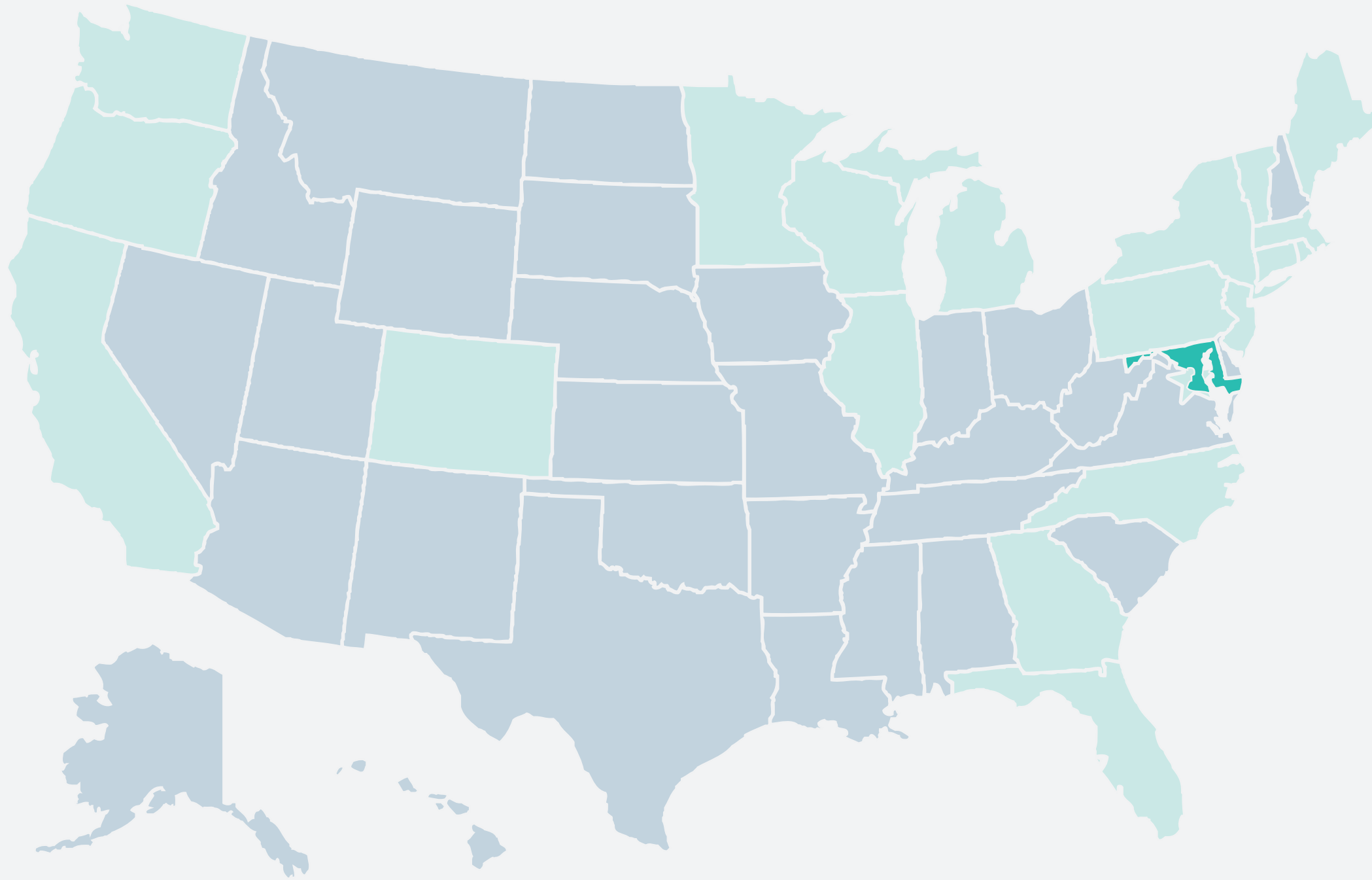
# 2014

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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

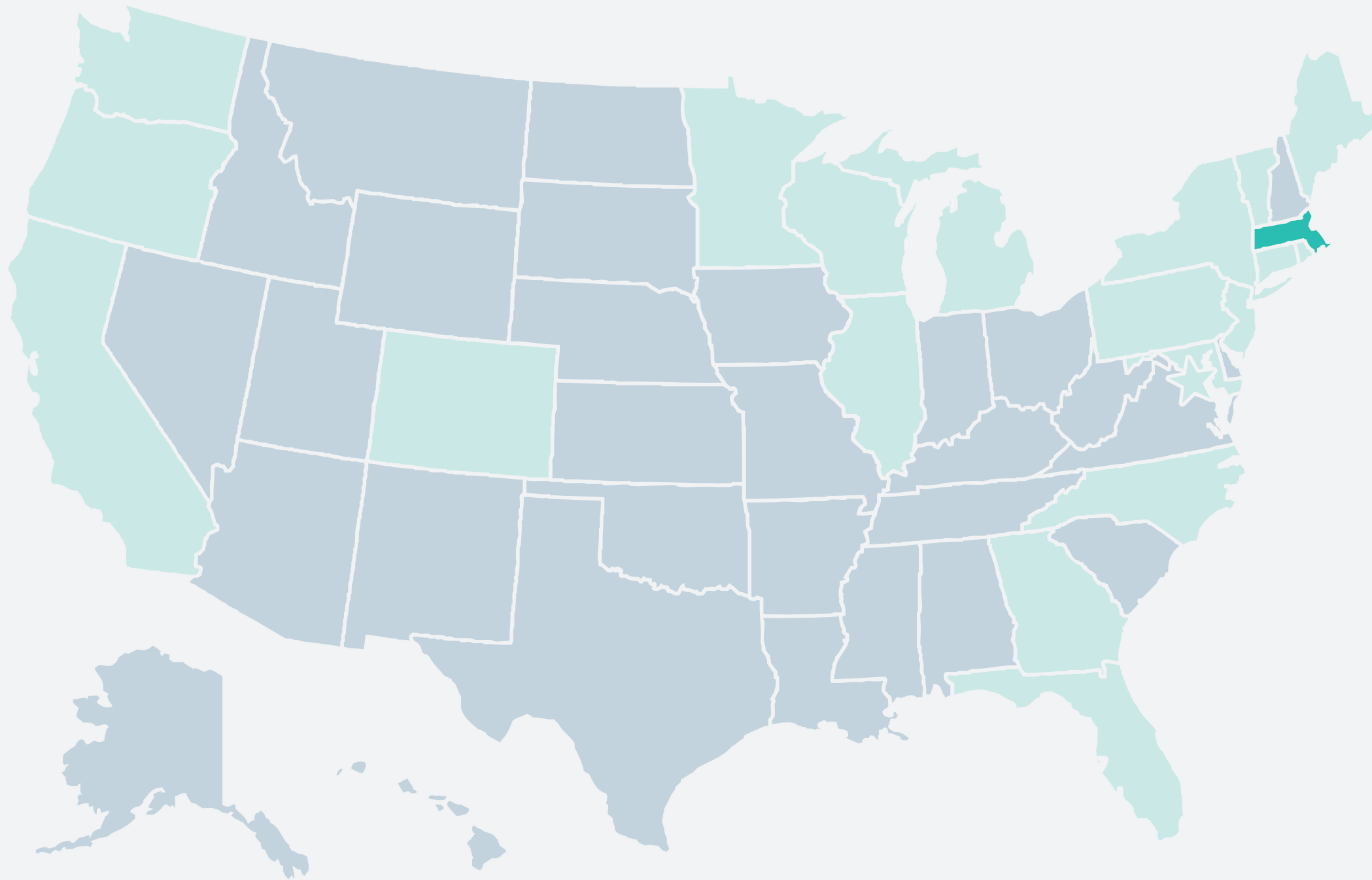
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## WINS IN MASSACHUSETTS

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

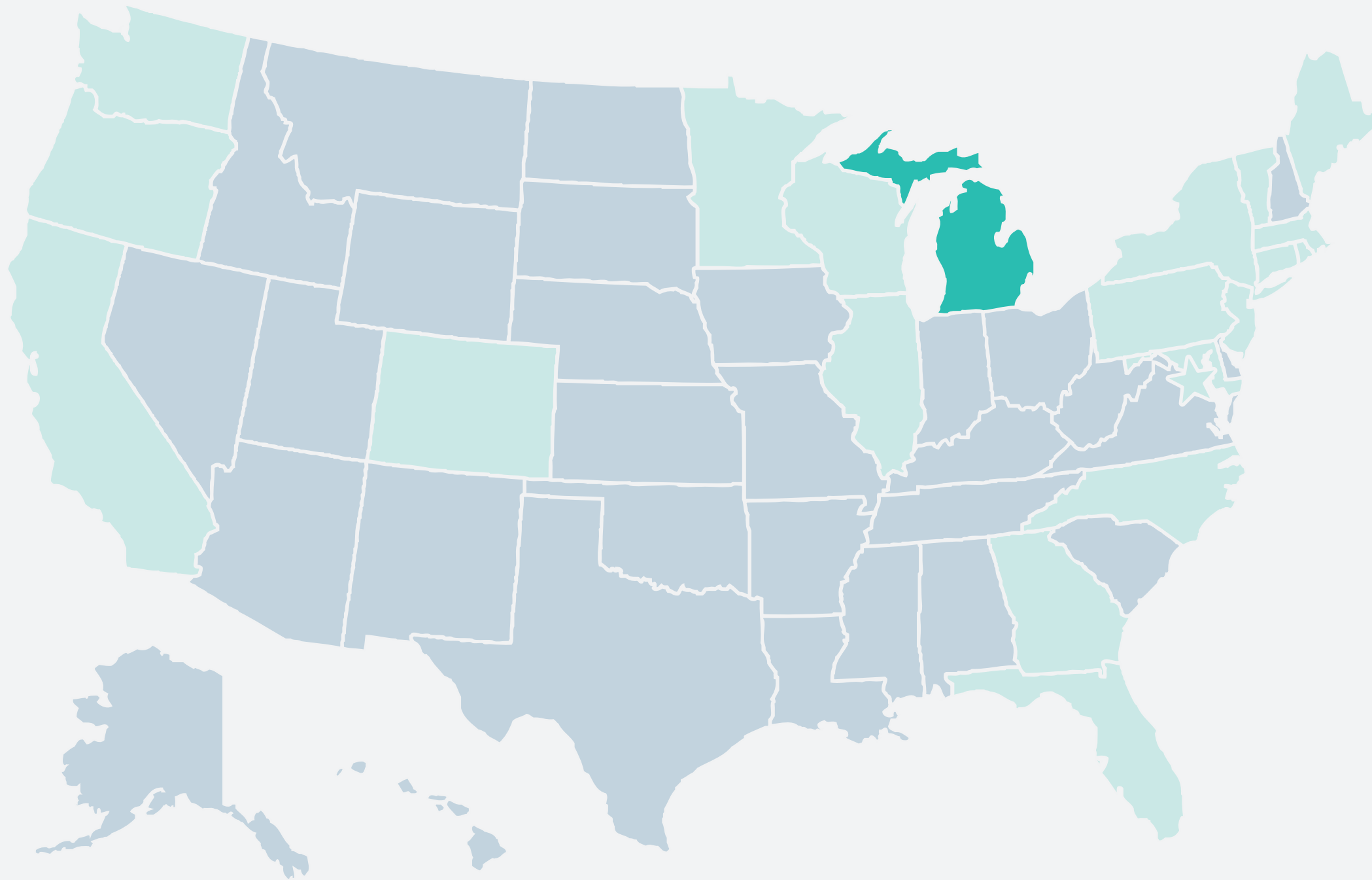
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## WINS IN MICHIGAN

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

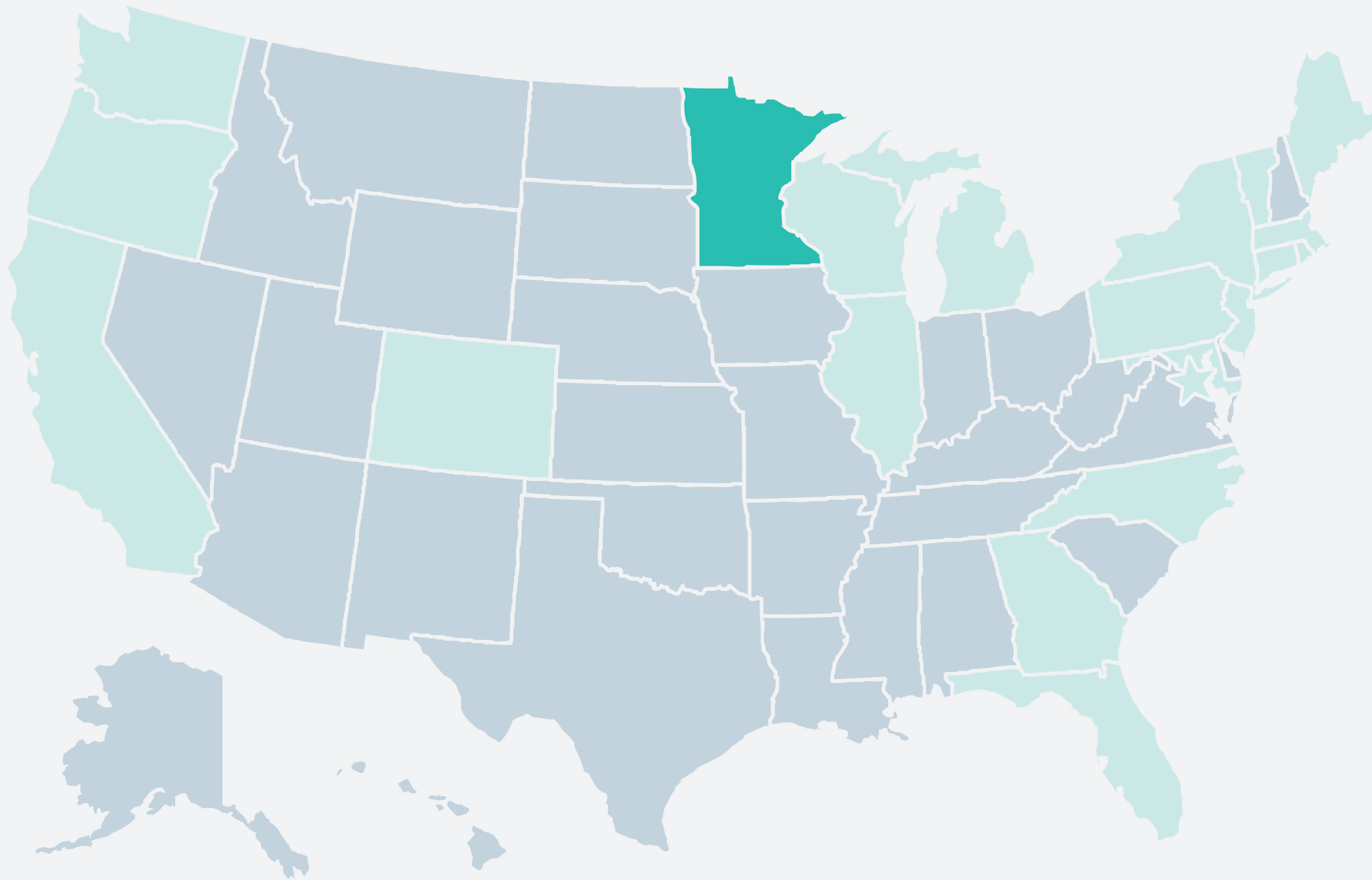
Women's Economic Security Act passed, expanding the use of earned sick time to include caring for sick grandkids or in-laws and dealing with stalking and sexual/ domestic violence.

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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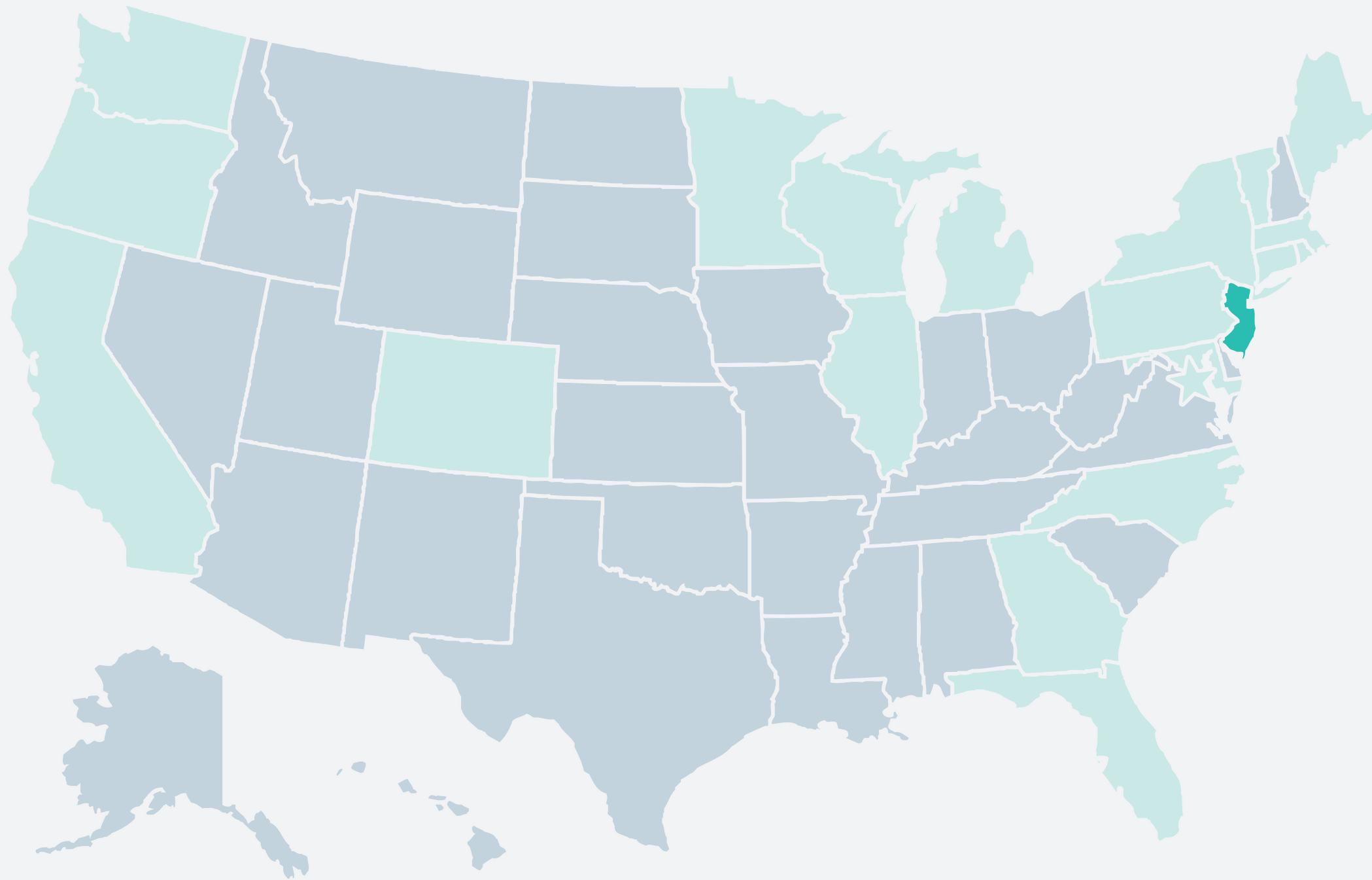
## WINS IN NEW JERSEY

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

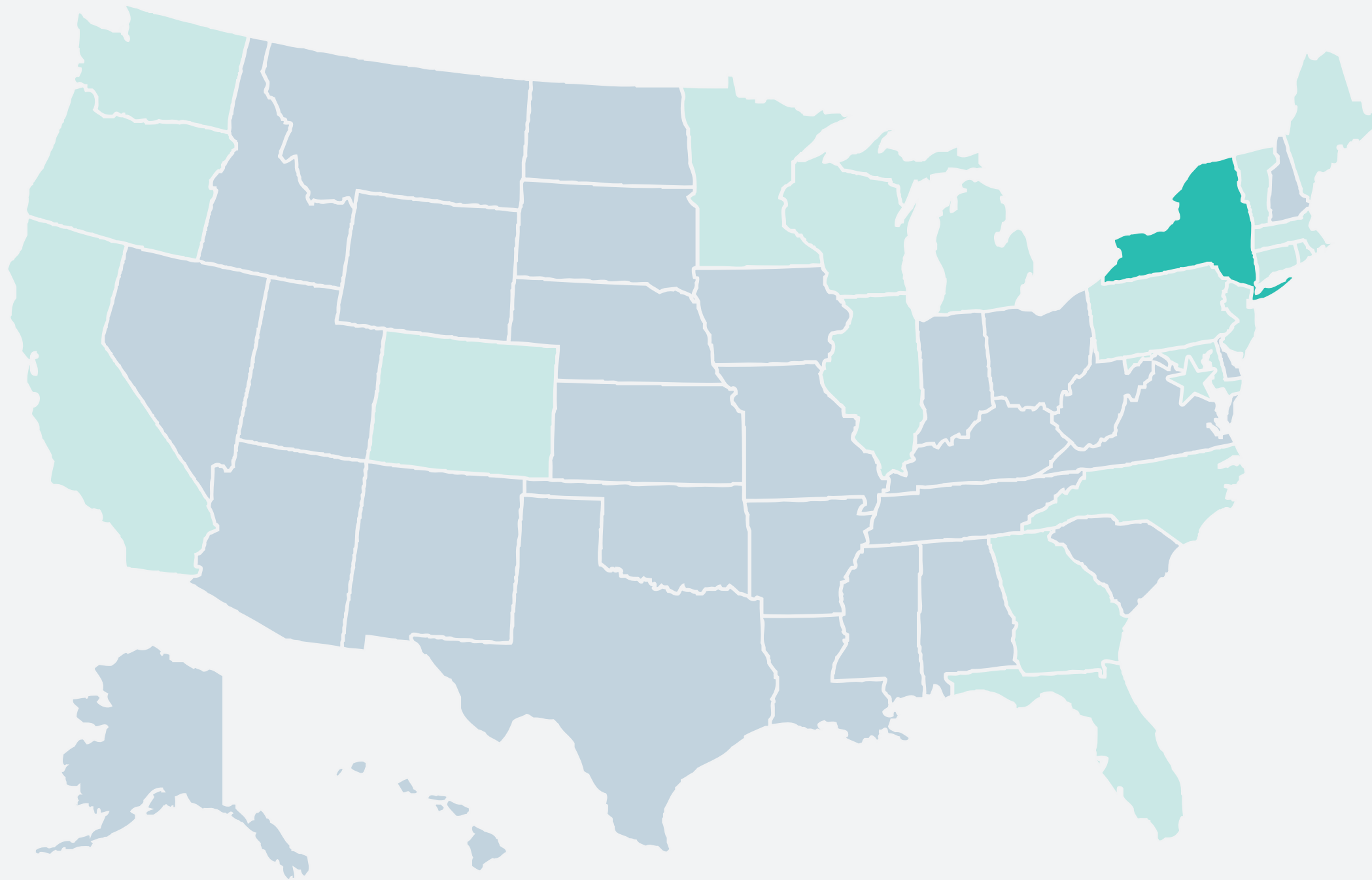
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## WINS IN NEW YORK

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.



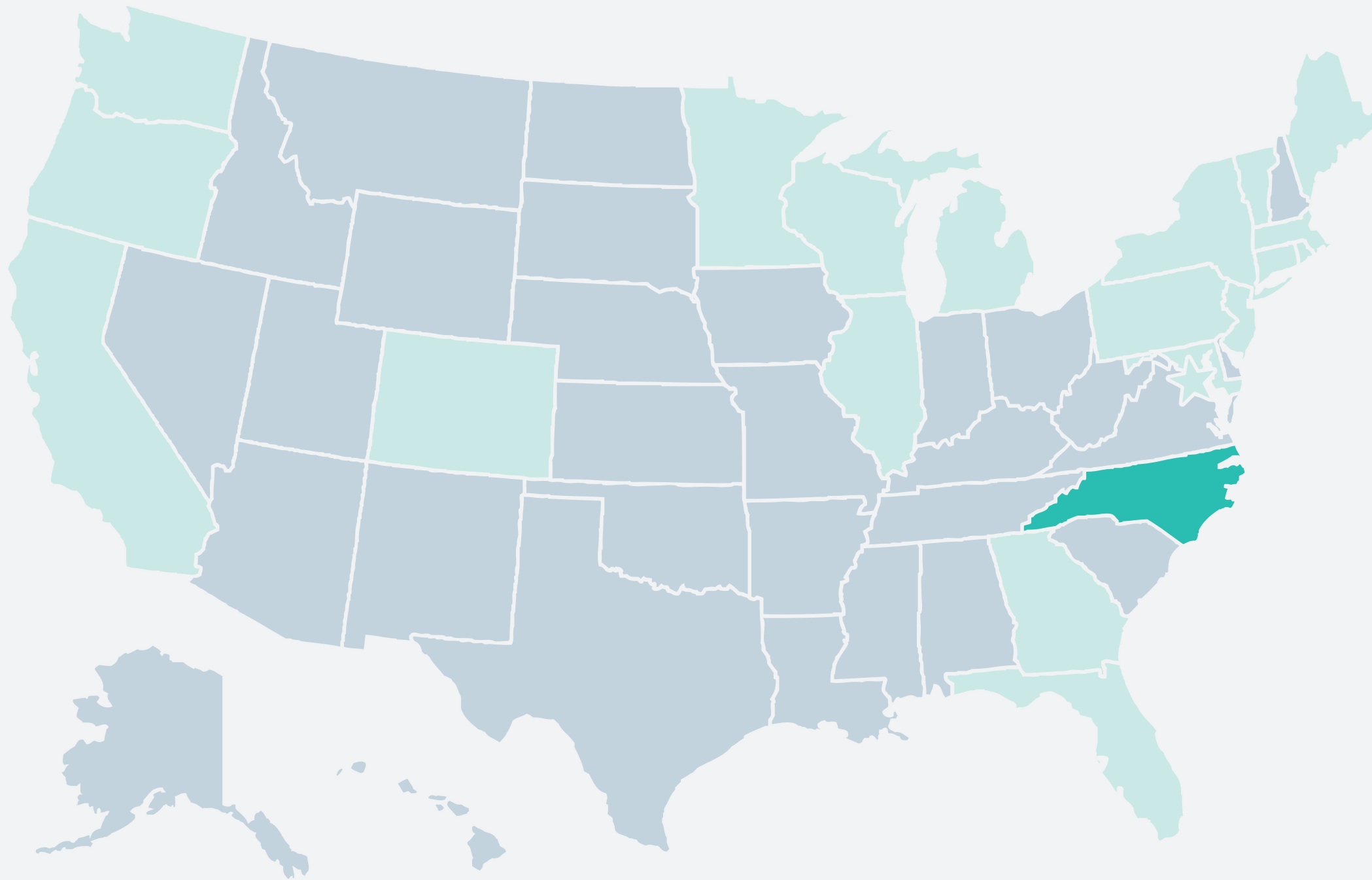
# 2014

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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.





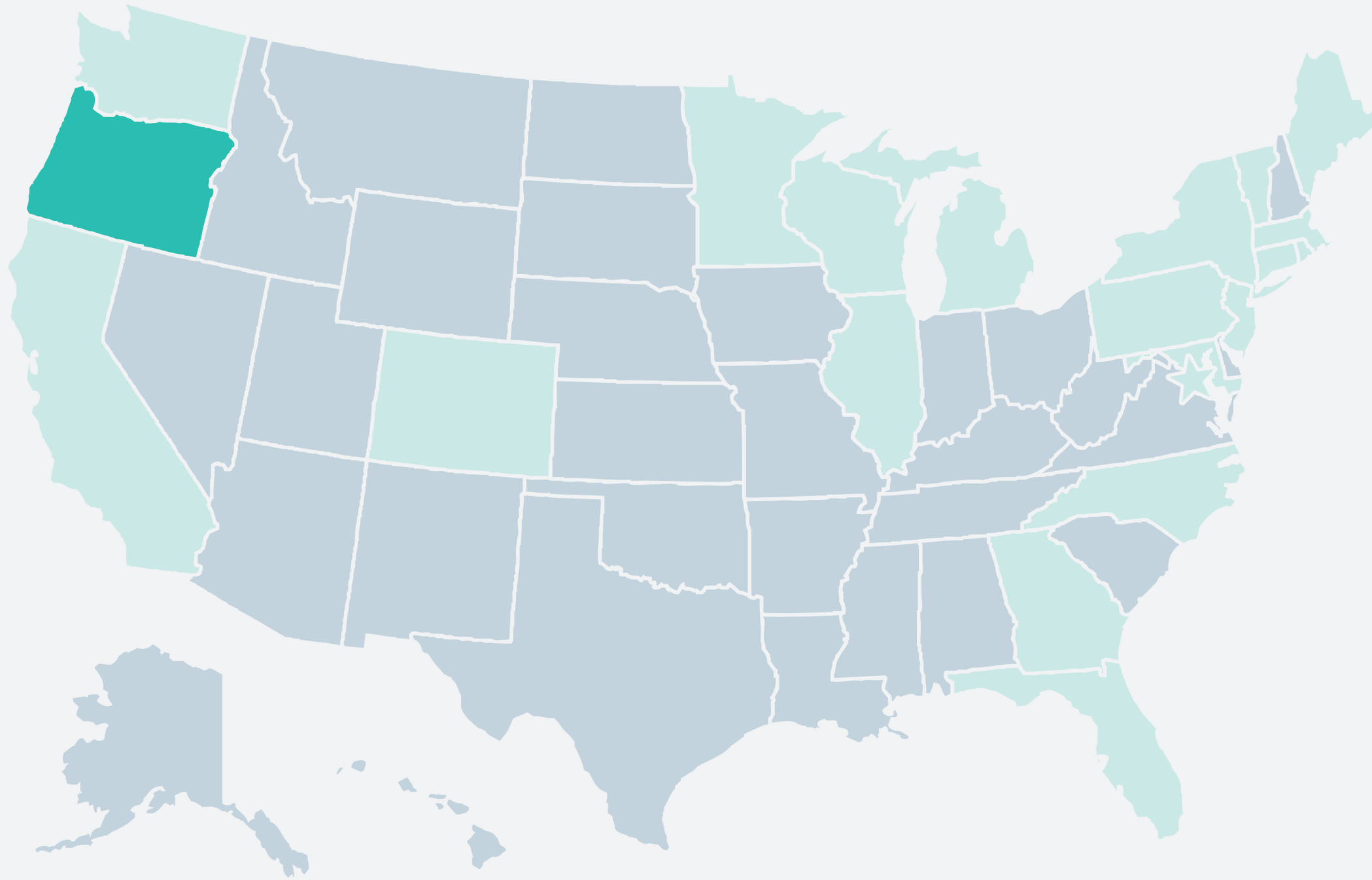
# 2014

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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.



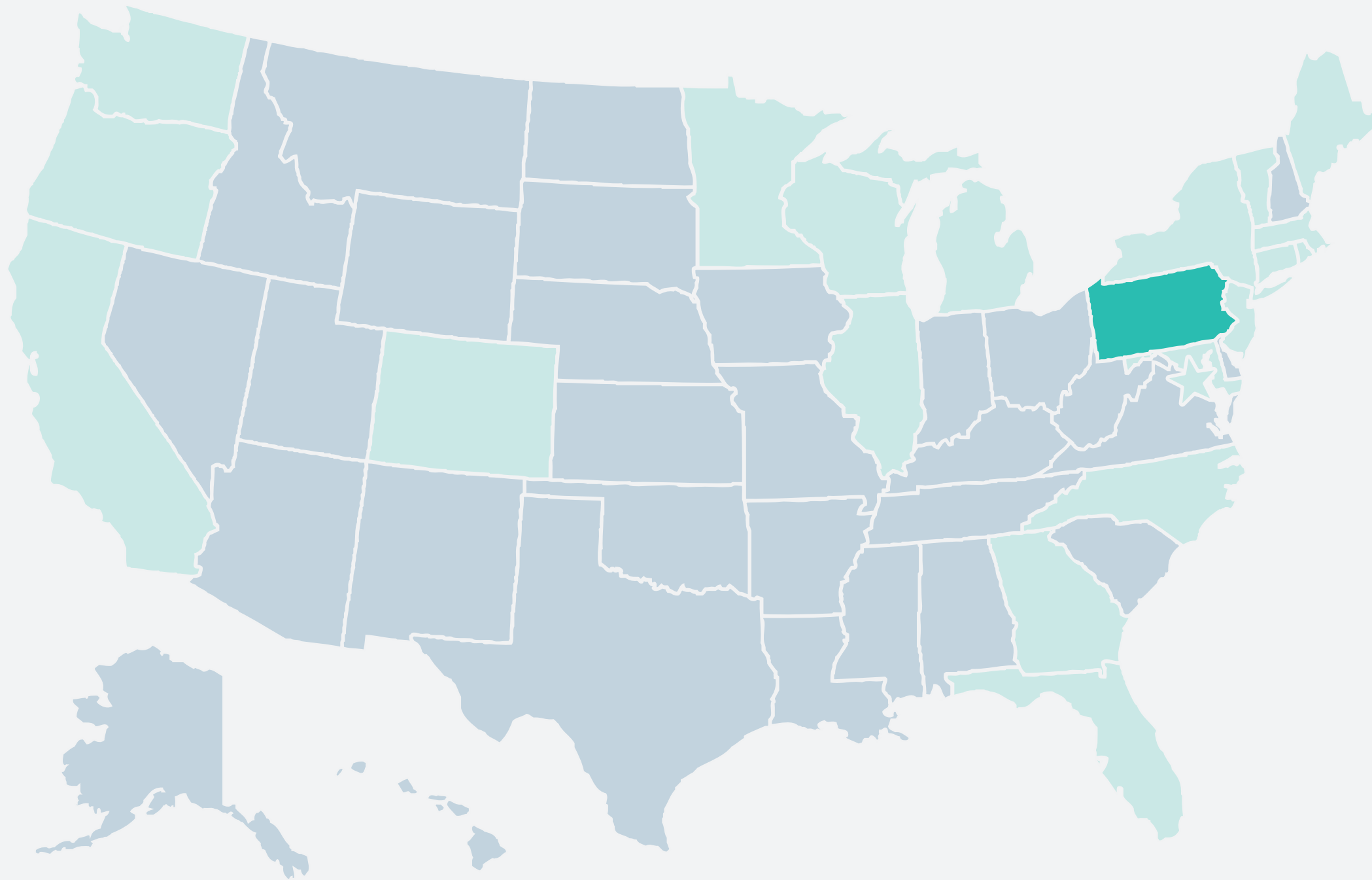
# 2014

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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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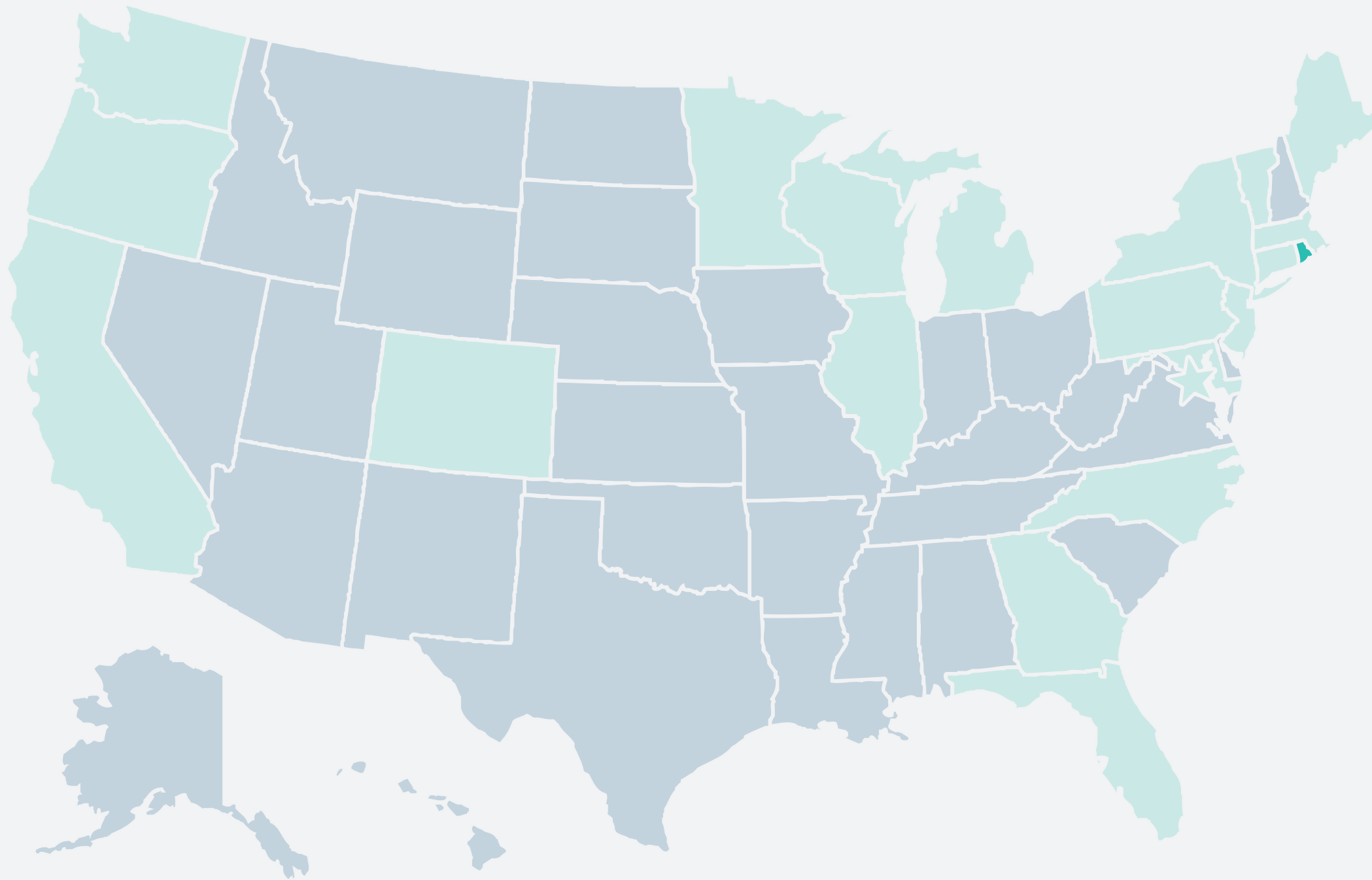
## WINS IN RHODE ISLAND

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.



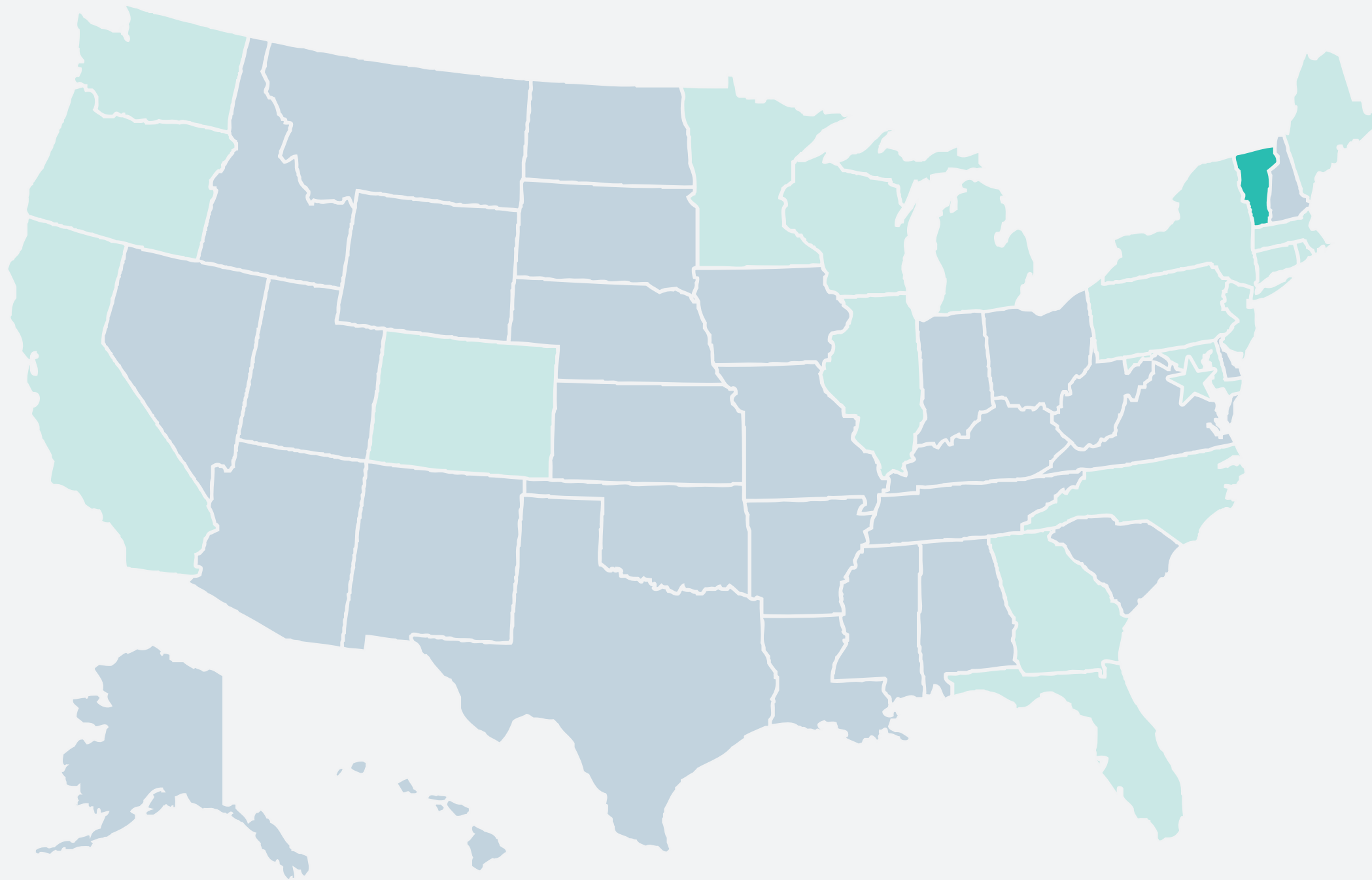
# 2014

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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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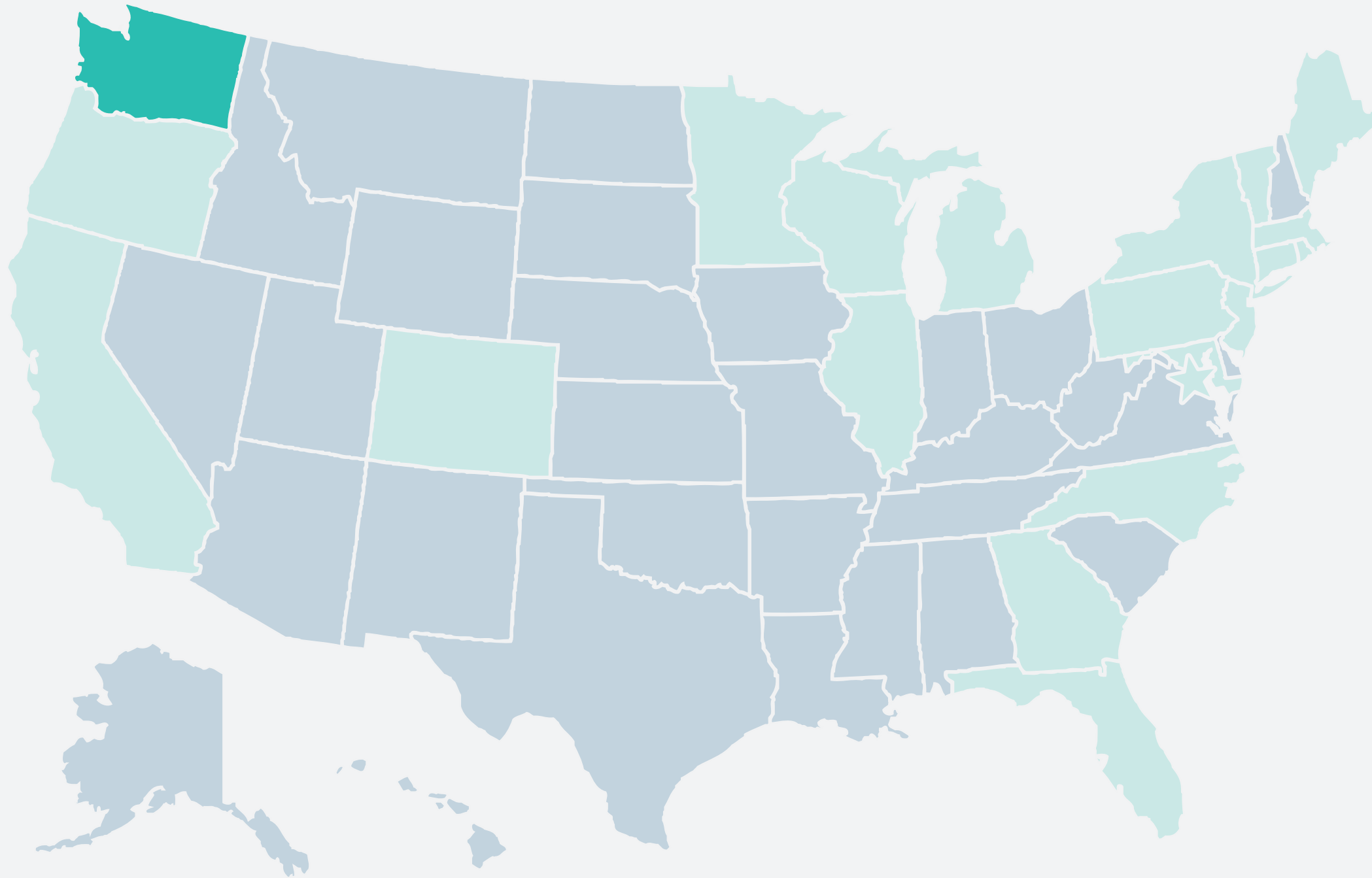
## WINS IN WASHINGTON

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

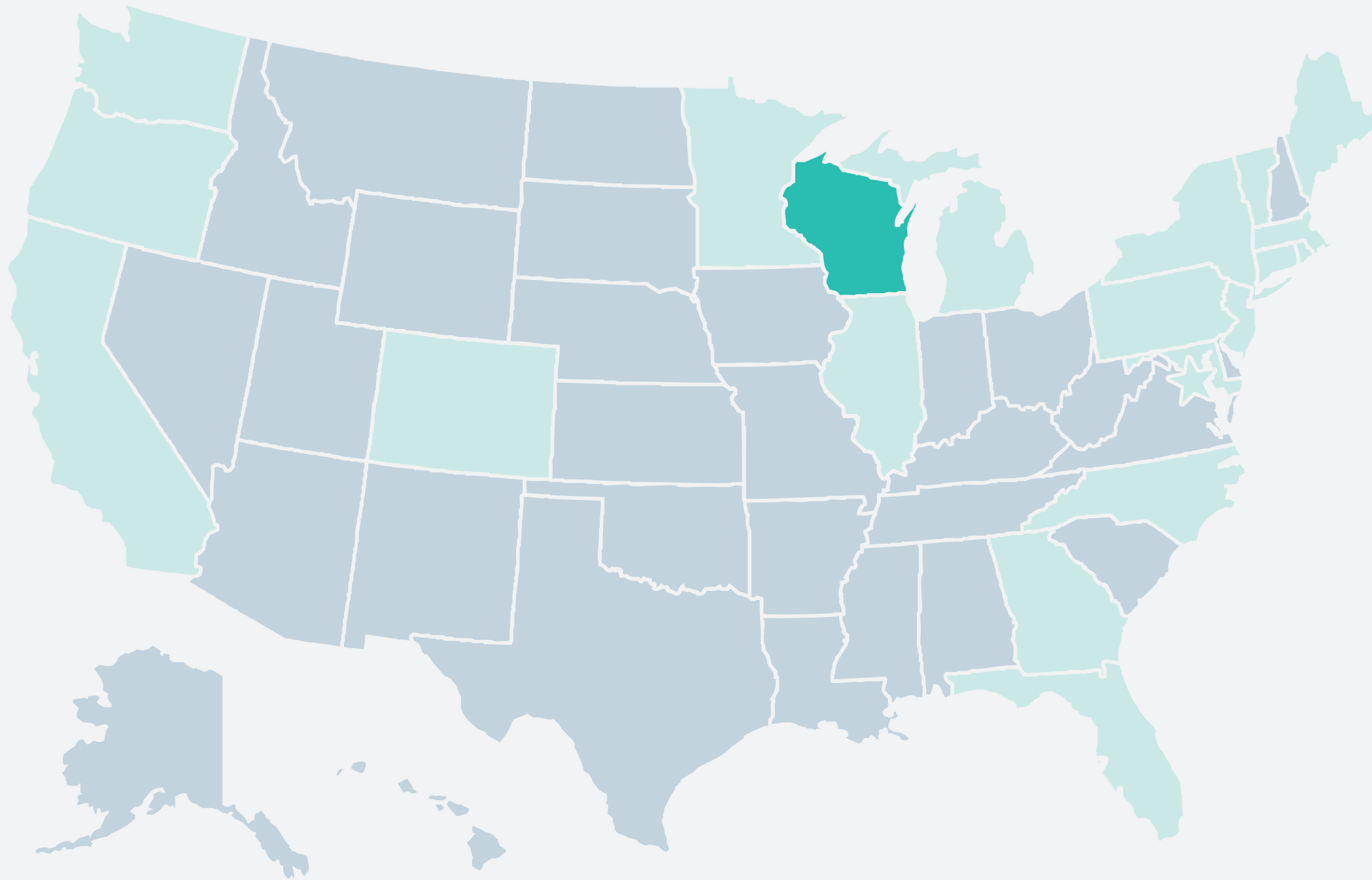
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## WINS IN WISCONSIN

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.



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# 2015

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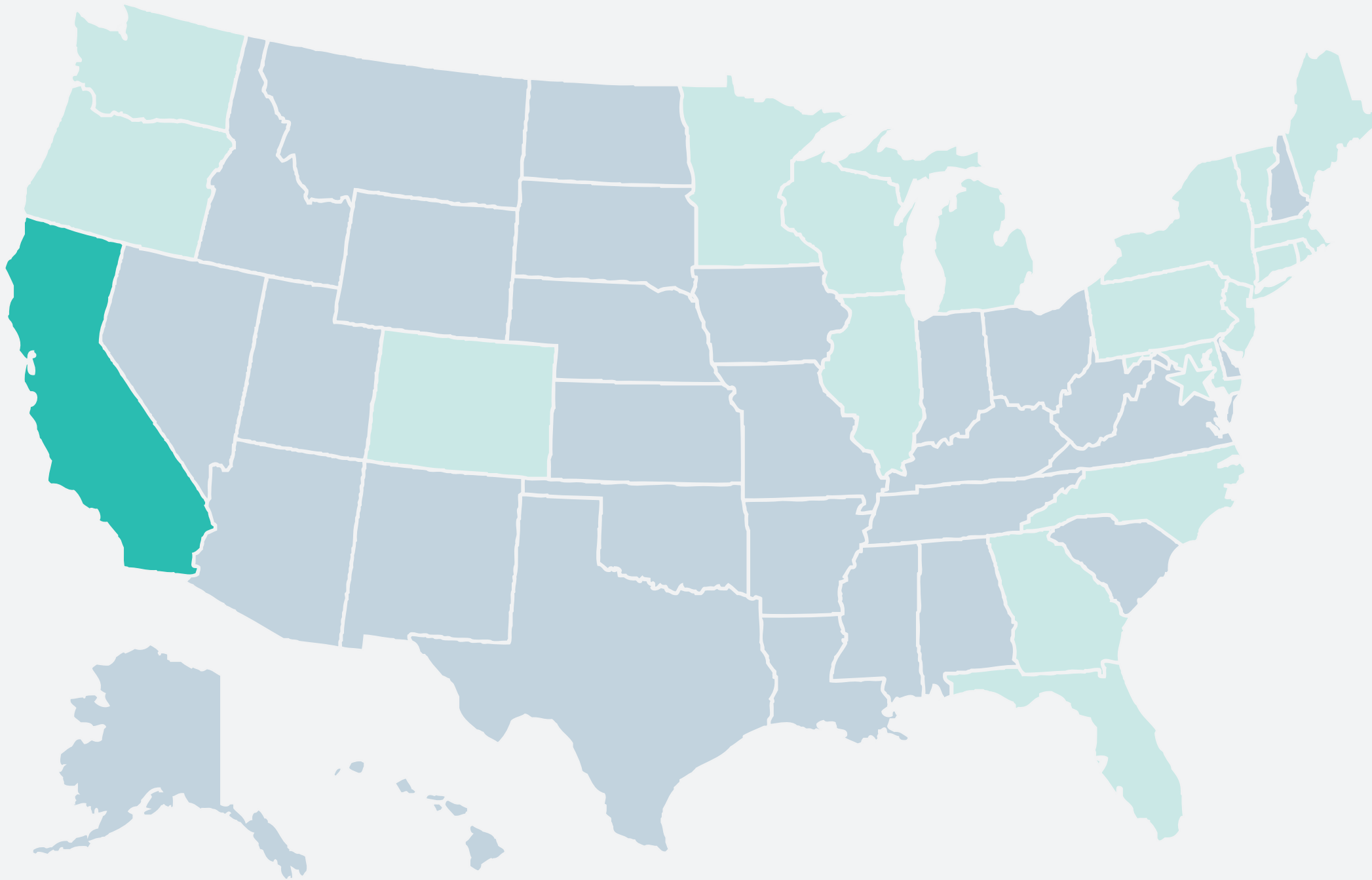
## WINS IN CALIFORNIA

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.





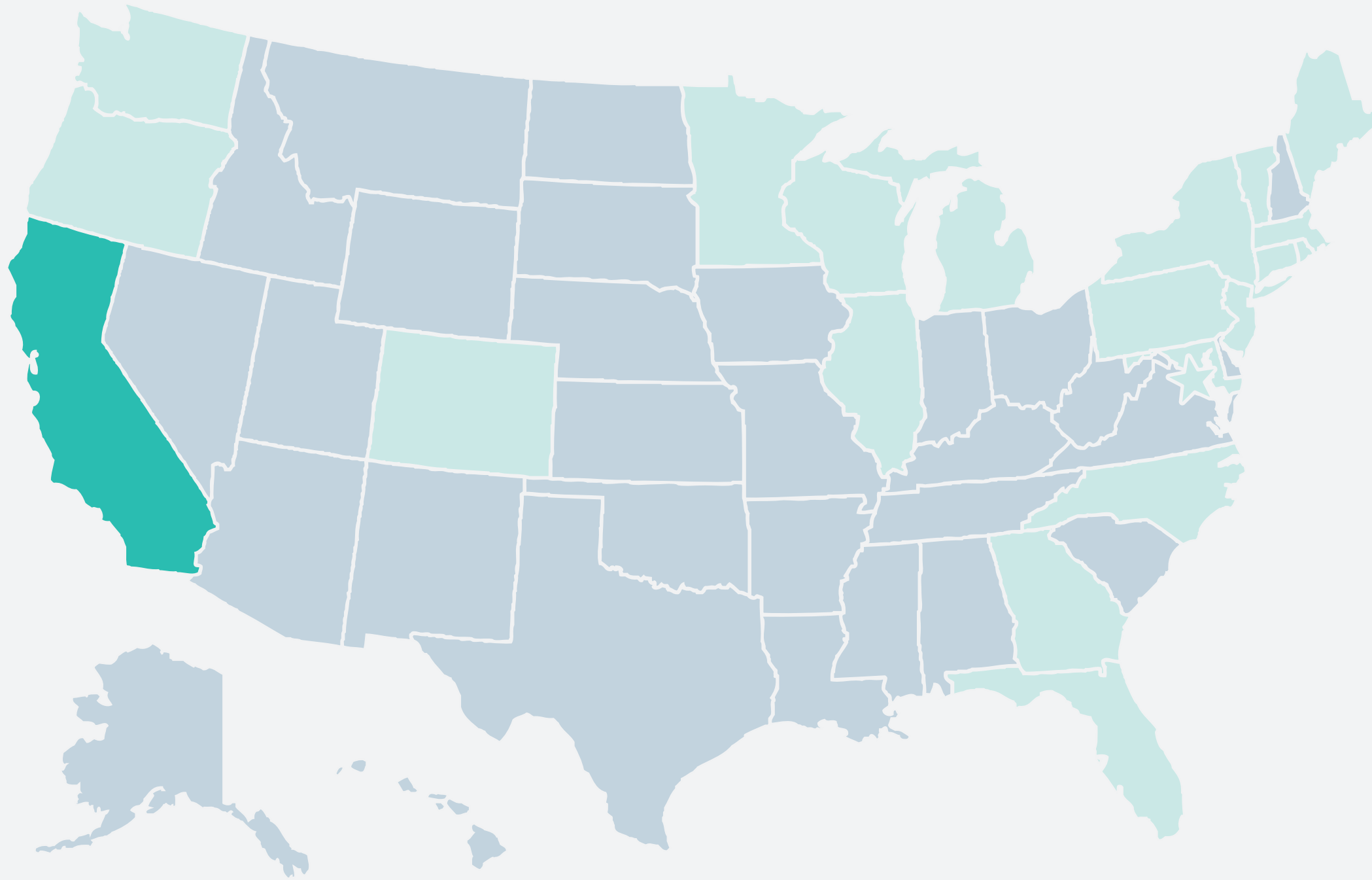
# 2015

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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

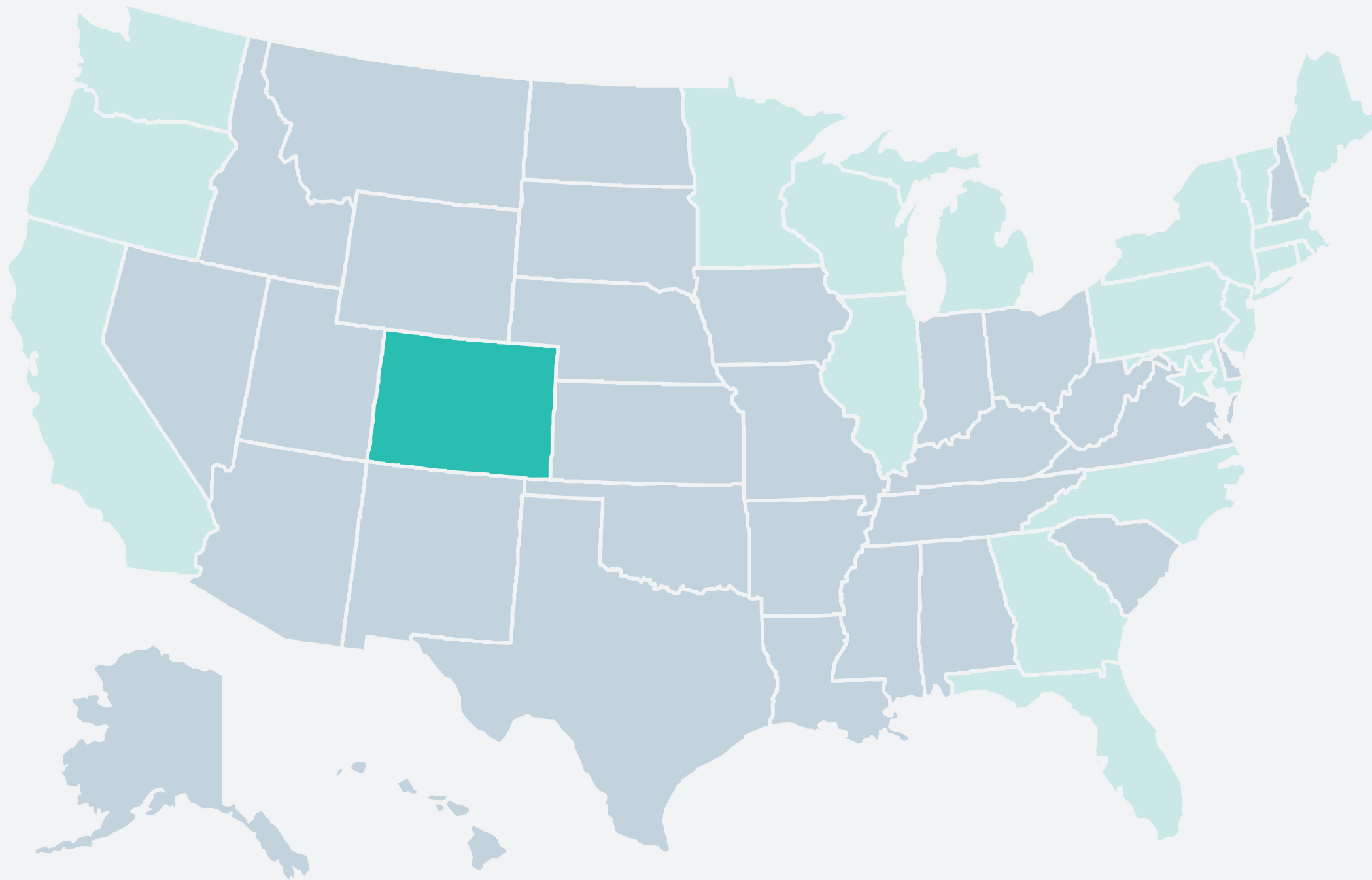
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## WINS IN COLORADO

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

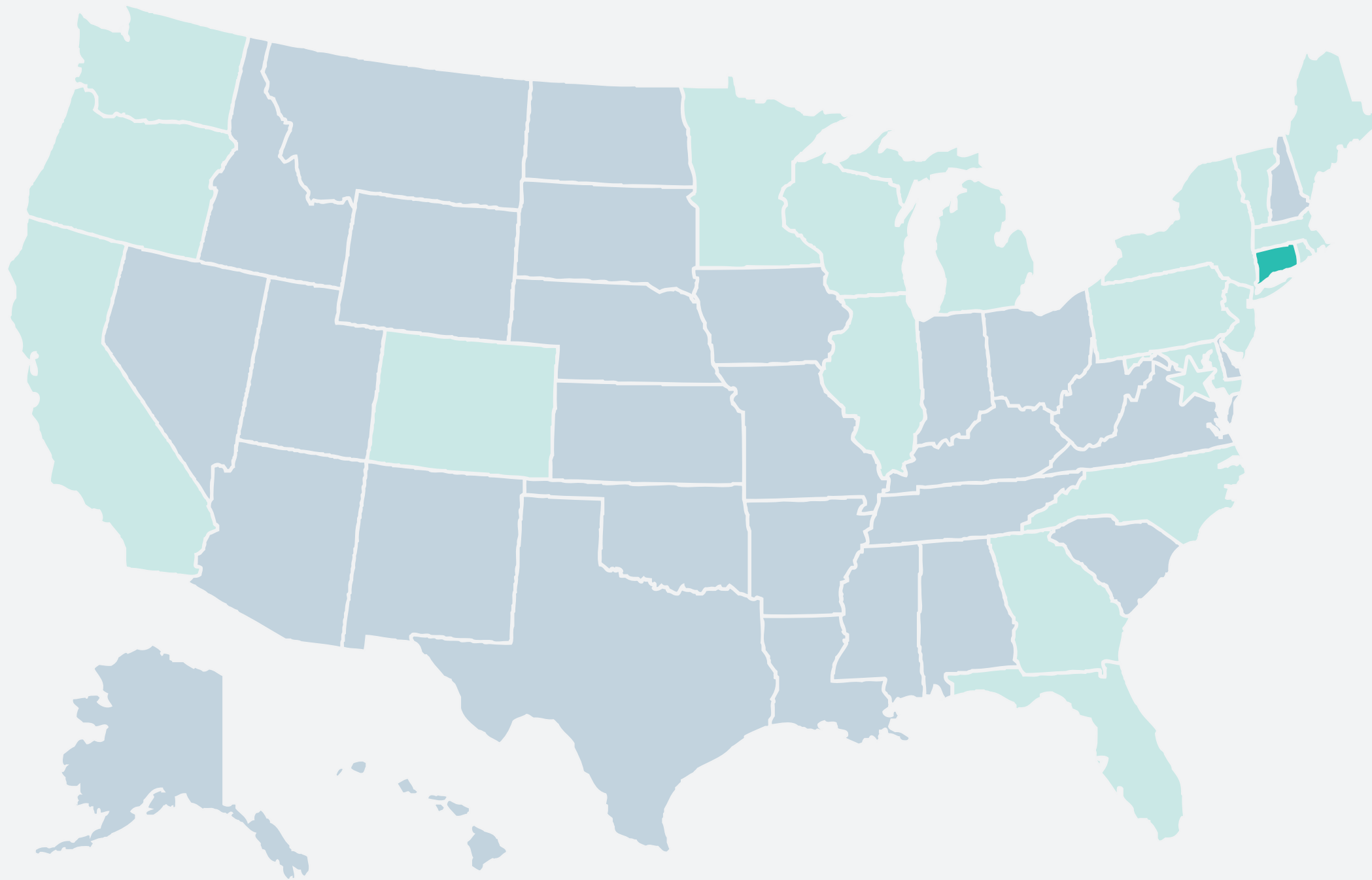
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## WINS IN CONNECTICUT

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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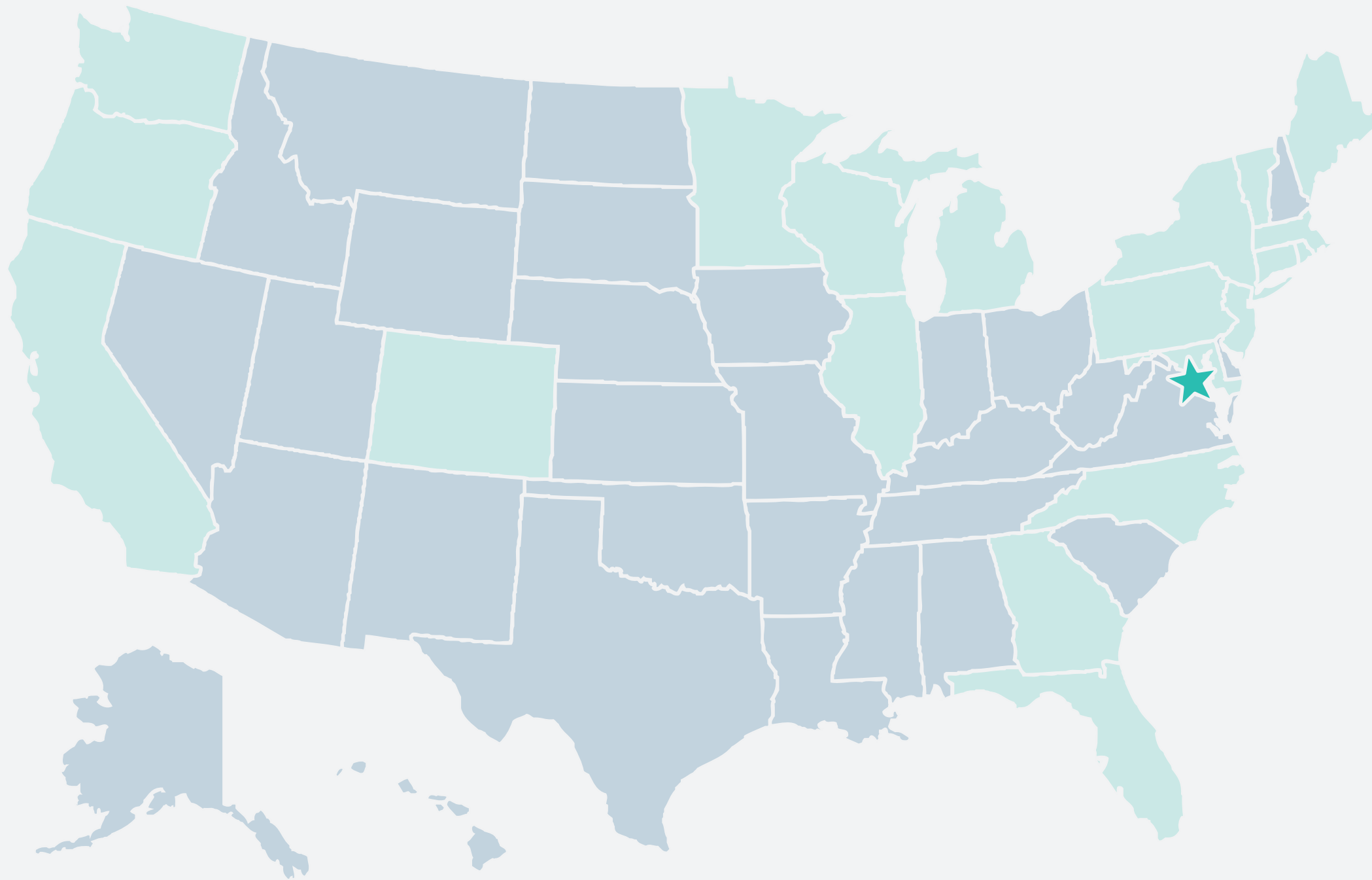
## WINS IN WASHINGTON, D.C.

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

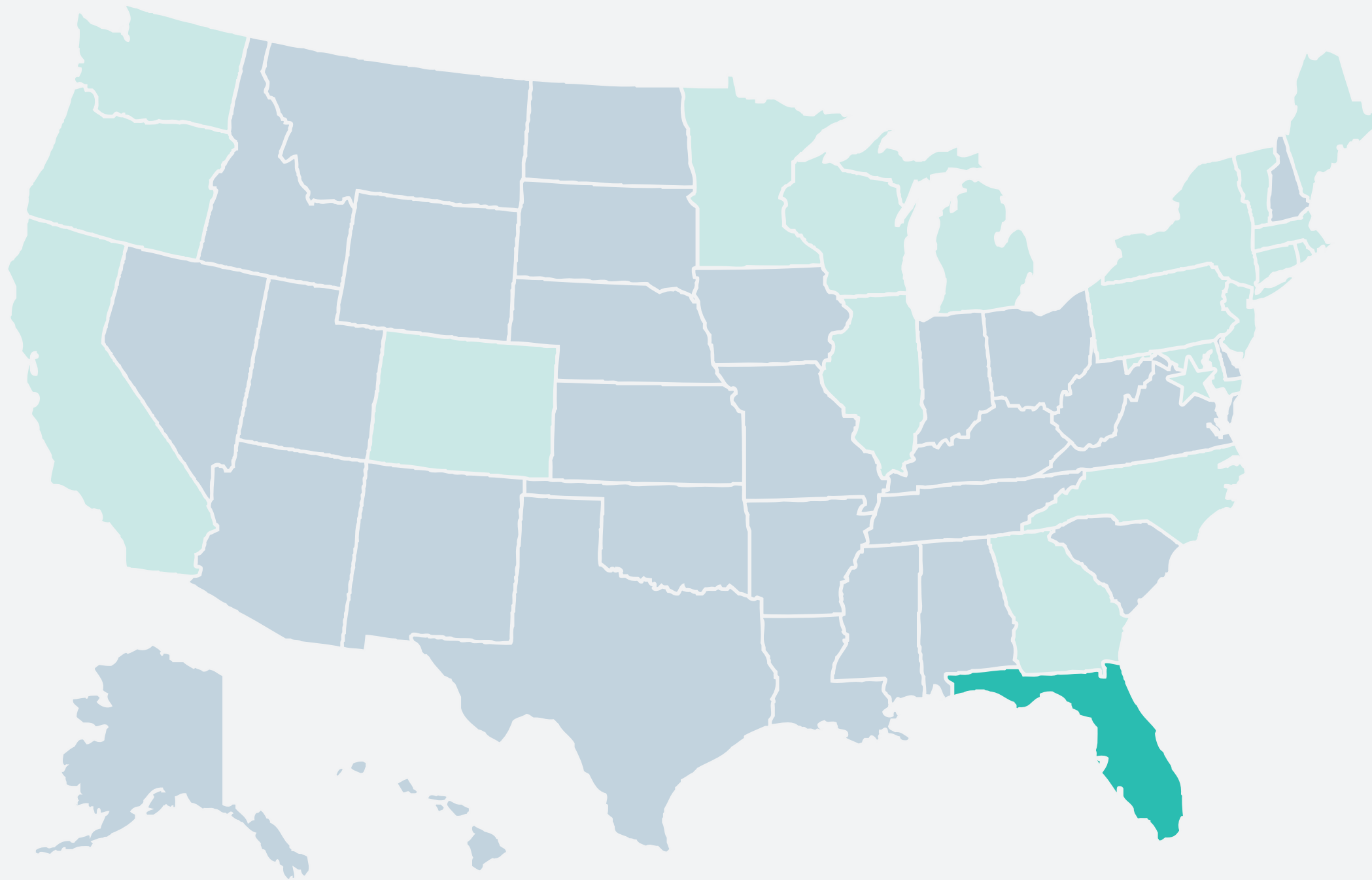
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## WINS IN FLORIDA

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

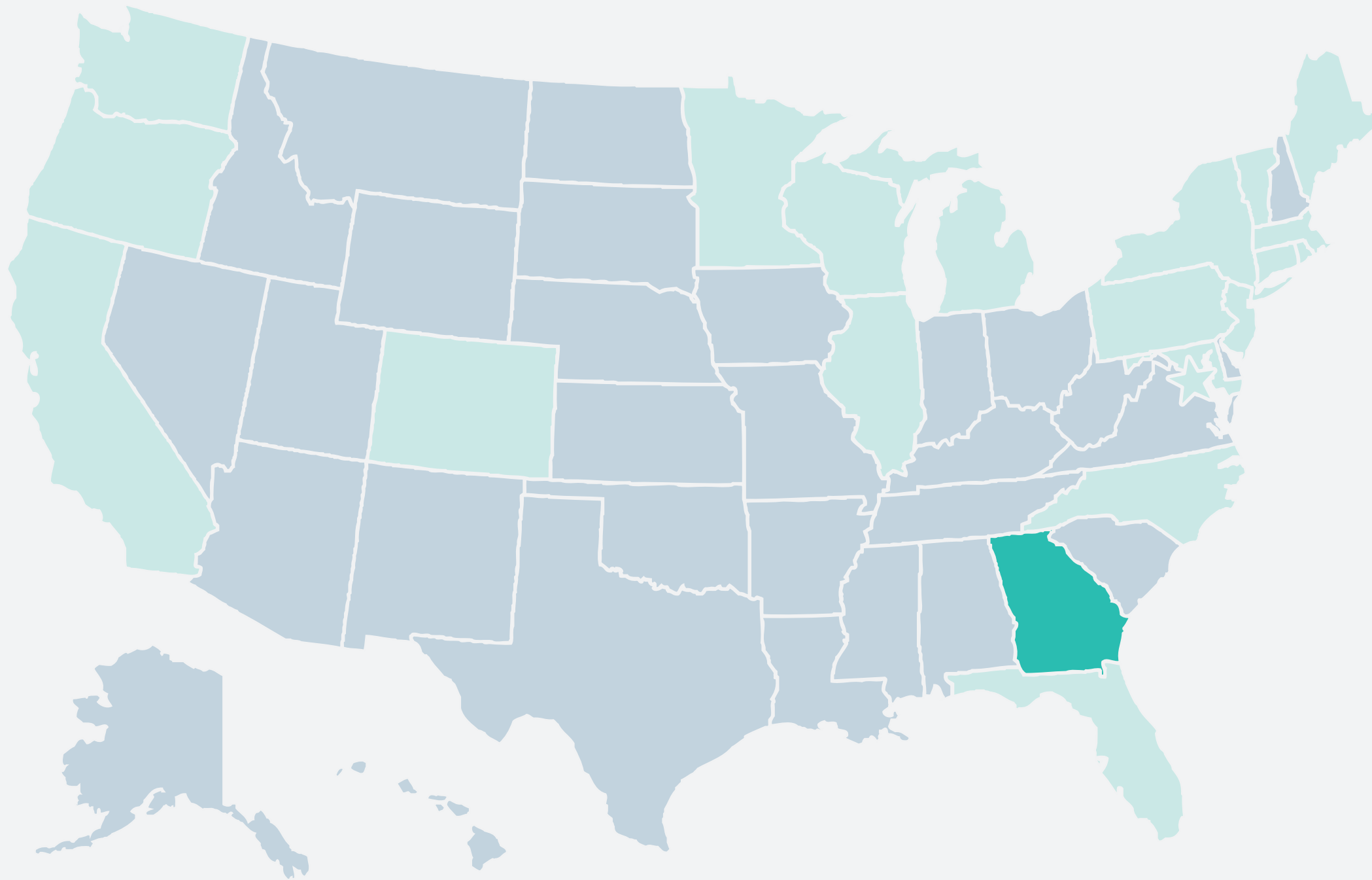
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## WINS IN GEORGIA

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

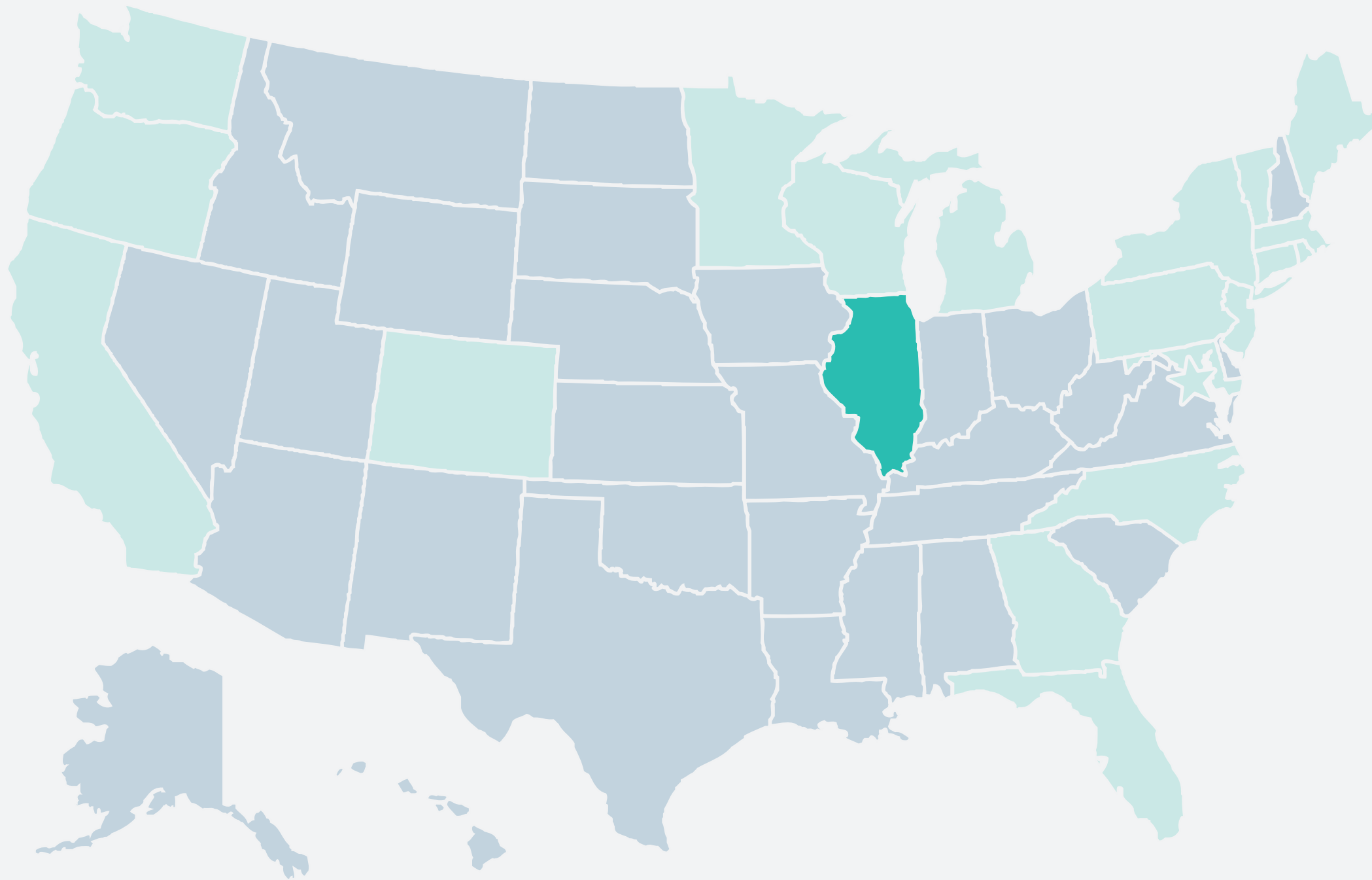
Law for reasonable pregnancy accommodation goes into effect, covering employers of any size.

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.



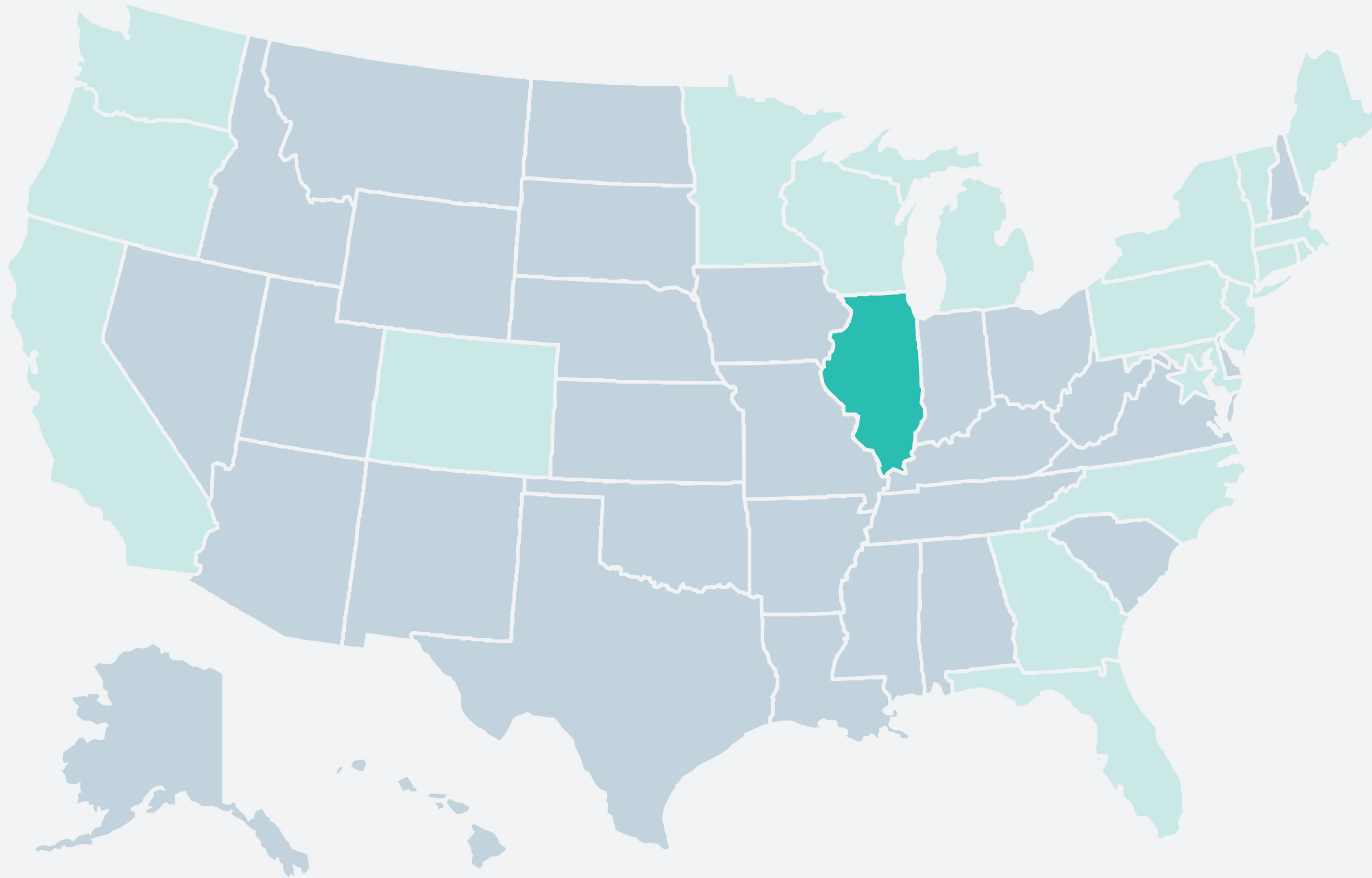
# 2015

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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

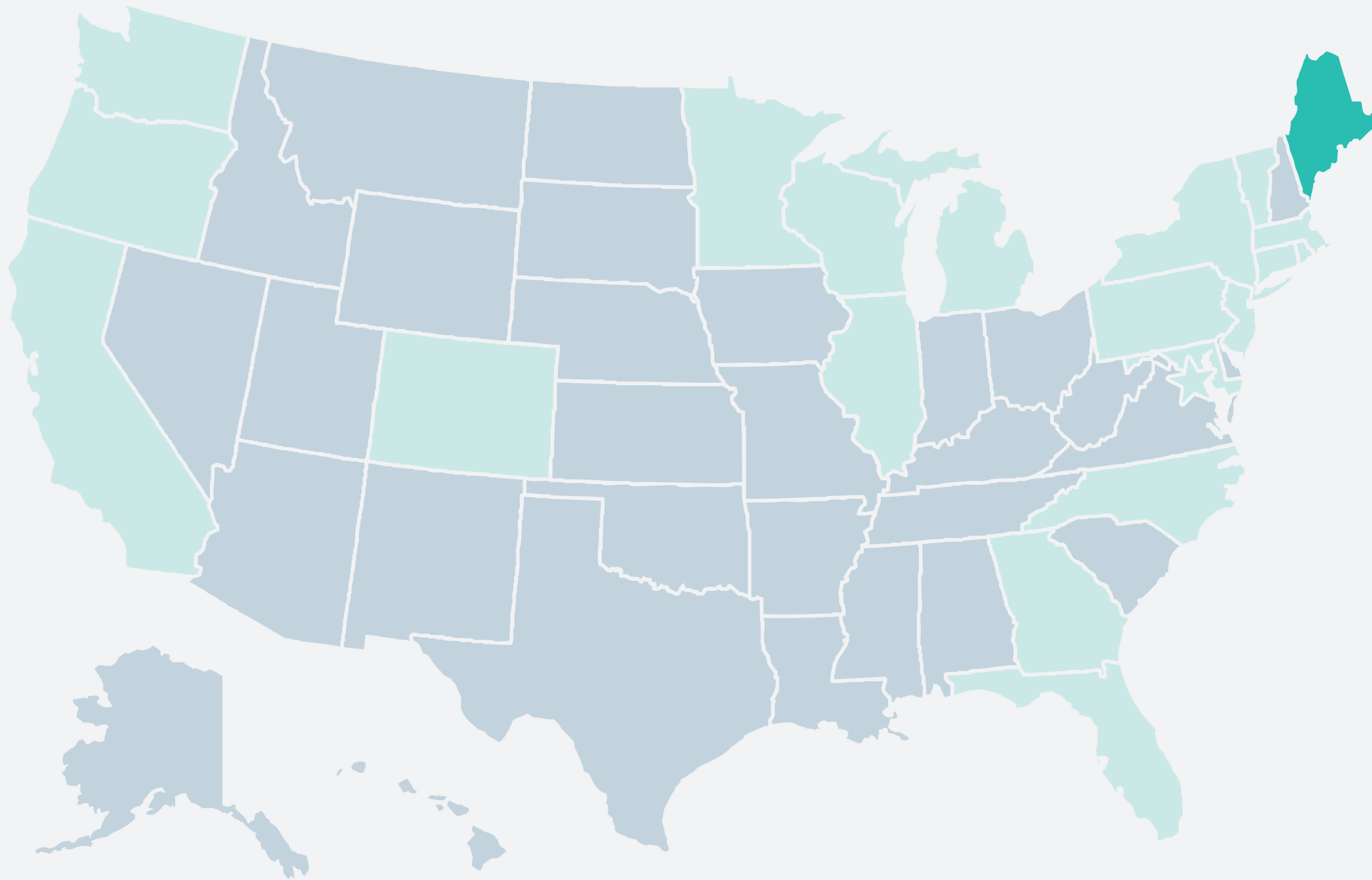
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## WINS IN MAINE

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

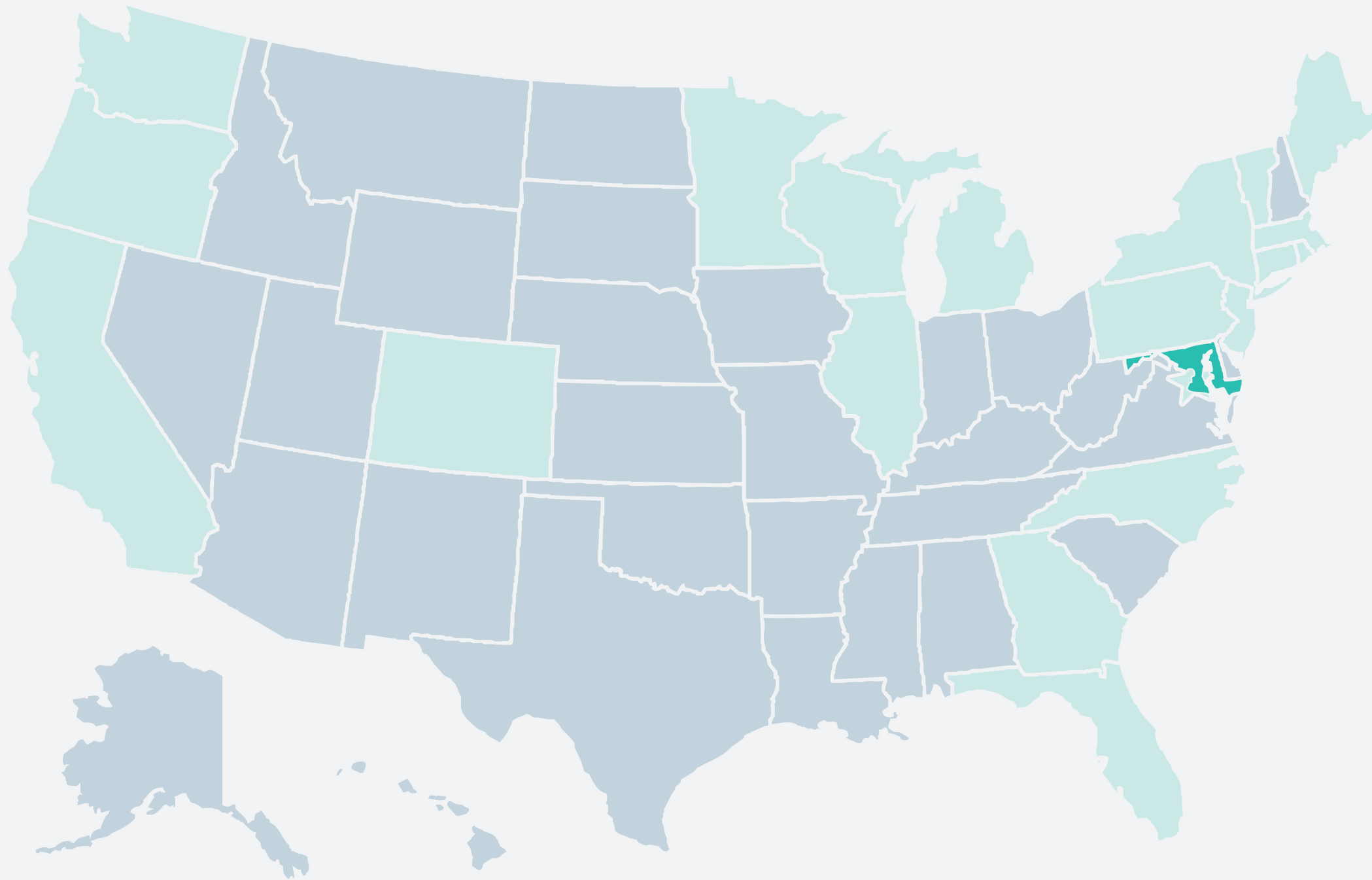
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## WINS IN MARYLAND

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.



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## Paid sick days legislation introduced.

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

# 2015

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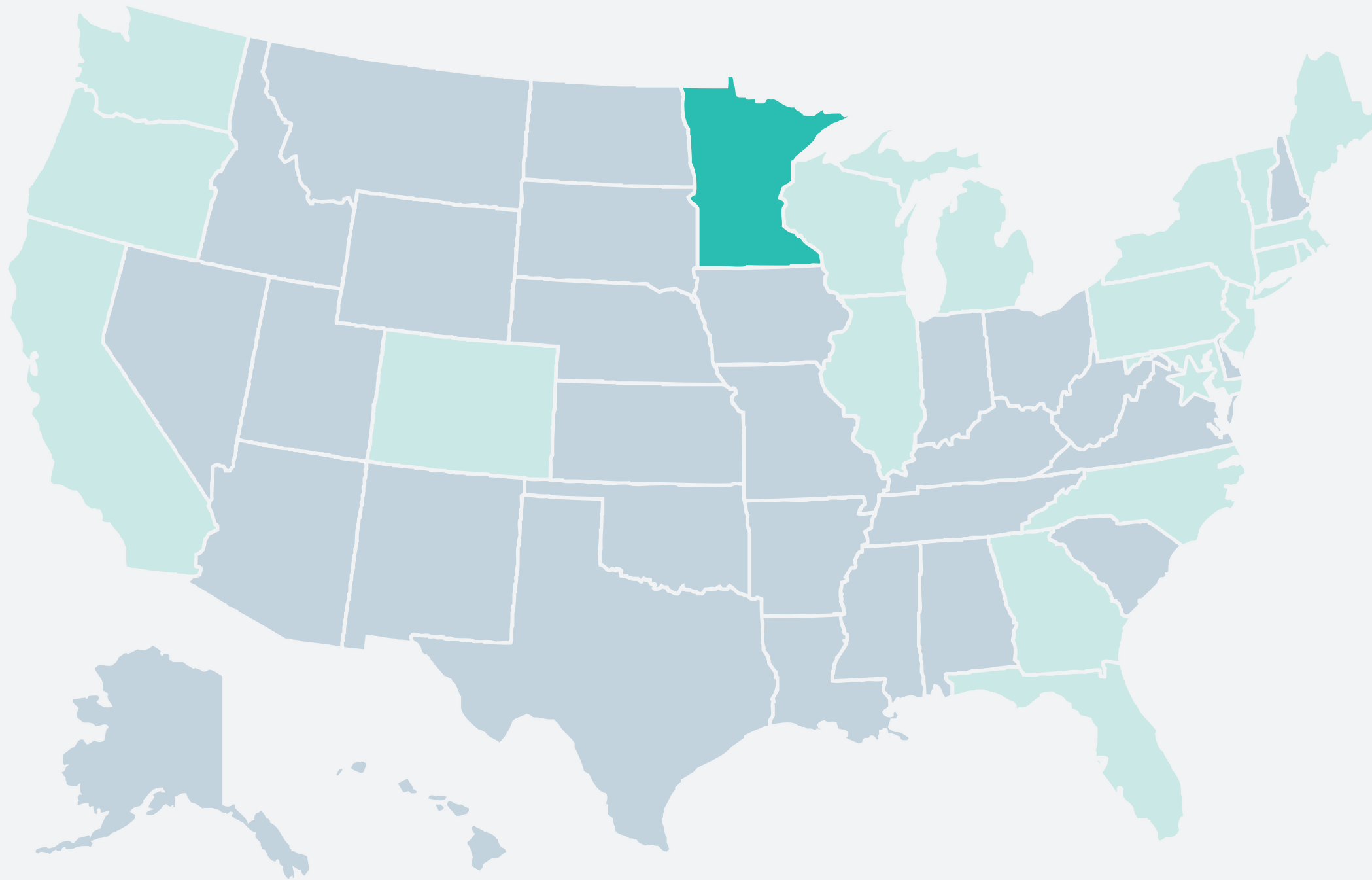
## WINS IN MINNESOTA

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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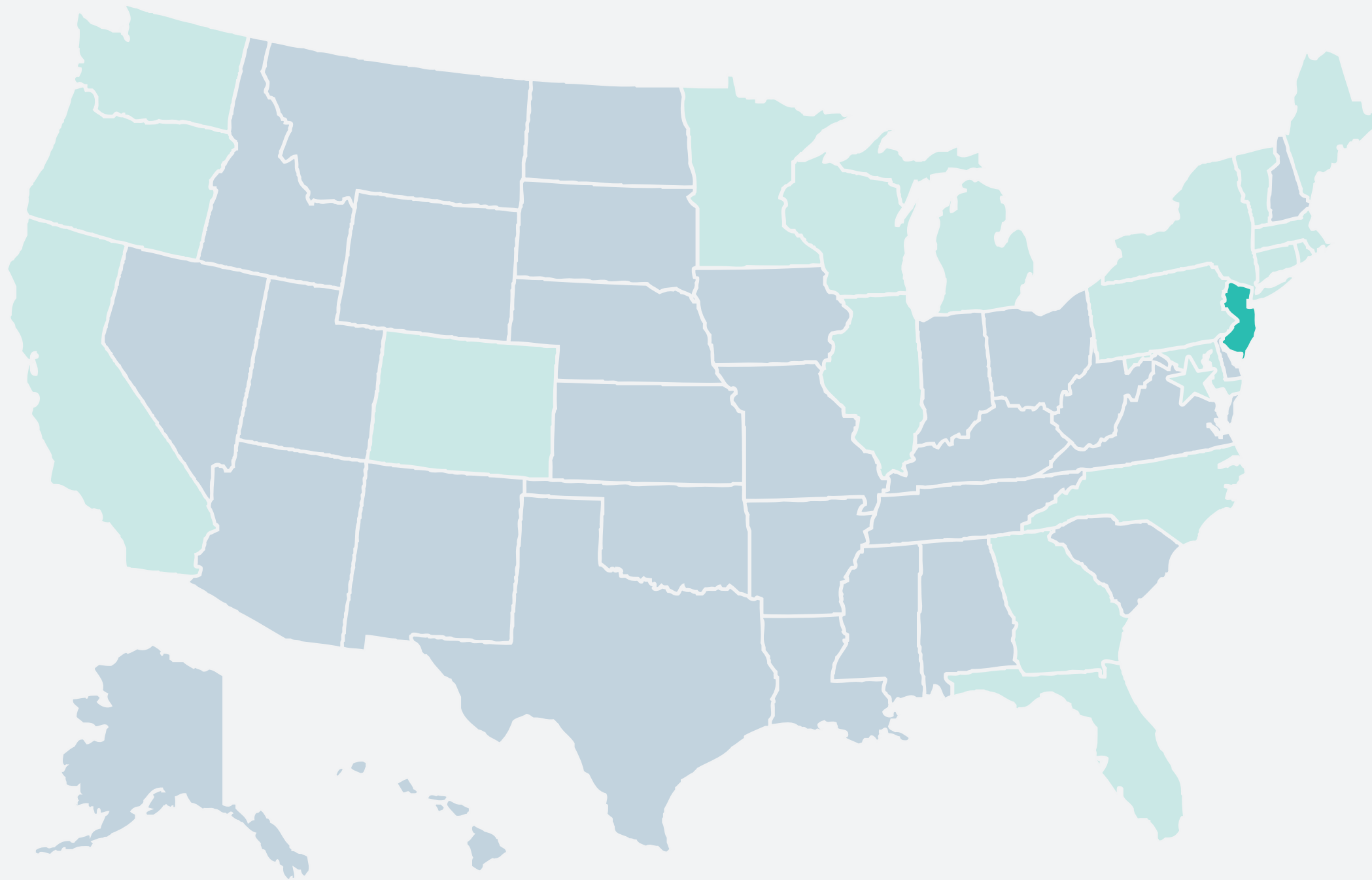
## WINS IN NEW JERSEY

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.



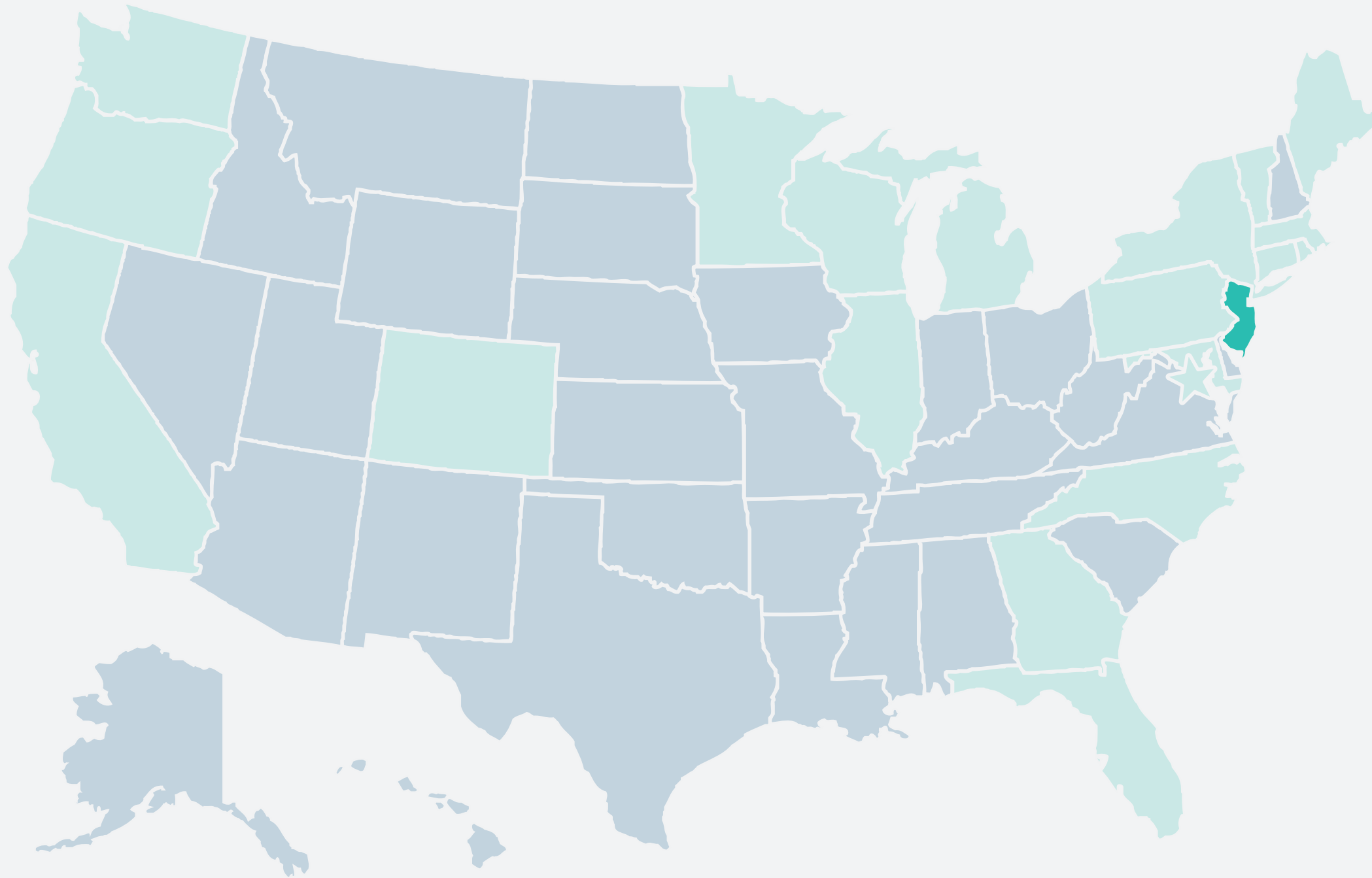
# 2015

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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.



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# 2015

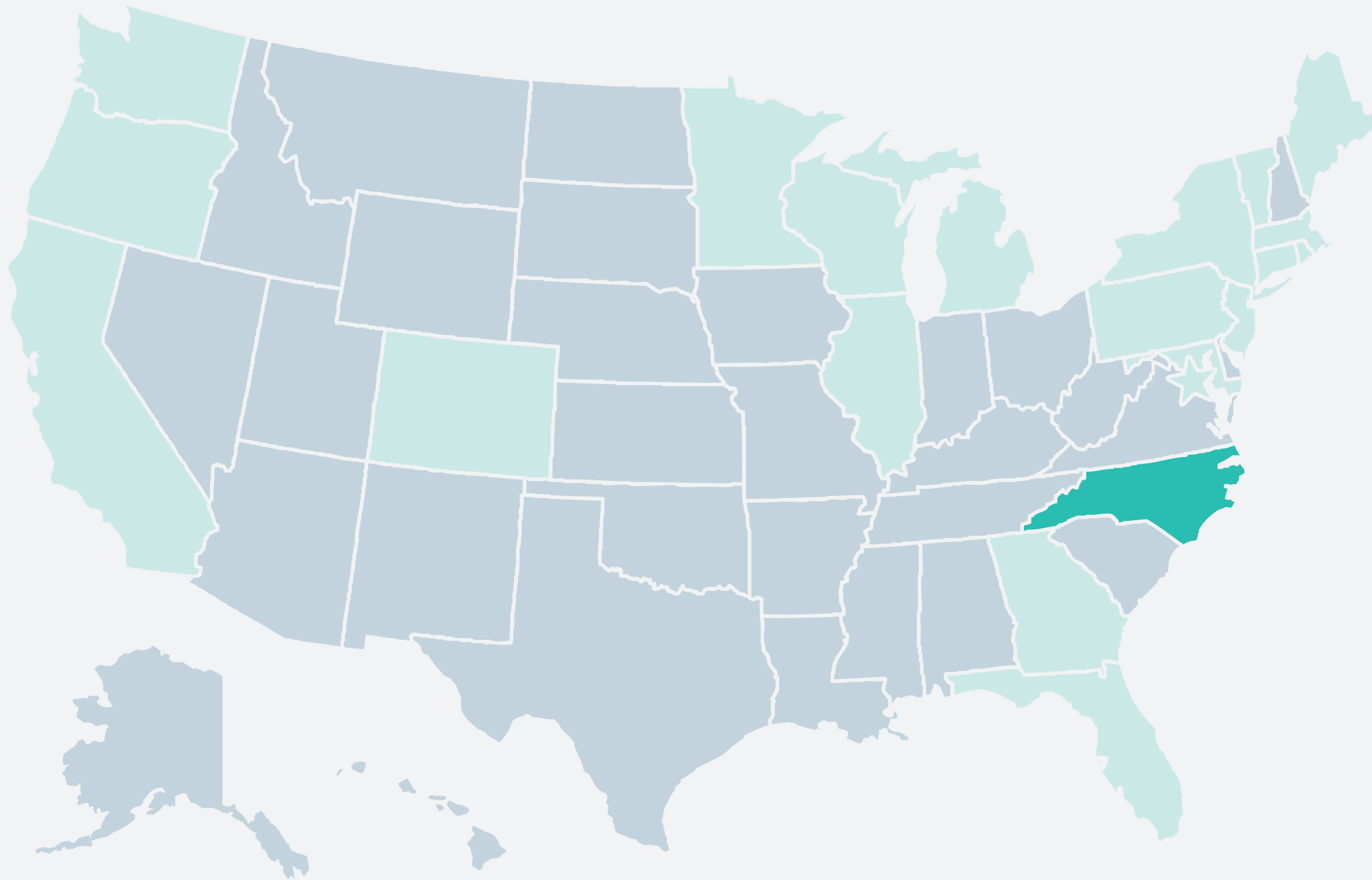
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## WINS IN NORTH CAROLINA

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

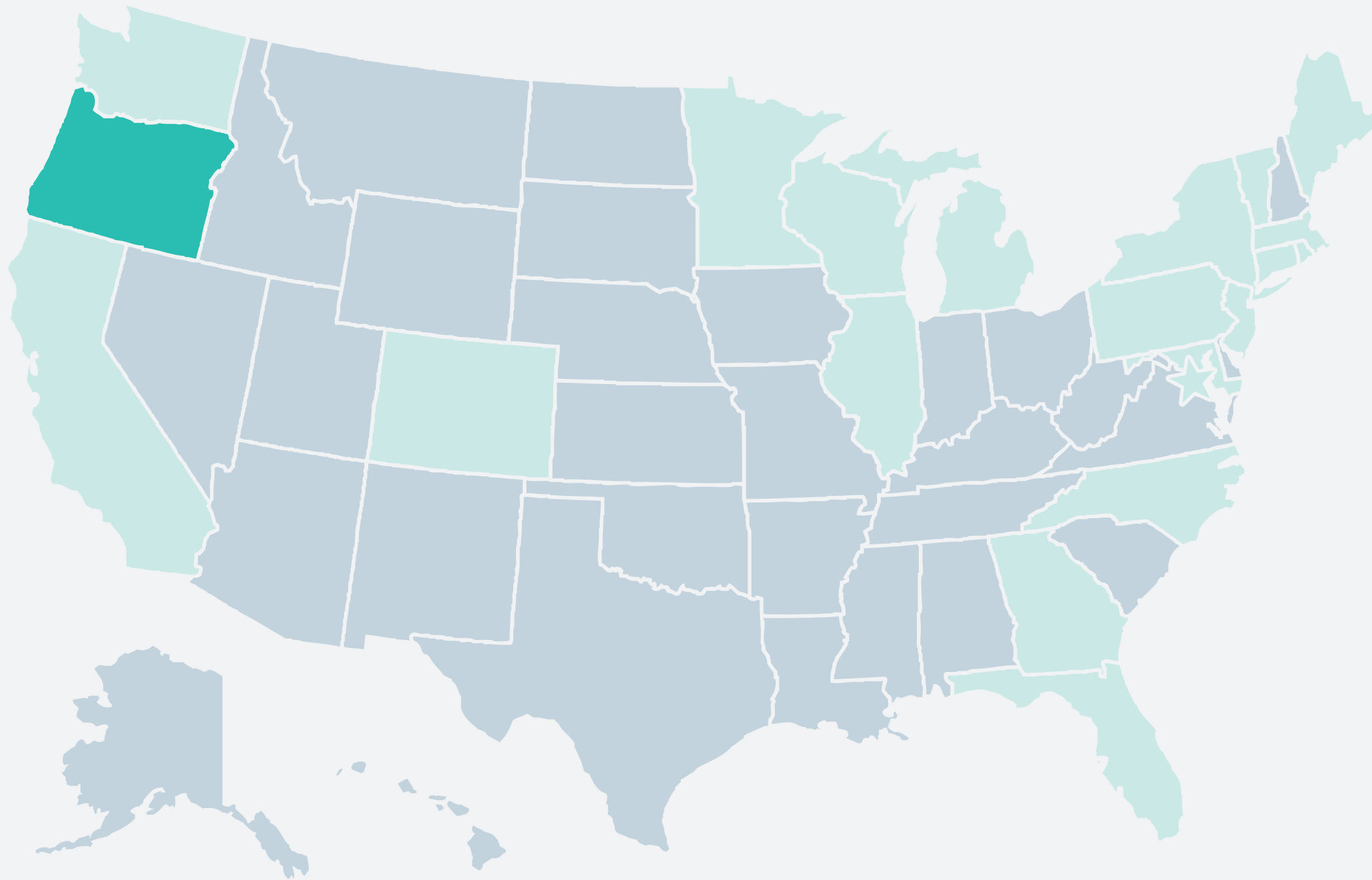
Statewide paid sick days bill passed.

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.

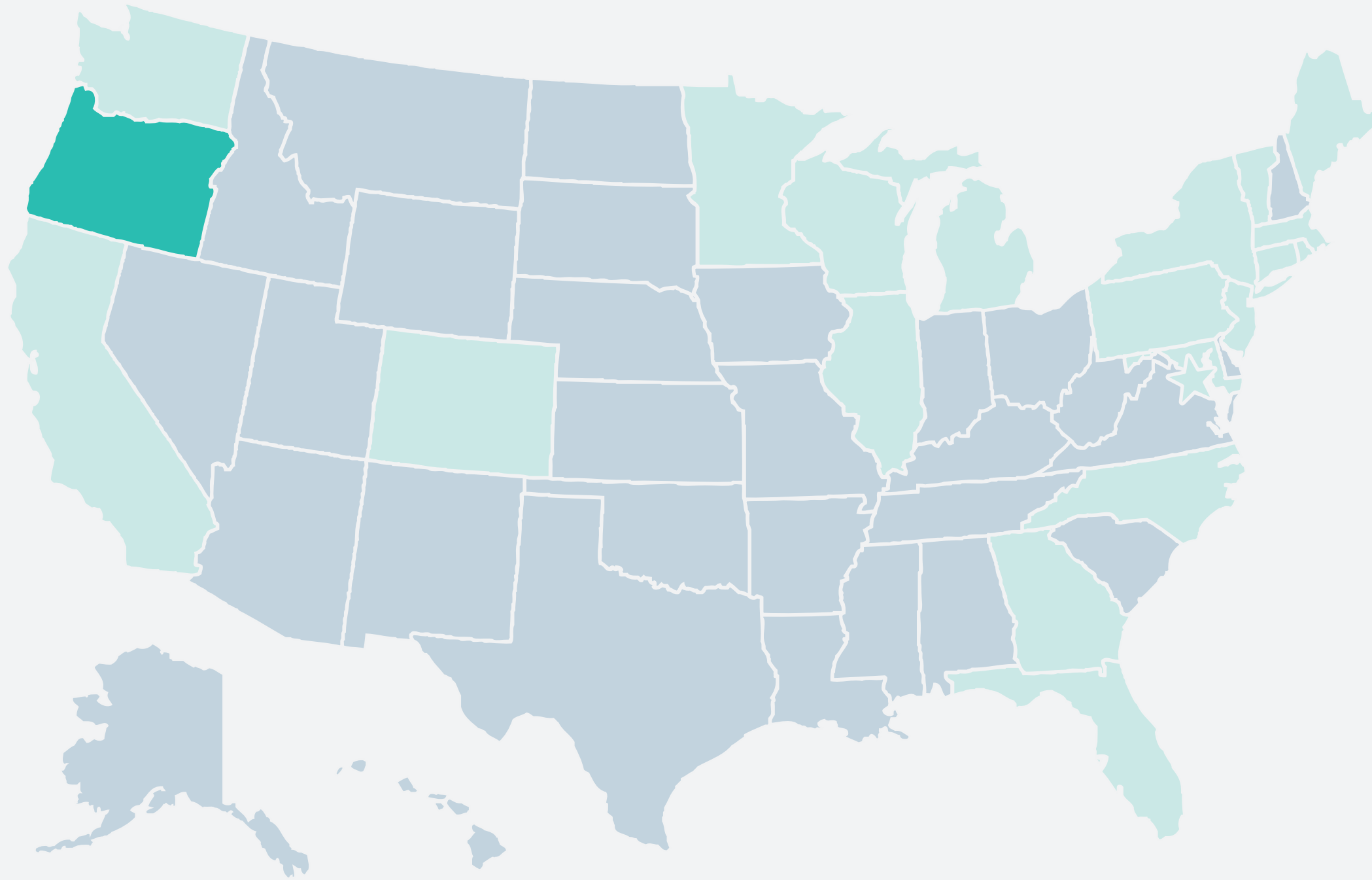


# 2015

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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

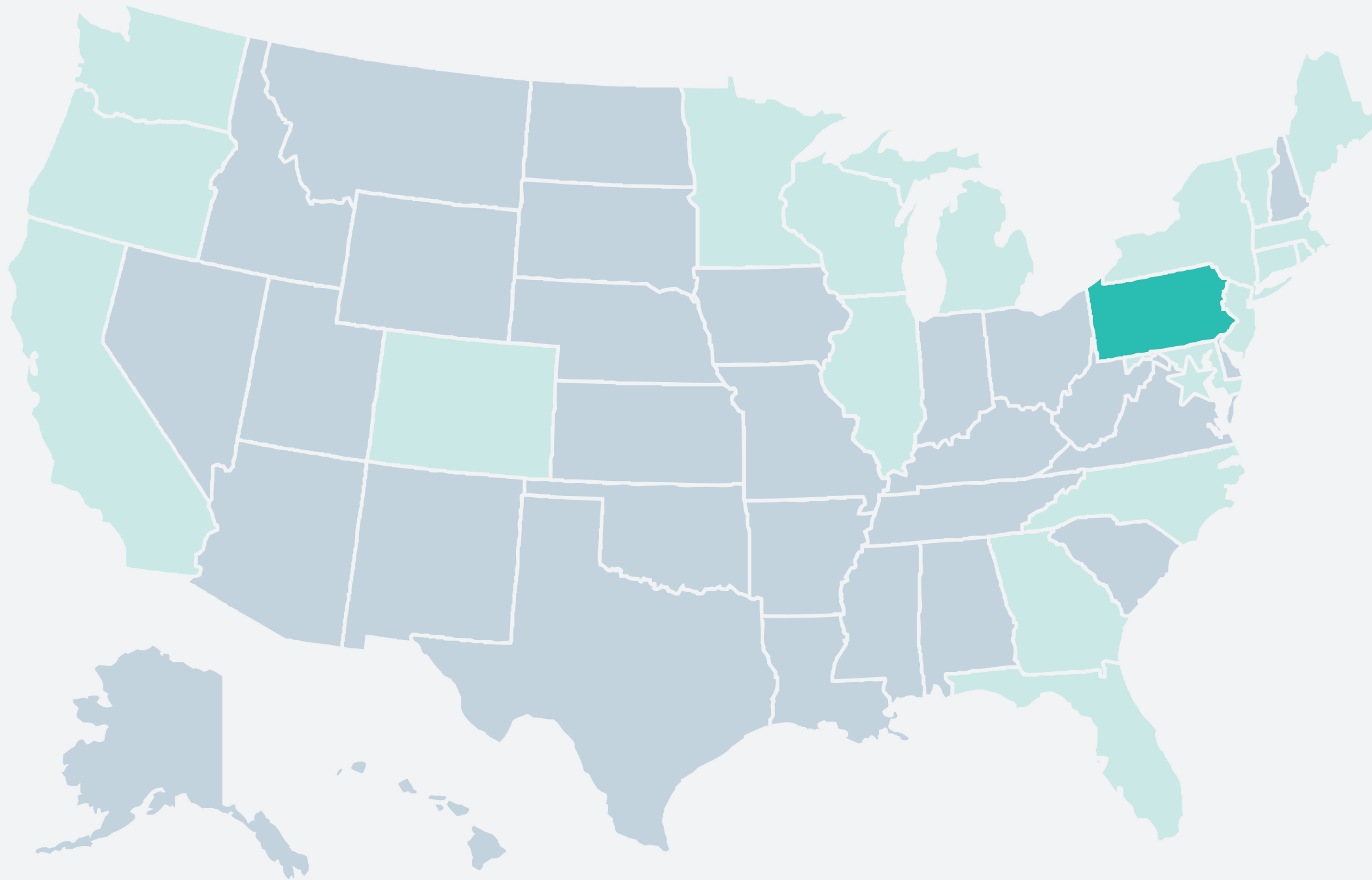
Philadelphia passes a citywide paid sick days law.

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

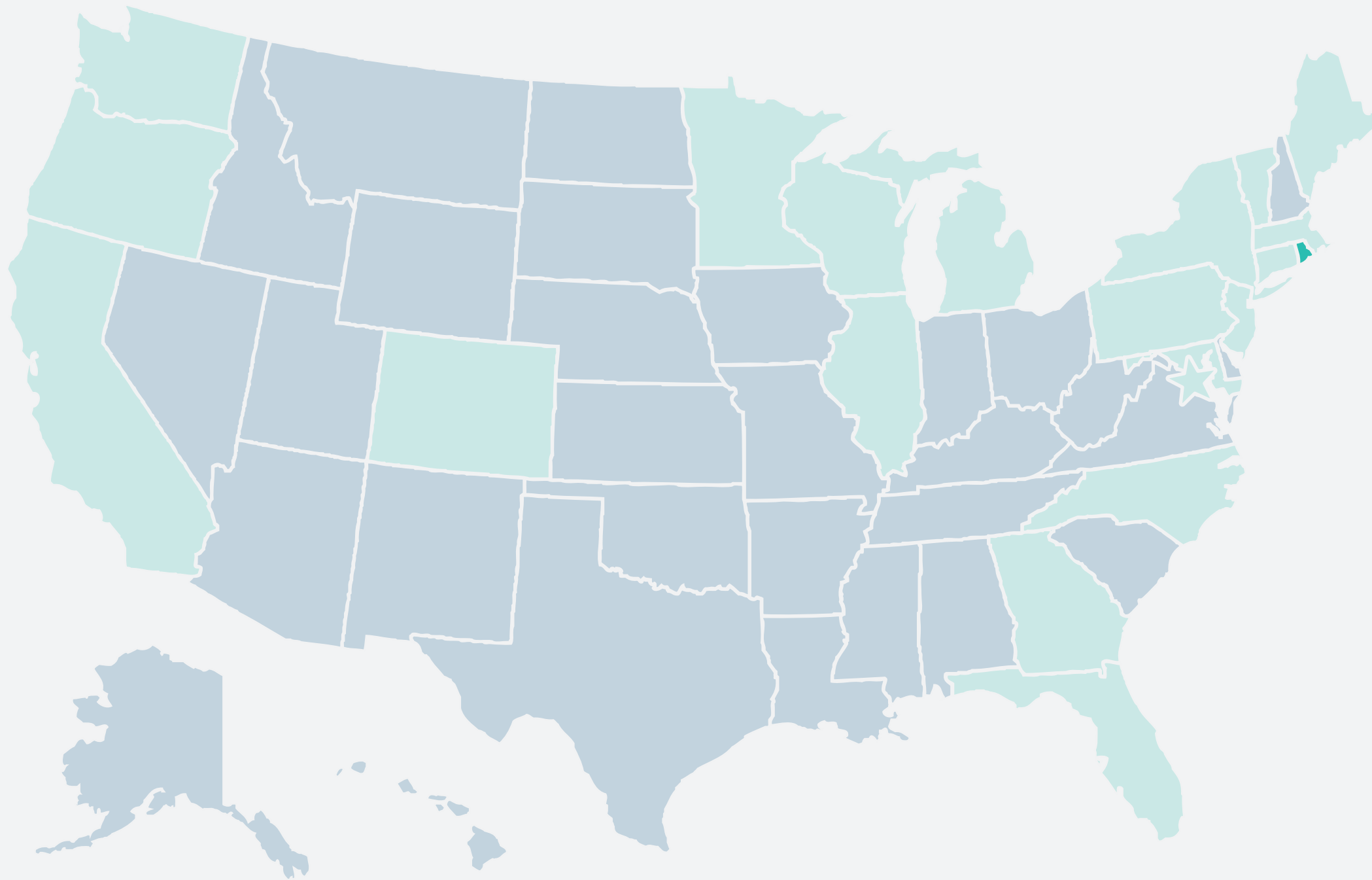
Rhode Island is a stop on the Department of Labor #LeadOnLeave Tour.

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

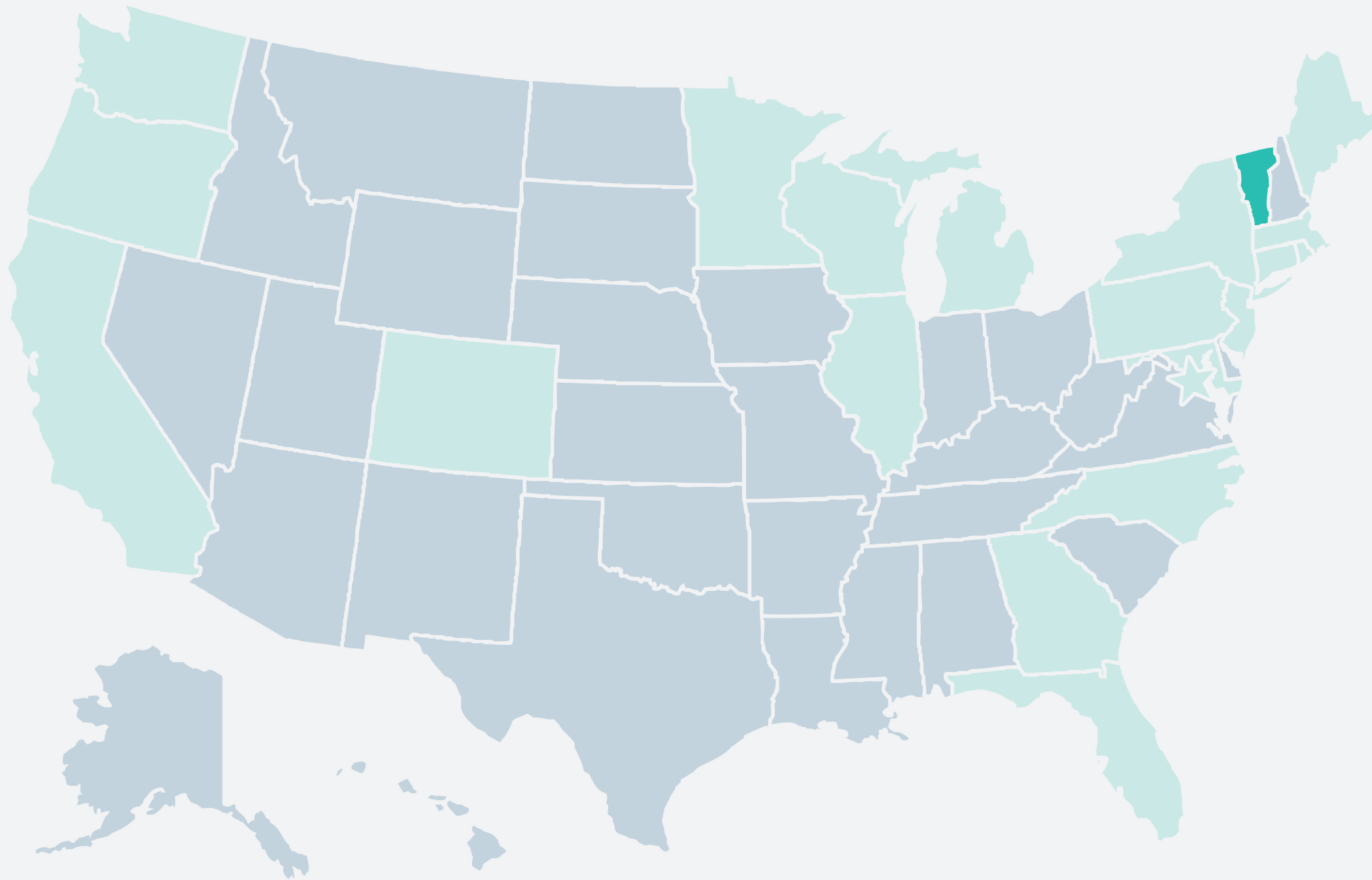
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## WINS IN VERMONT

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.

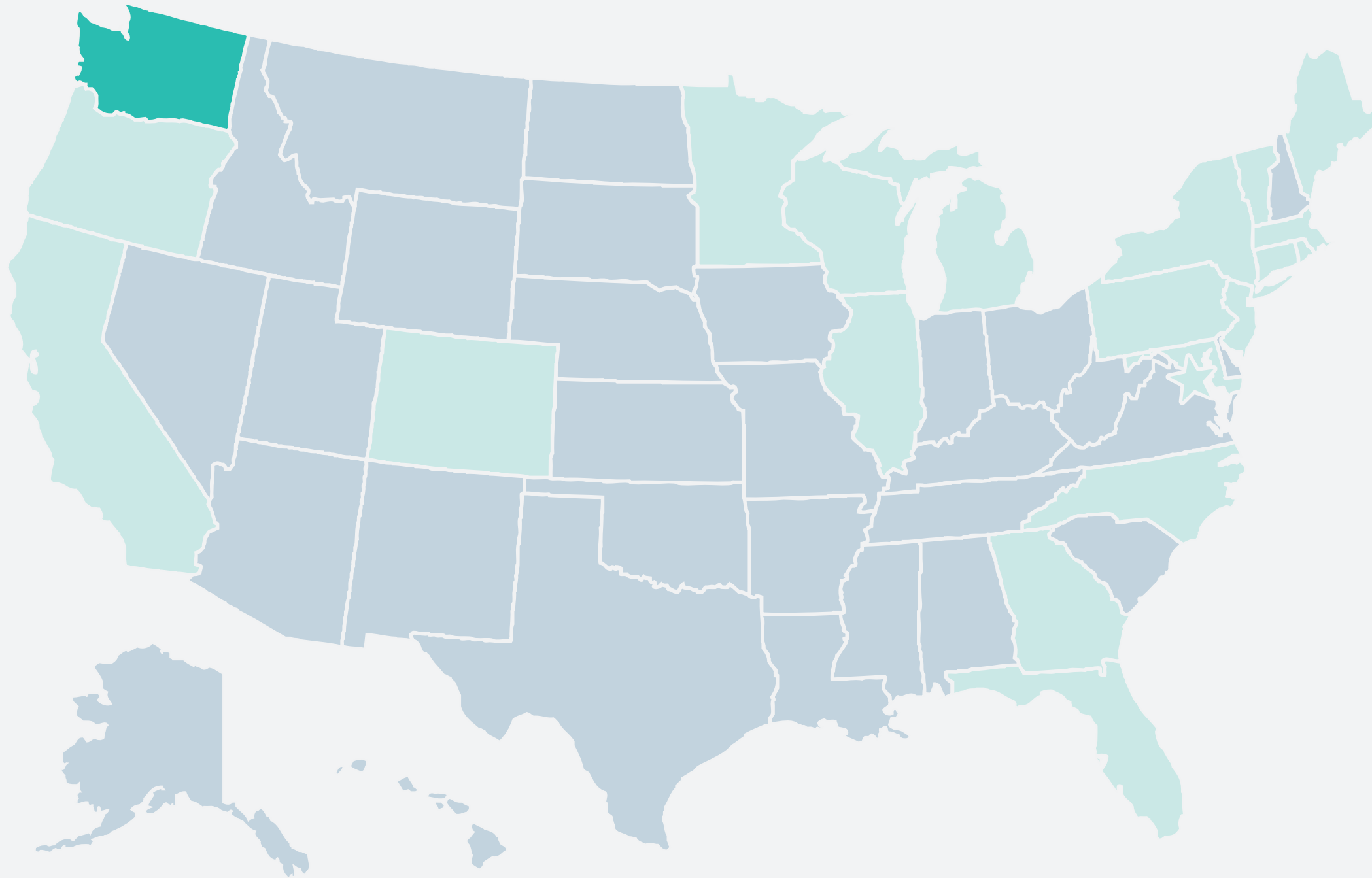
Bill to expand and fund FMLI passes the House Labor Committee.

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

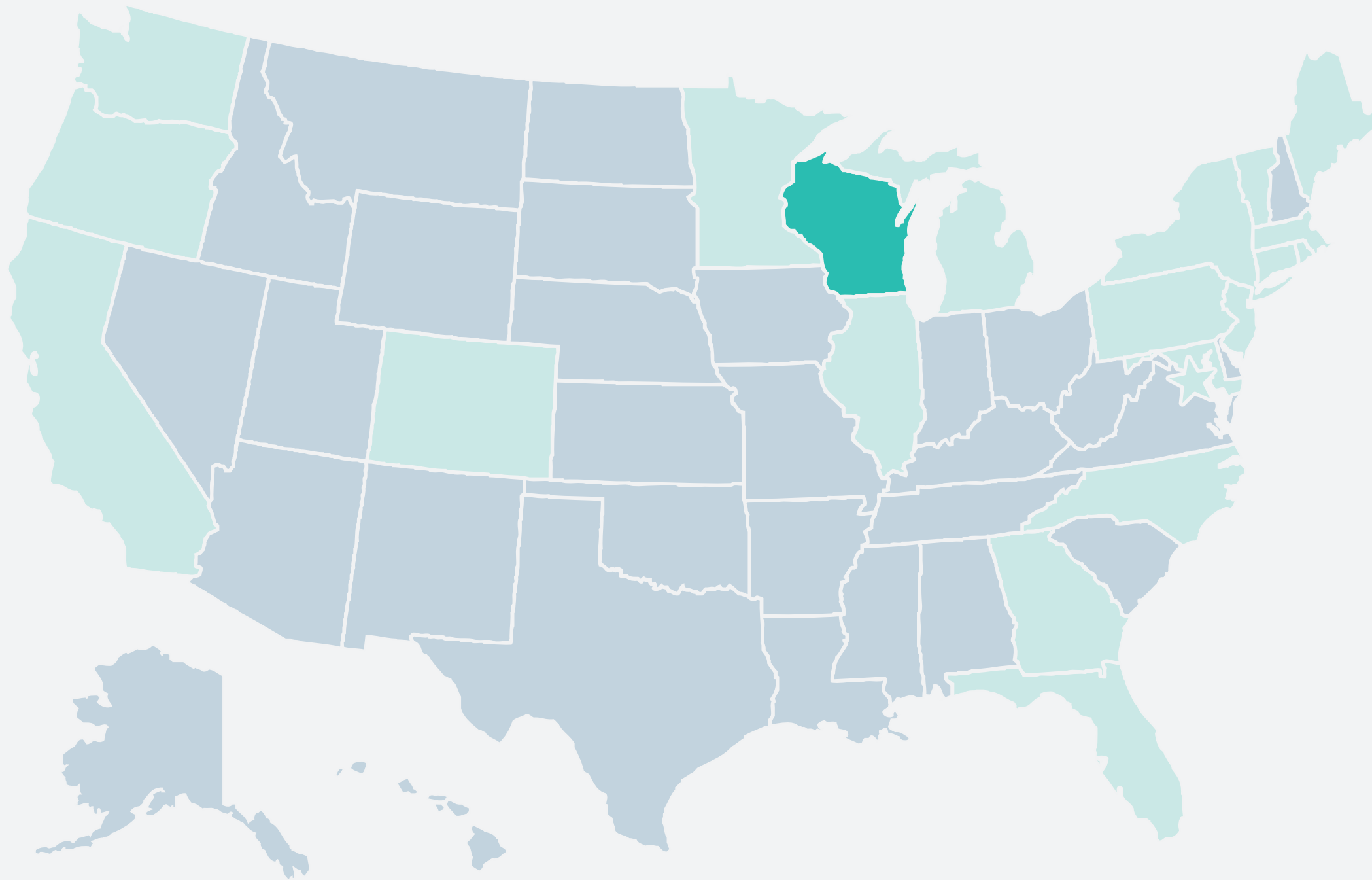
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## WINS IN WISCONSIN

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.



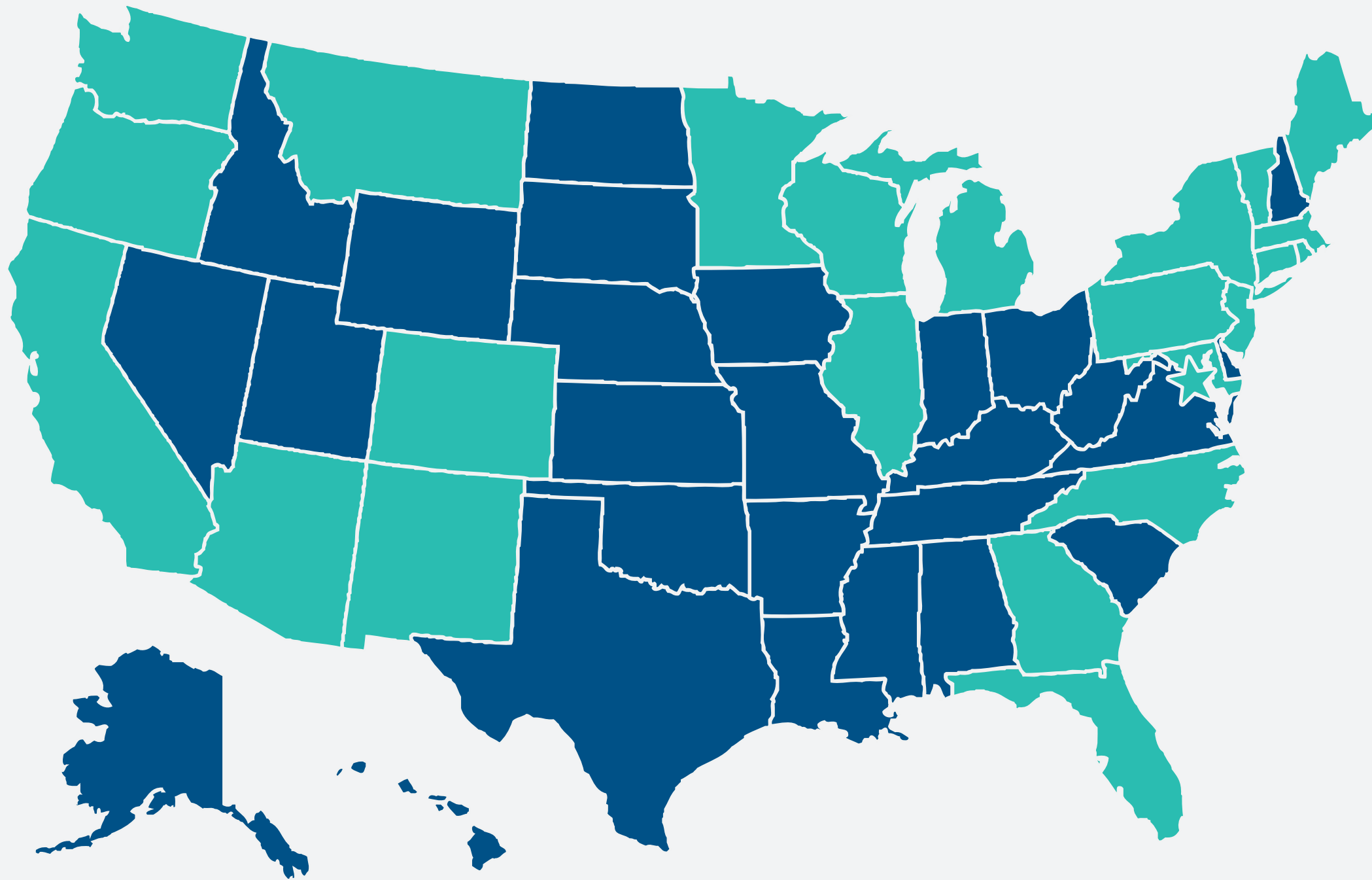


# 2016

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## THIS YEAR

The network adds Arizona, Montana and New Mexico. Paid sick days wins reach an all-time high of 14, including 3 states—2 by ballot initiative—and 3 Midwest locations. New York and DC both add paid leave wins.



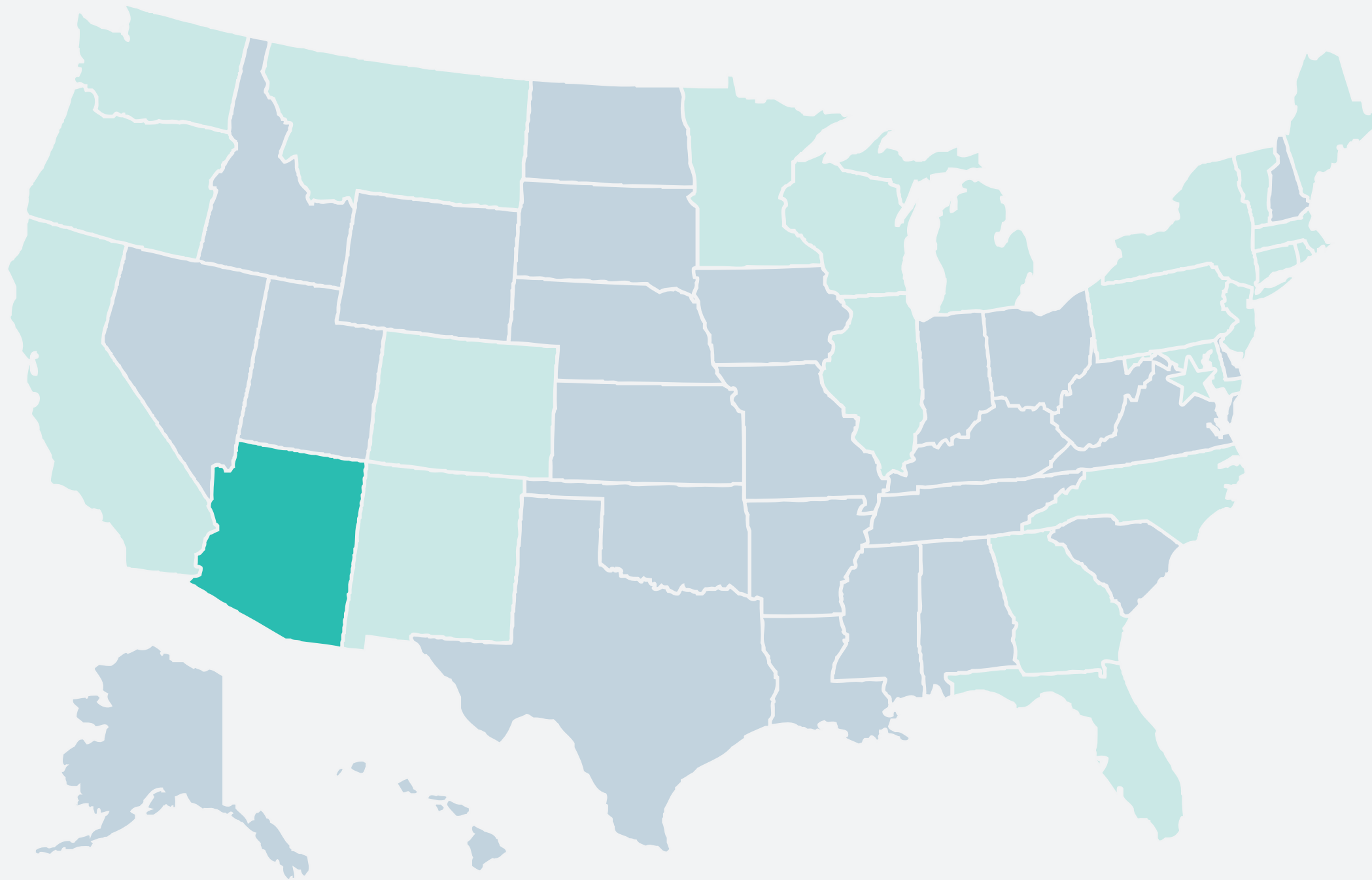
# 2016

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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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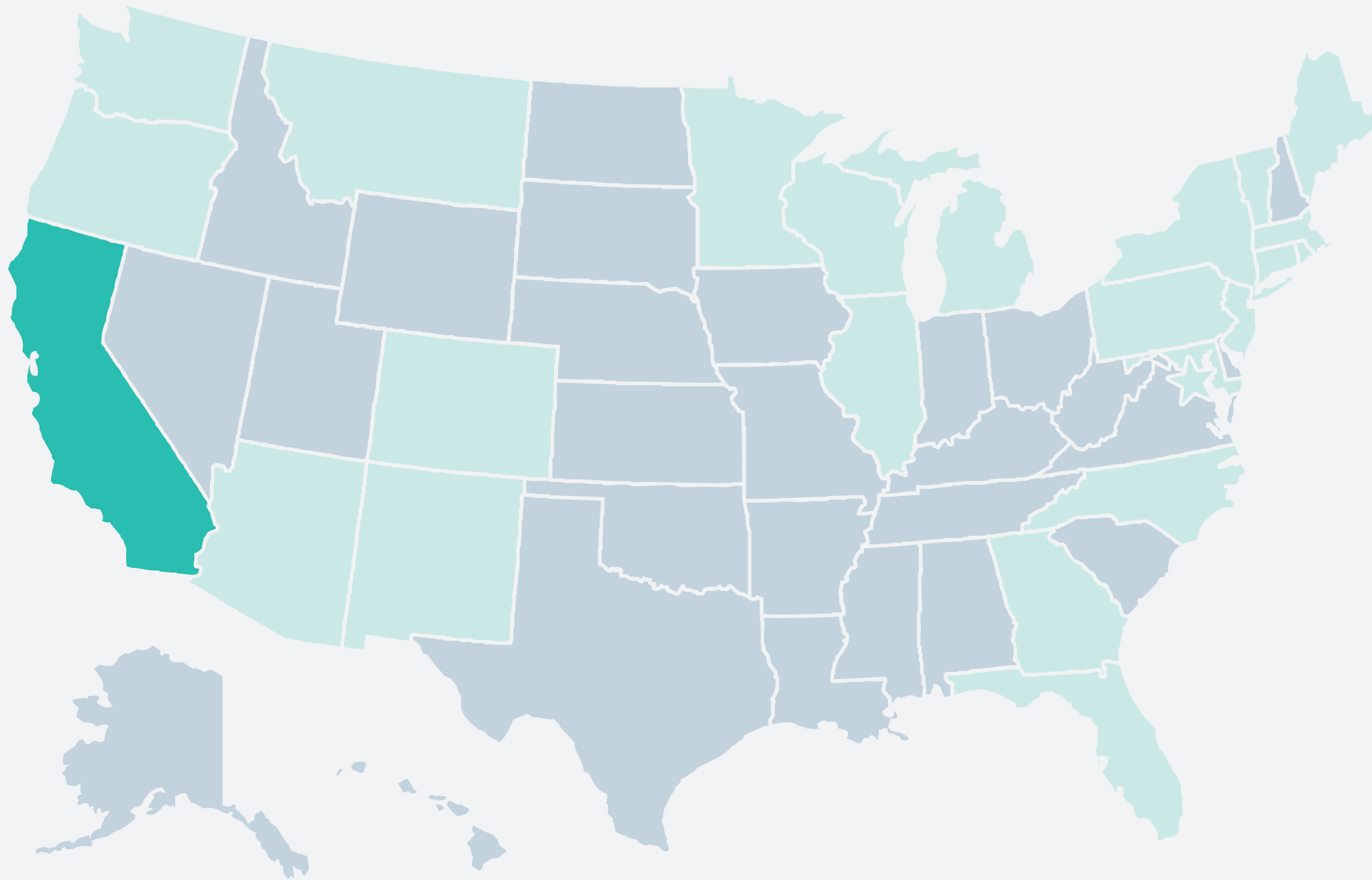
## WINS IN CALIFORNIA

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.



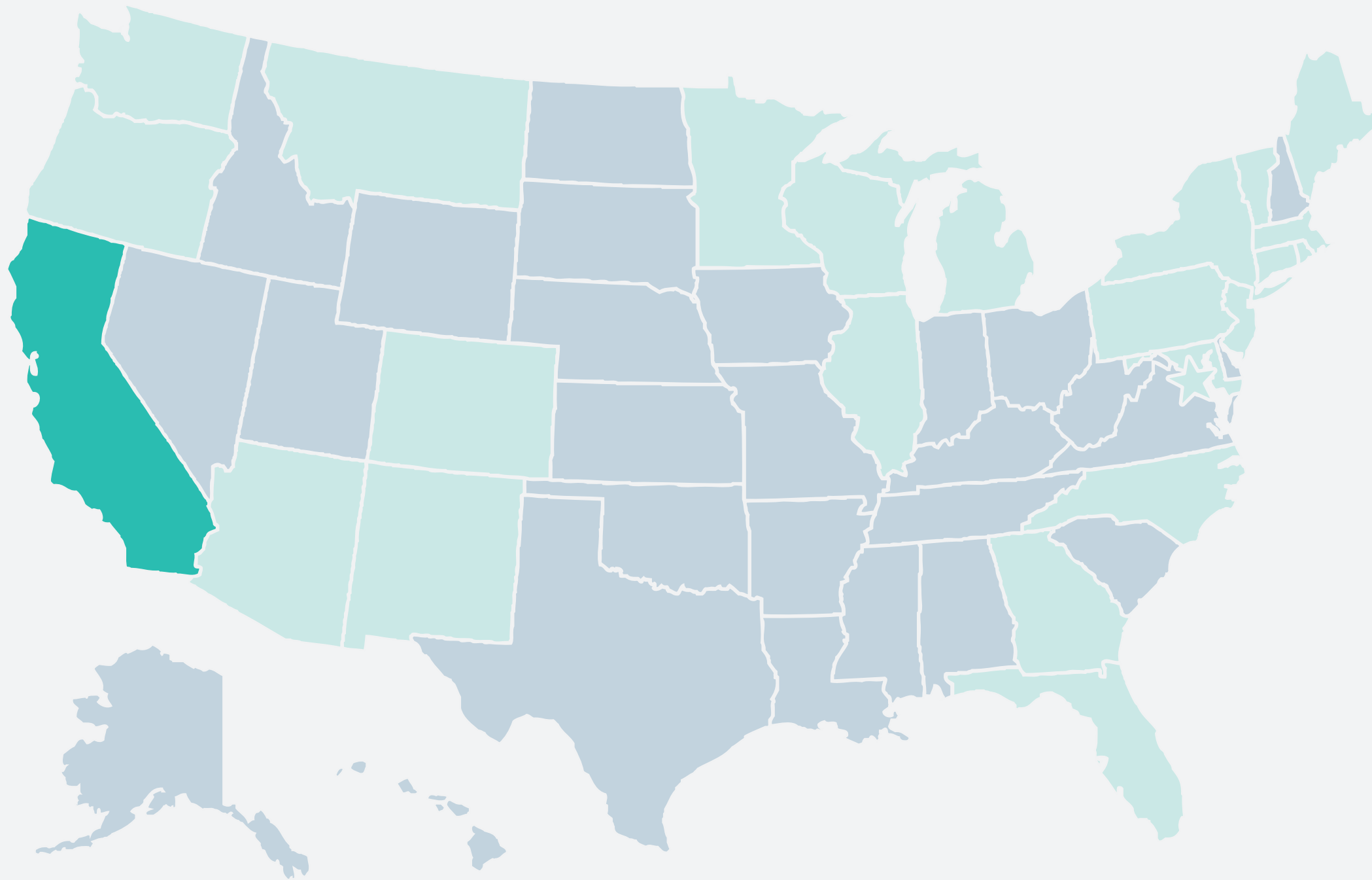
# 2016

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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

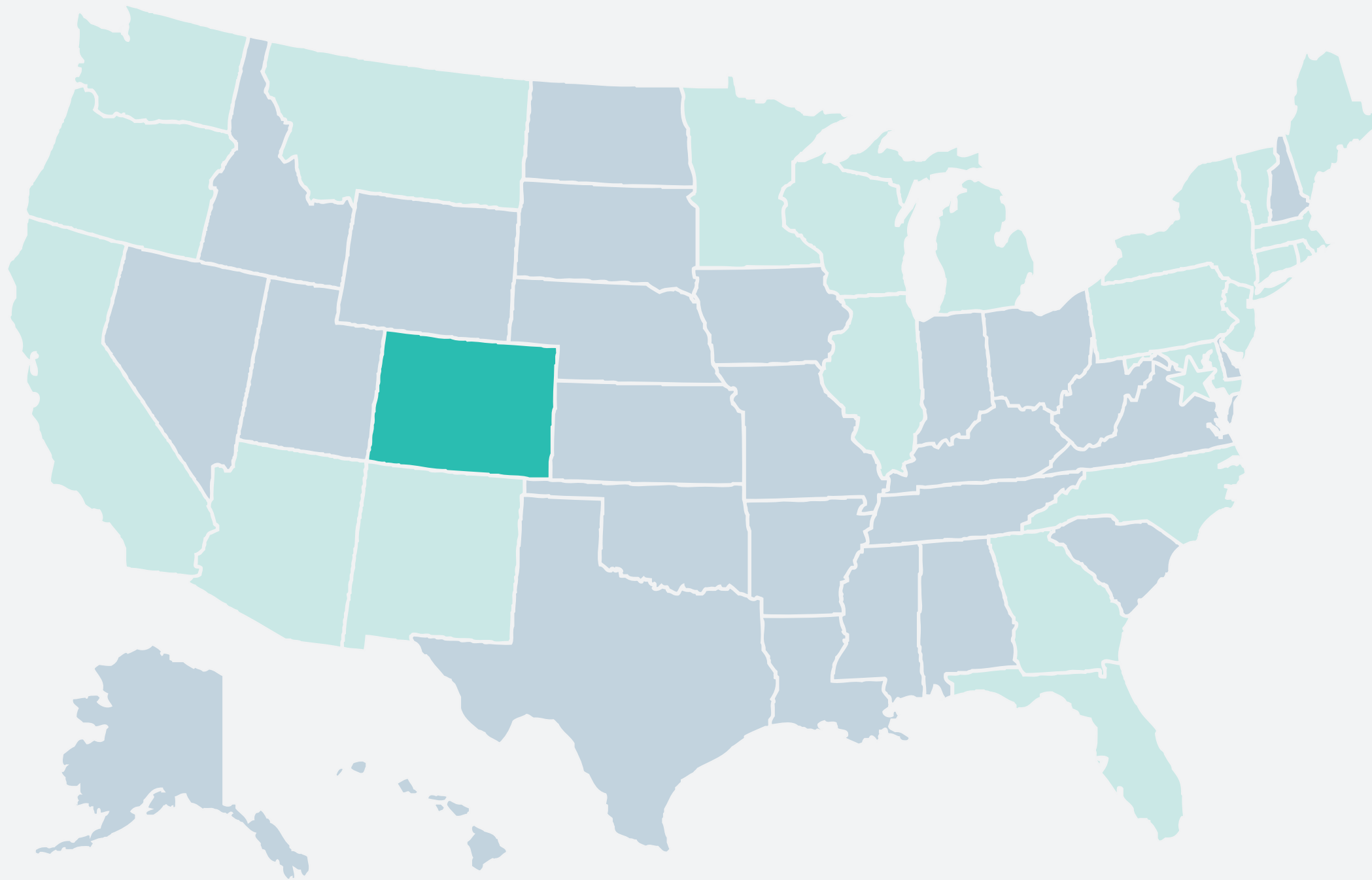
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## WINS IN COLORADO

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.



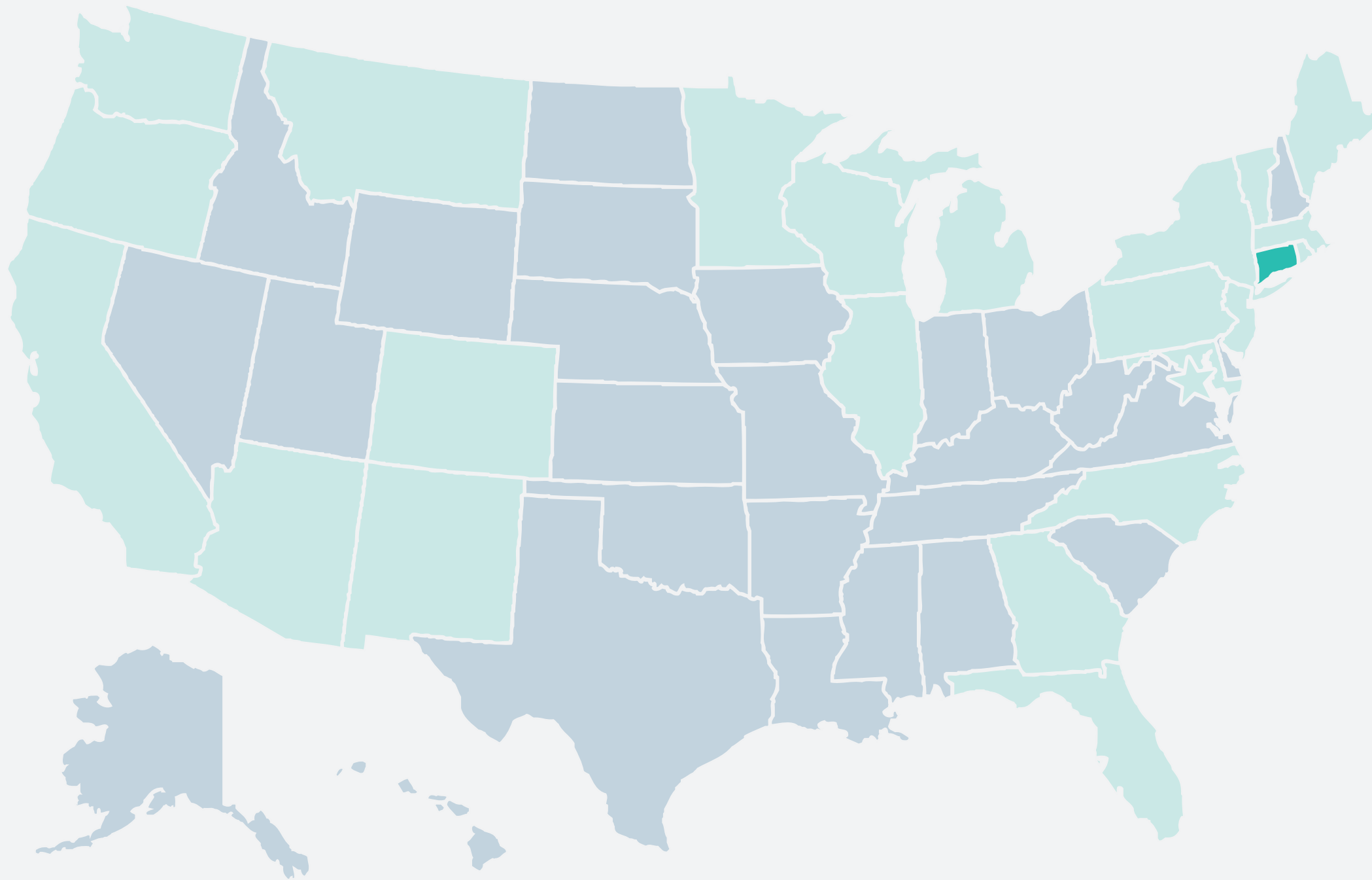
# 2016

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## WINS IN CONNECTICUT

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

Labor Committee passes the Paid Family and Medical Leave Act.



# 2016

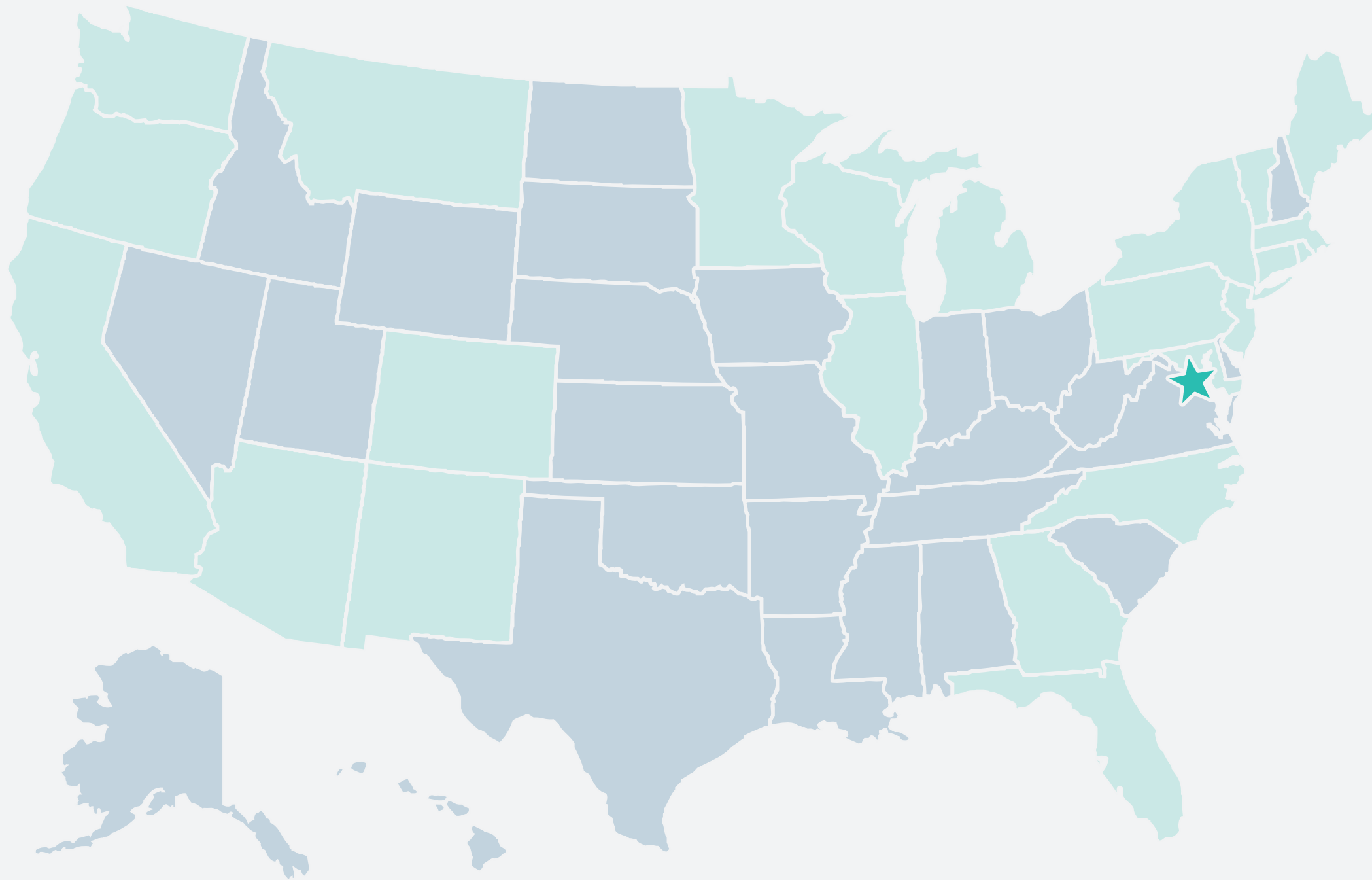
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## WINS IN WASHINGTON, D.C.

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.

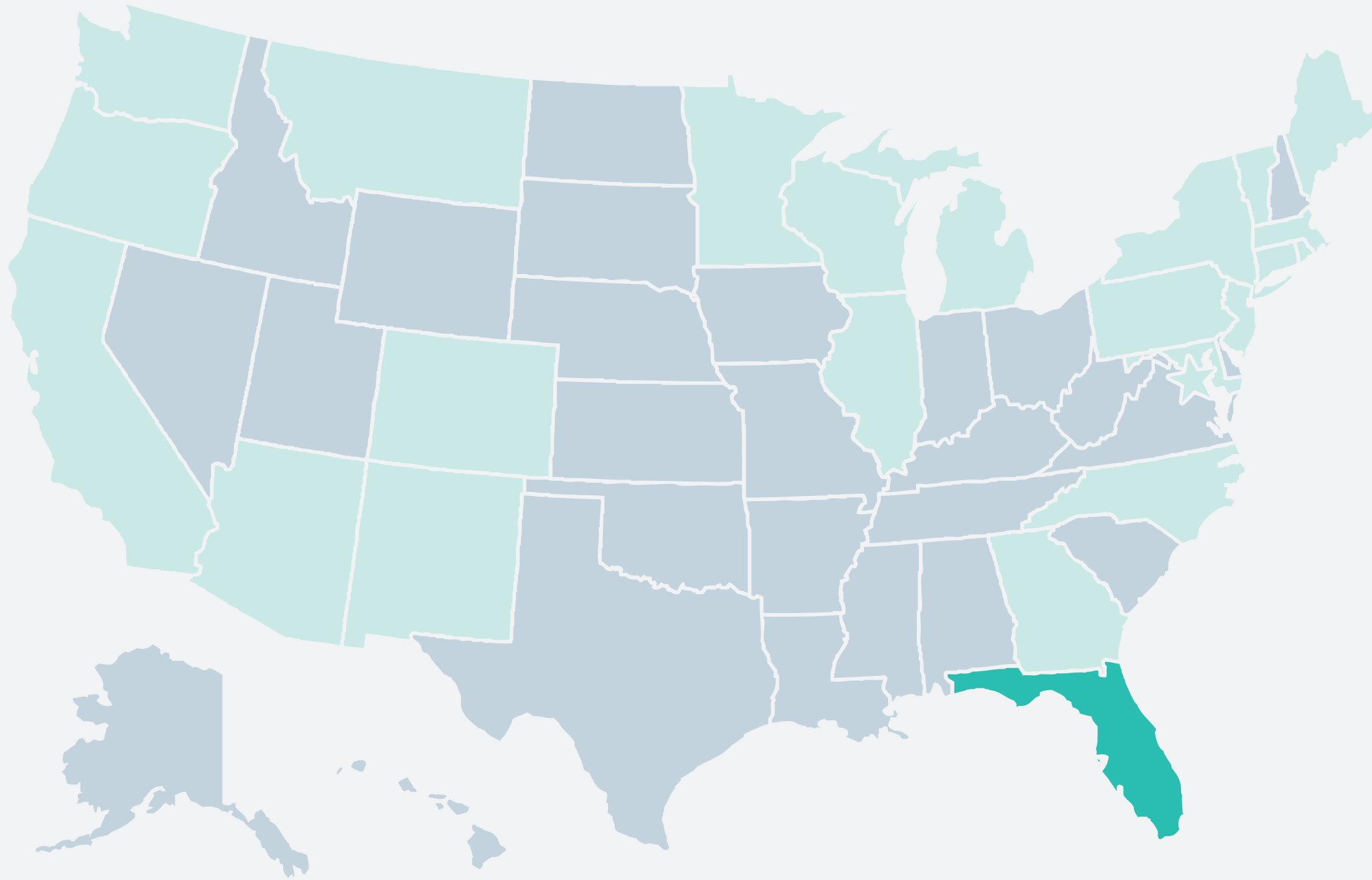


# 2016

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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.





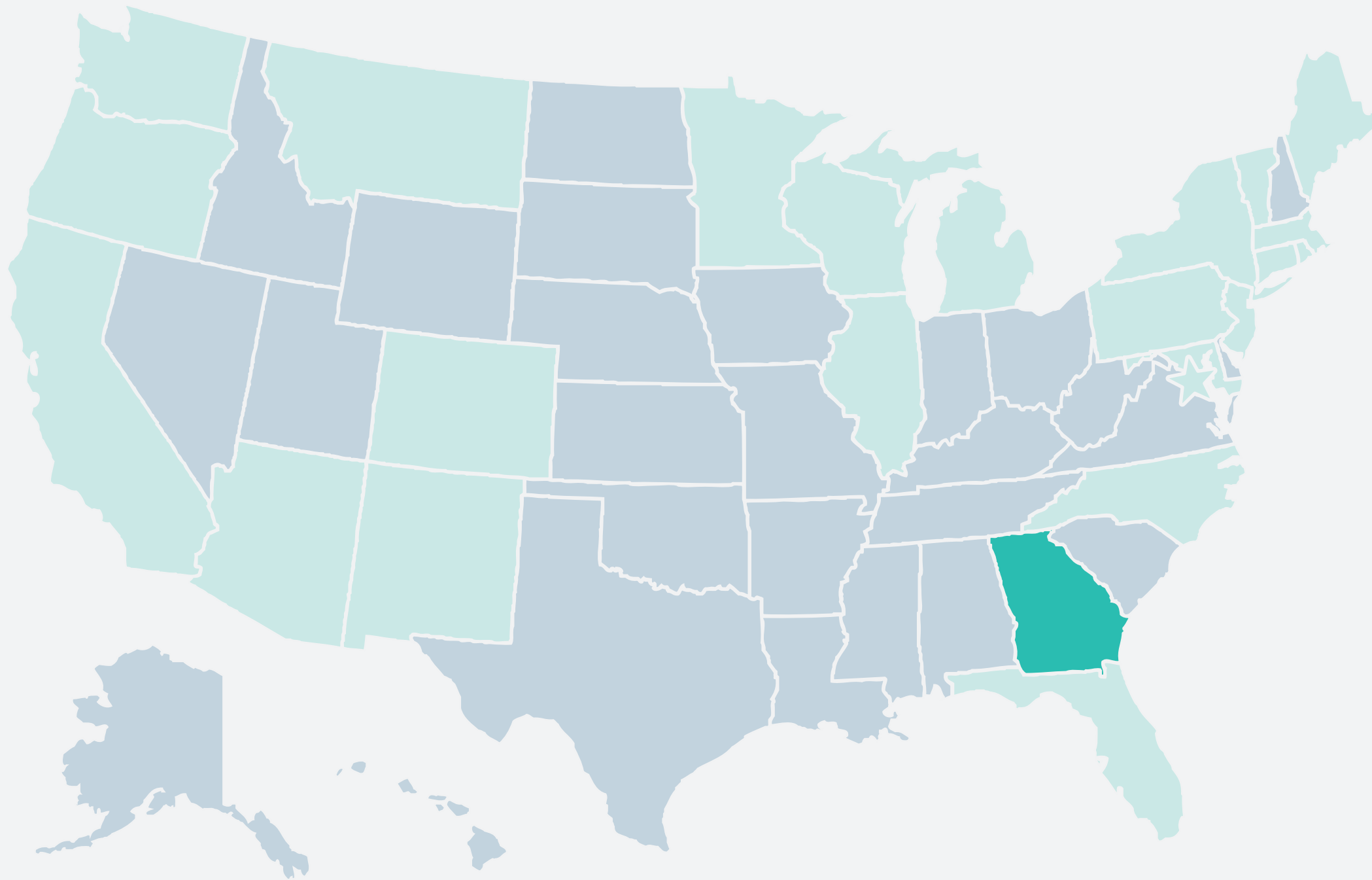
# 2016

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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

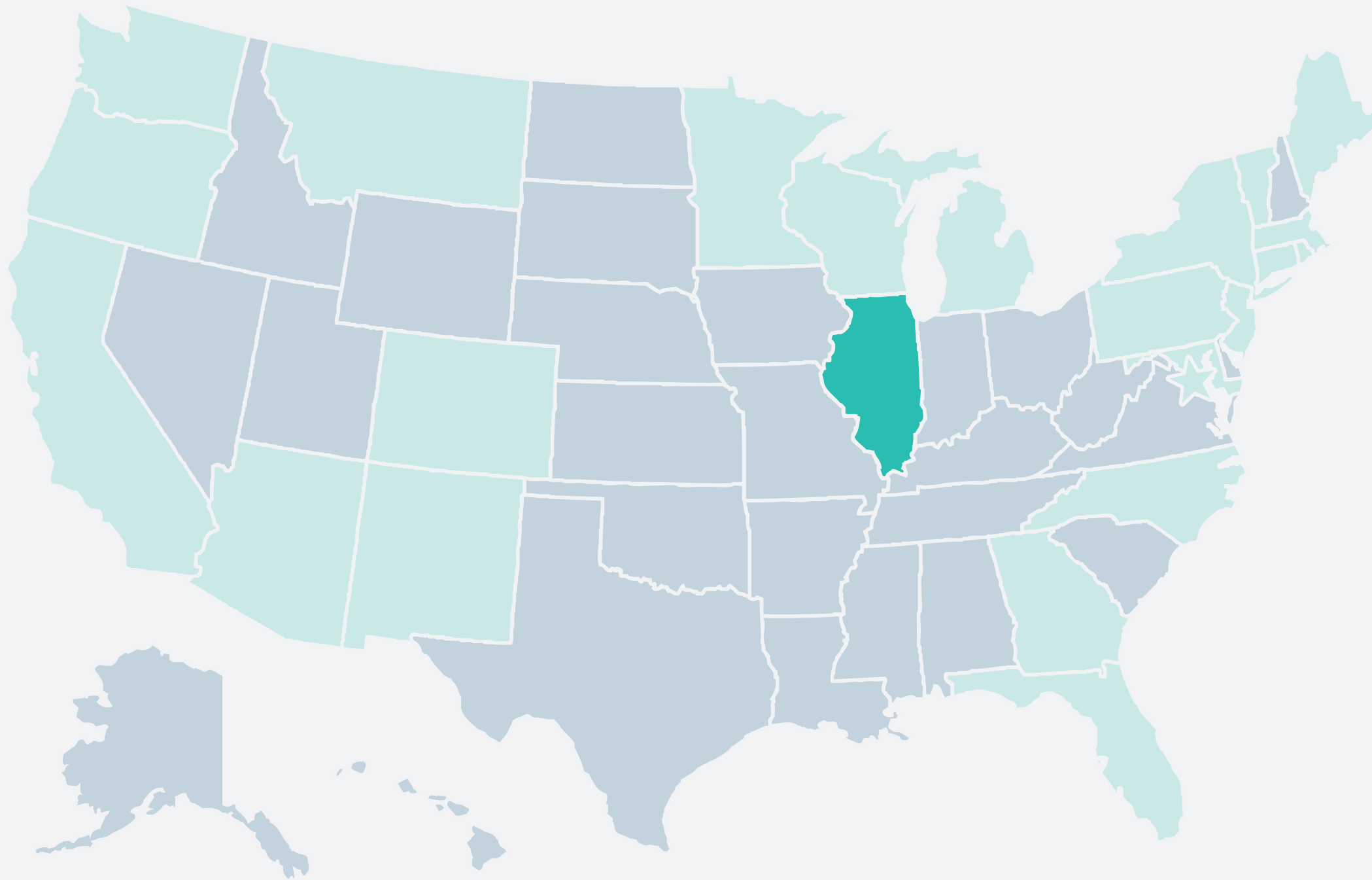
Senate Executive Committee passes the Healthy Workplace Act.

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



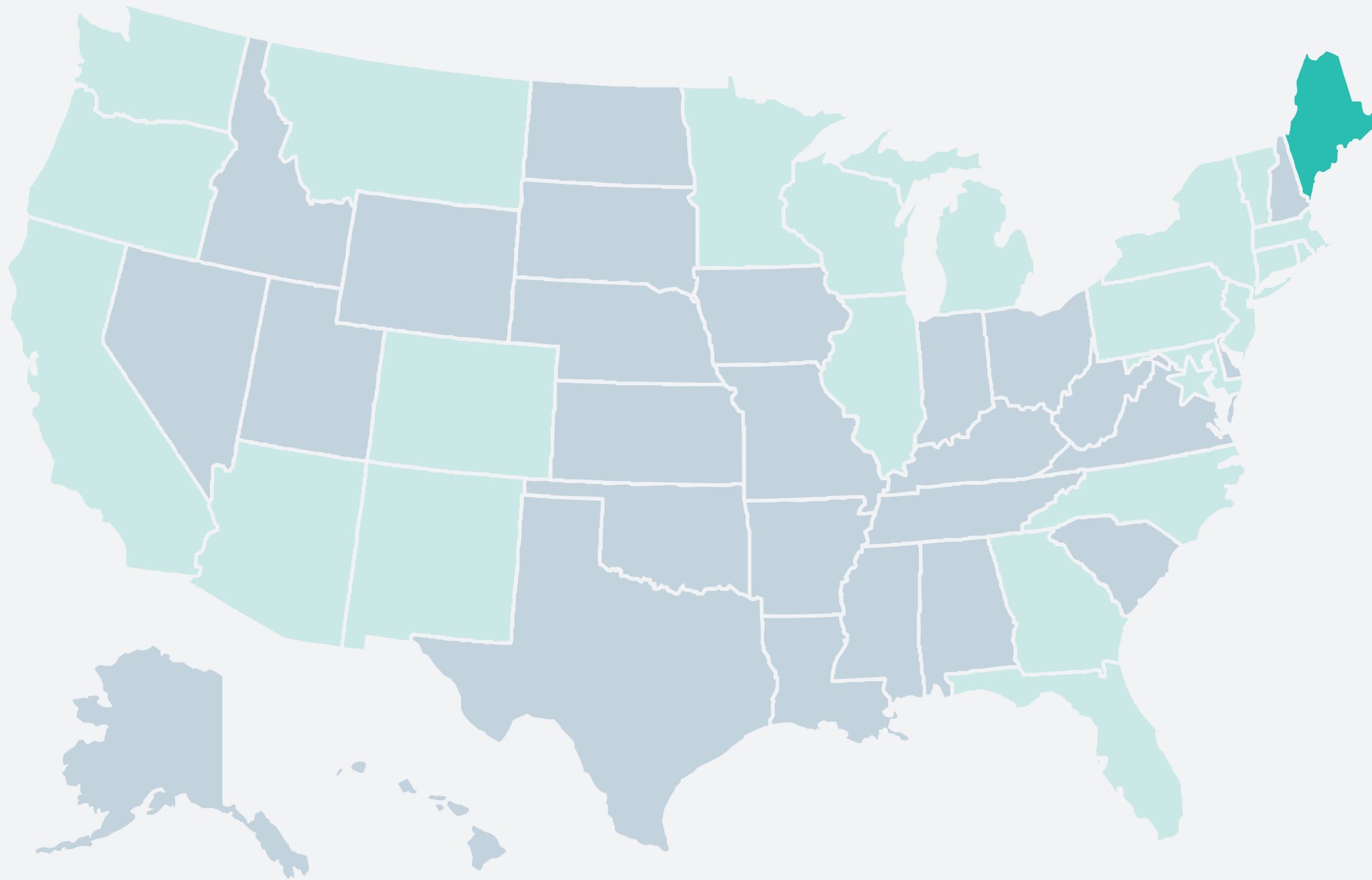
# 2016

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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.



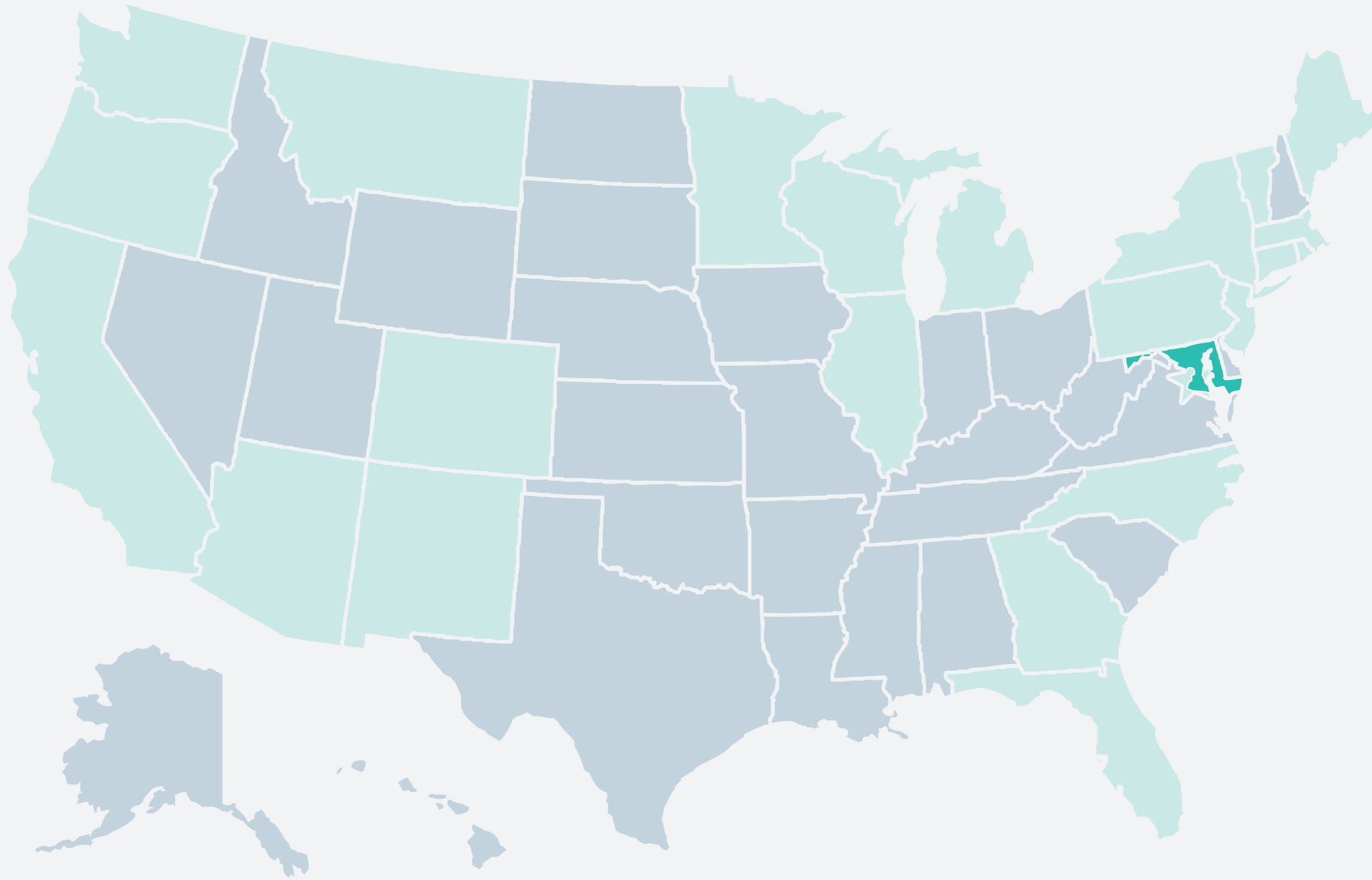
# 2016

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## WINS IN MARYLAND

Healthy Working Families Act passes  
House of Delegates.

Montgomery County paid sick days  
law takes effect.



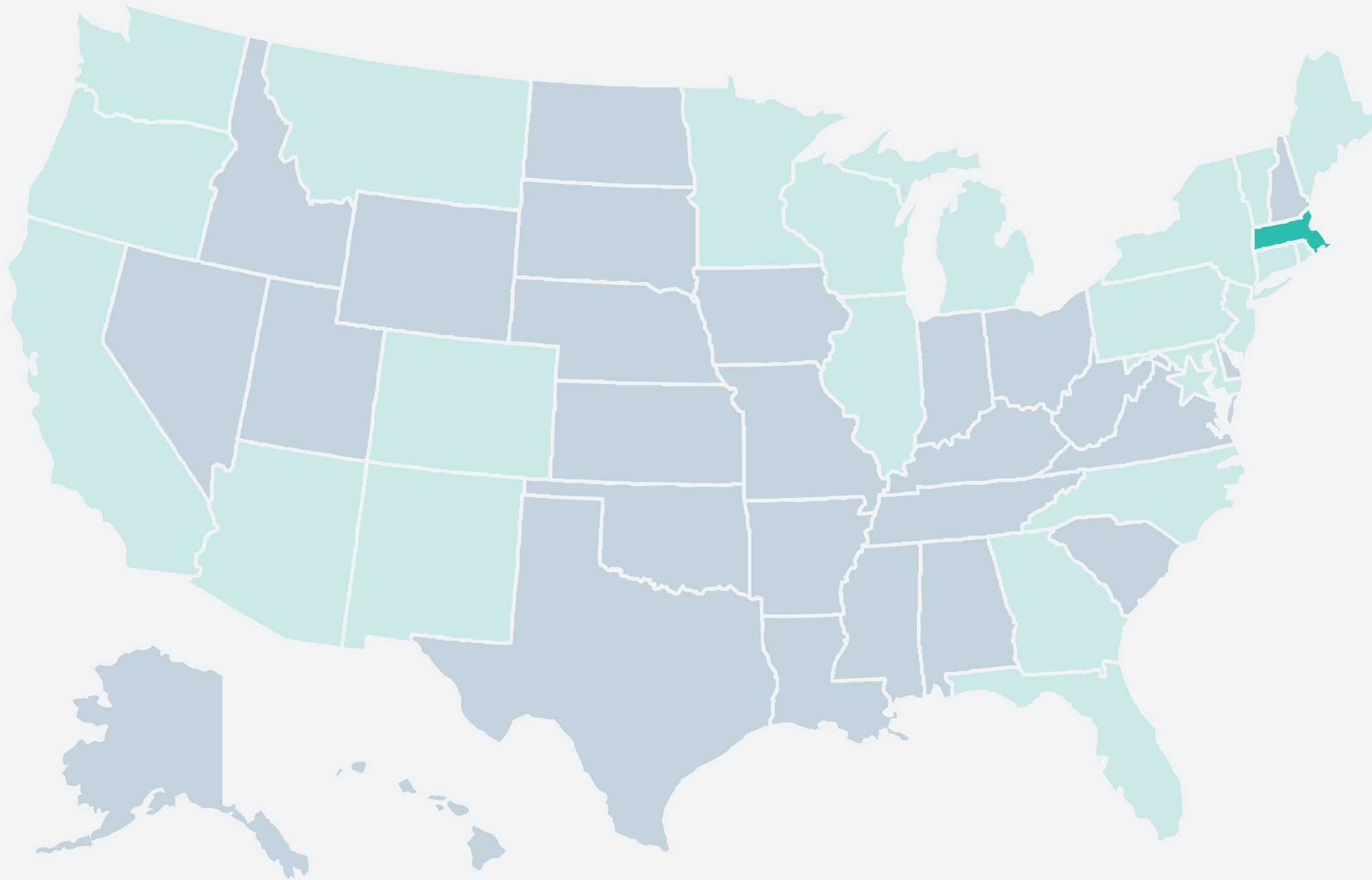
# 2016

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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

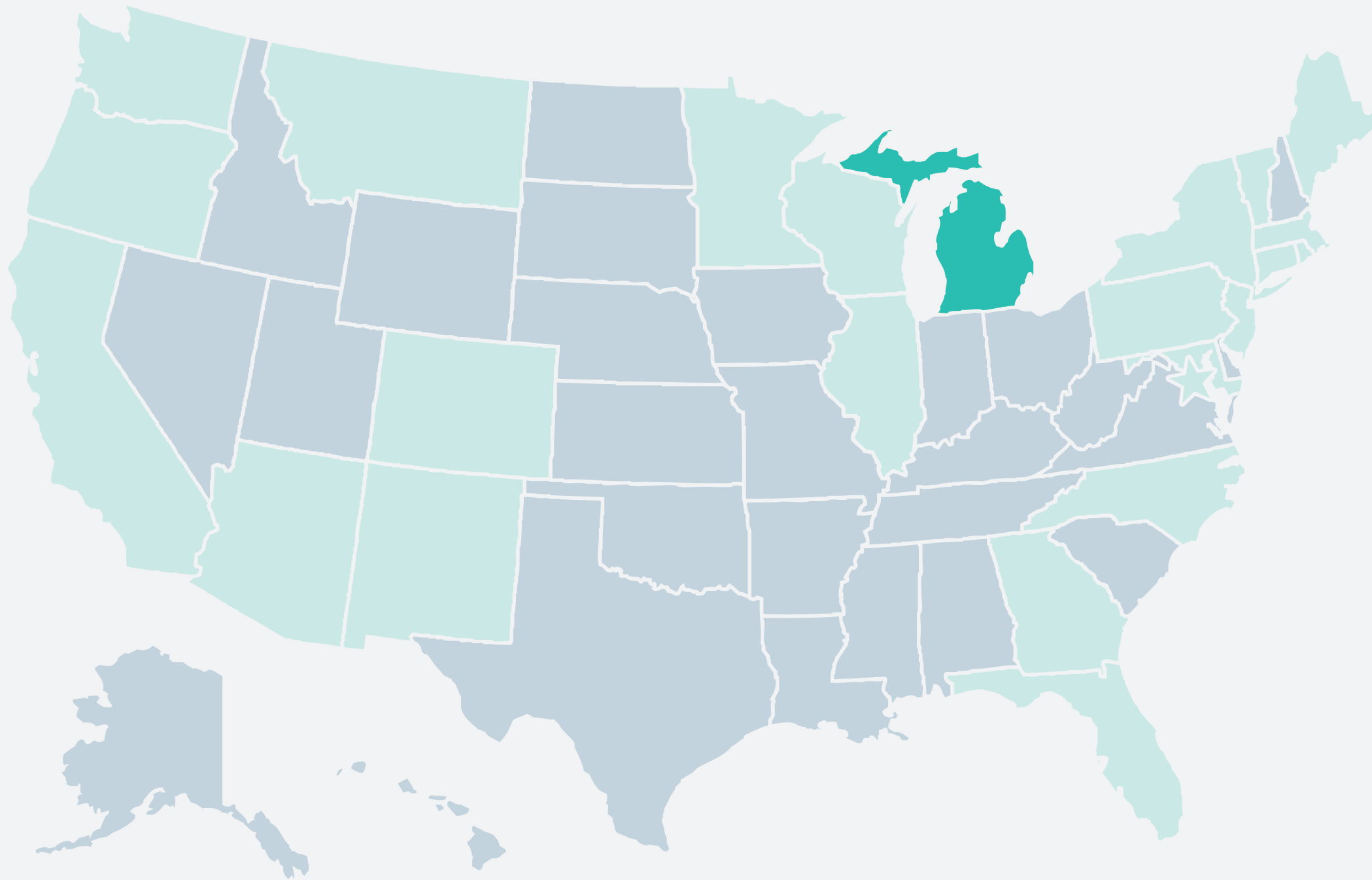
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## WINS IN MICHIGAN

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

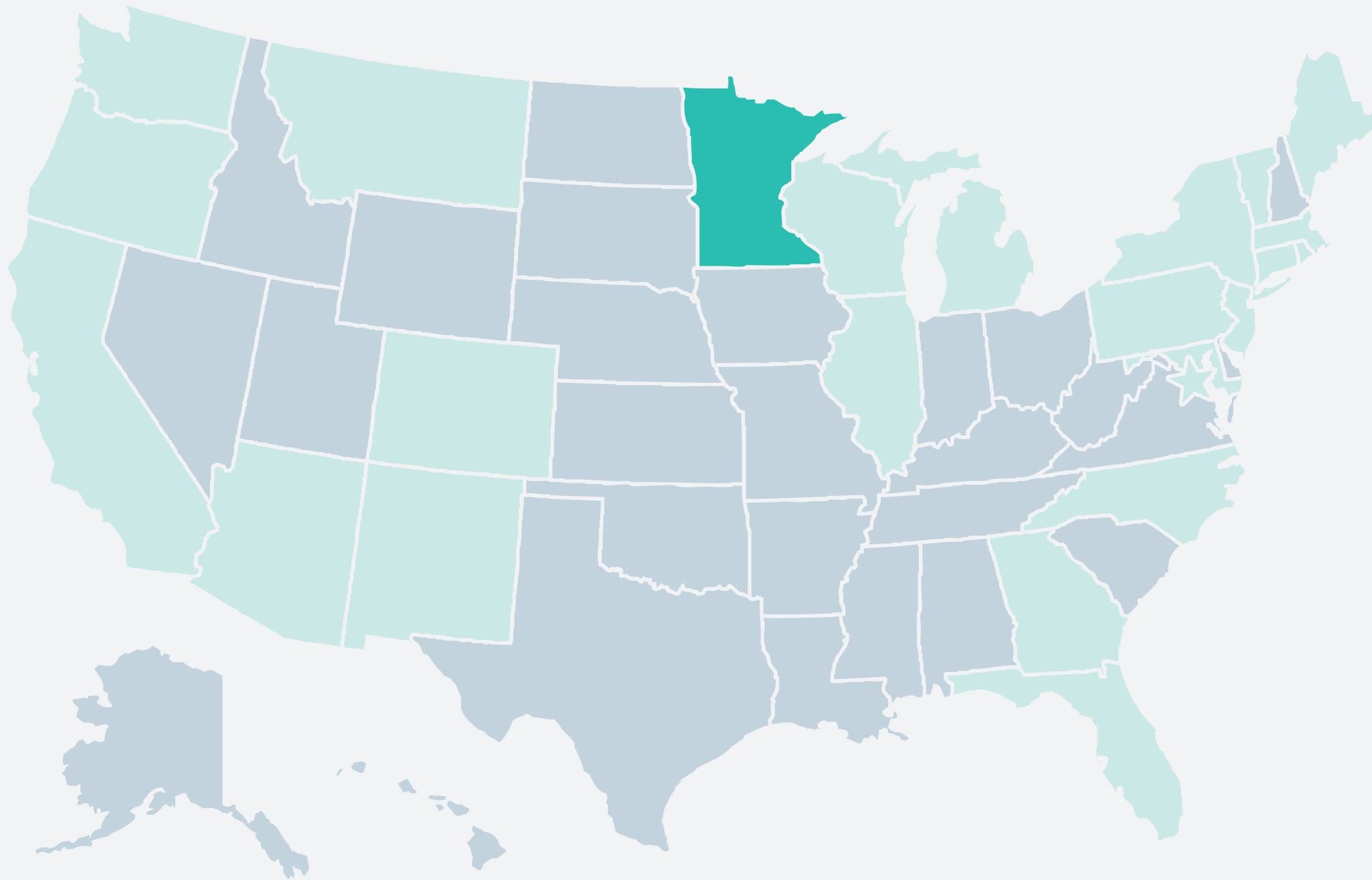
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## WINS IN MINNESOTA

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

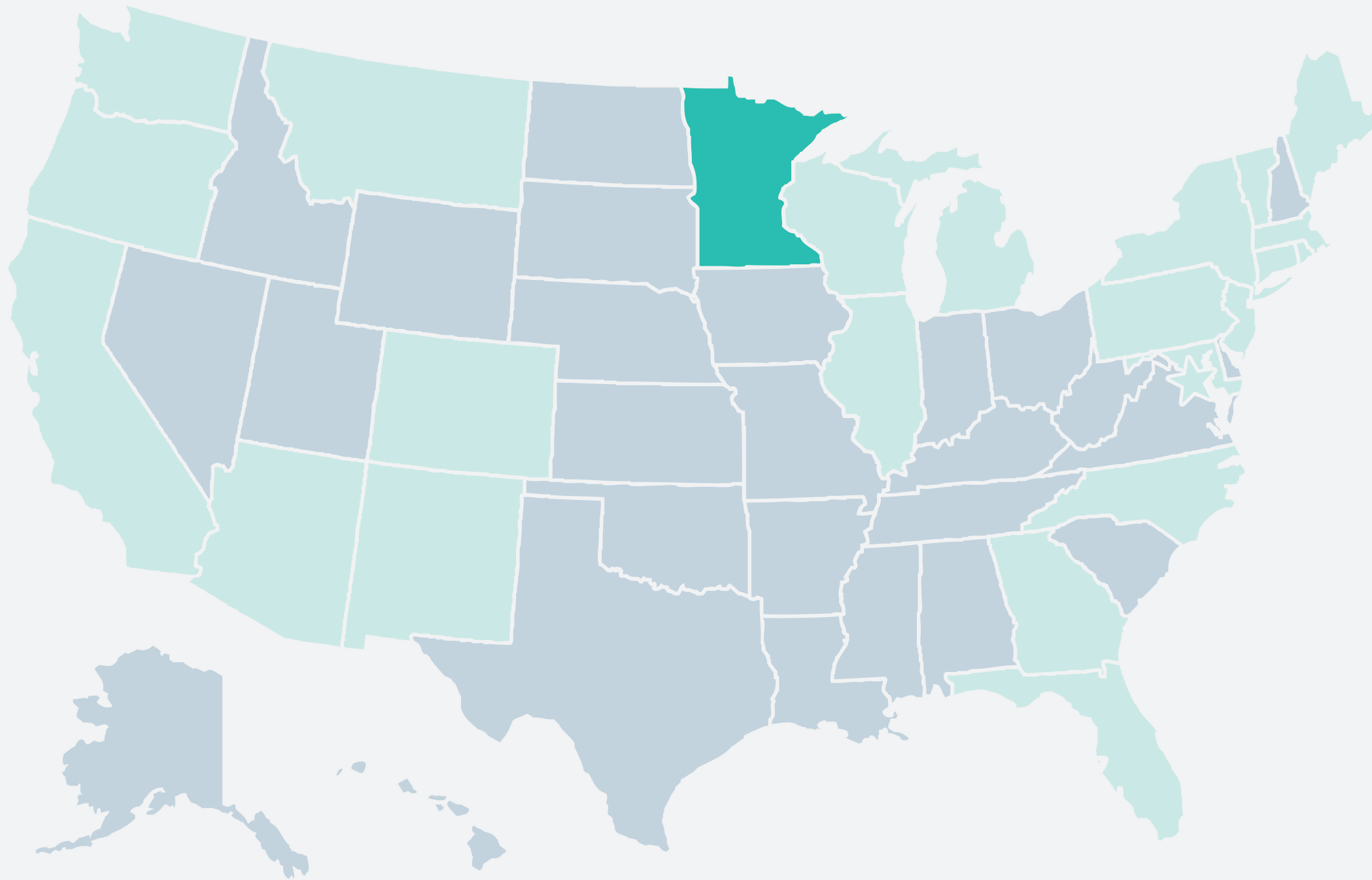
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## WINS IN MINNESOTA

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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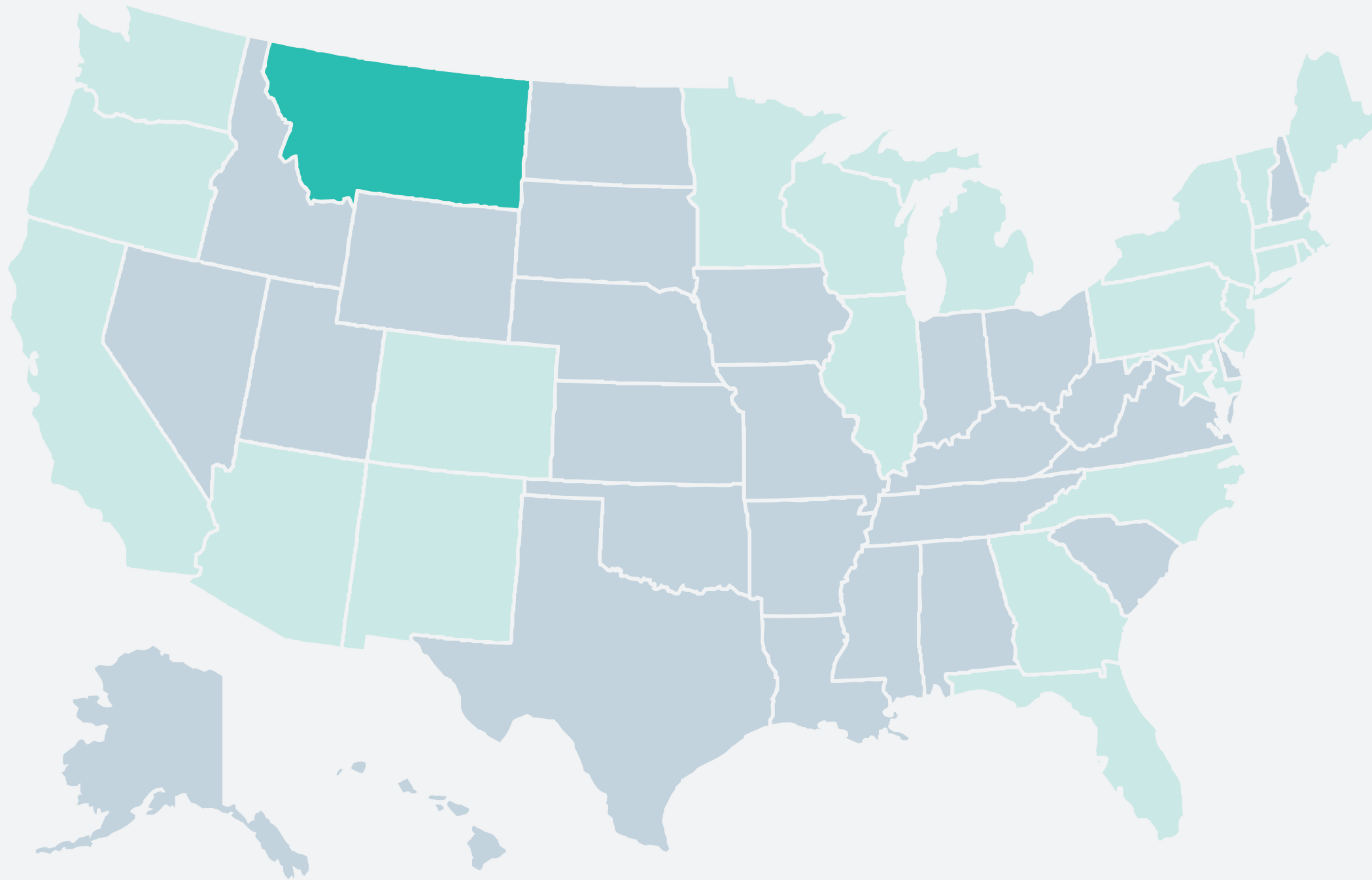
## WINS IN MONTANA

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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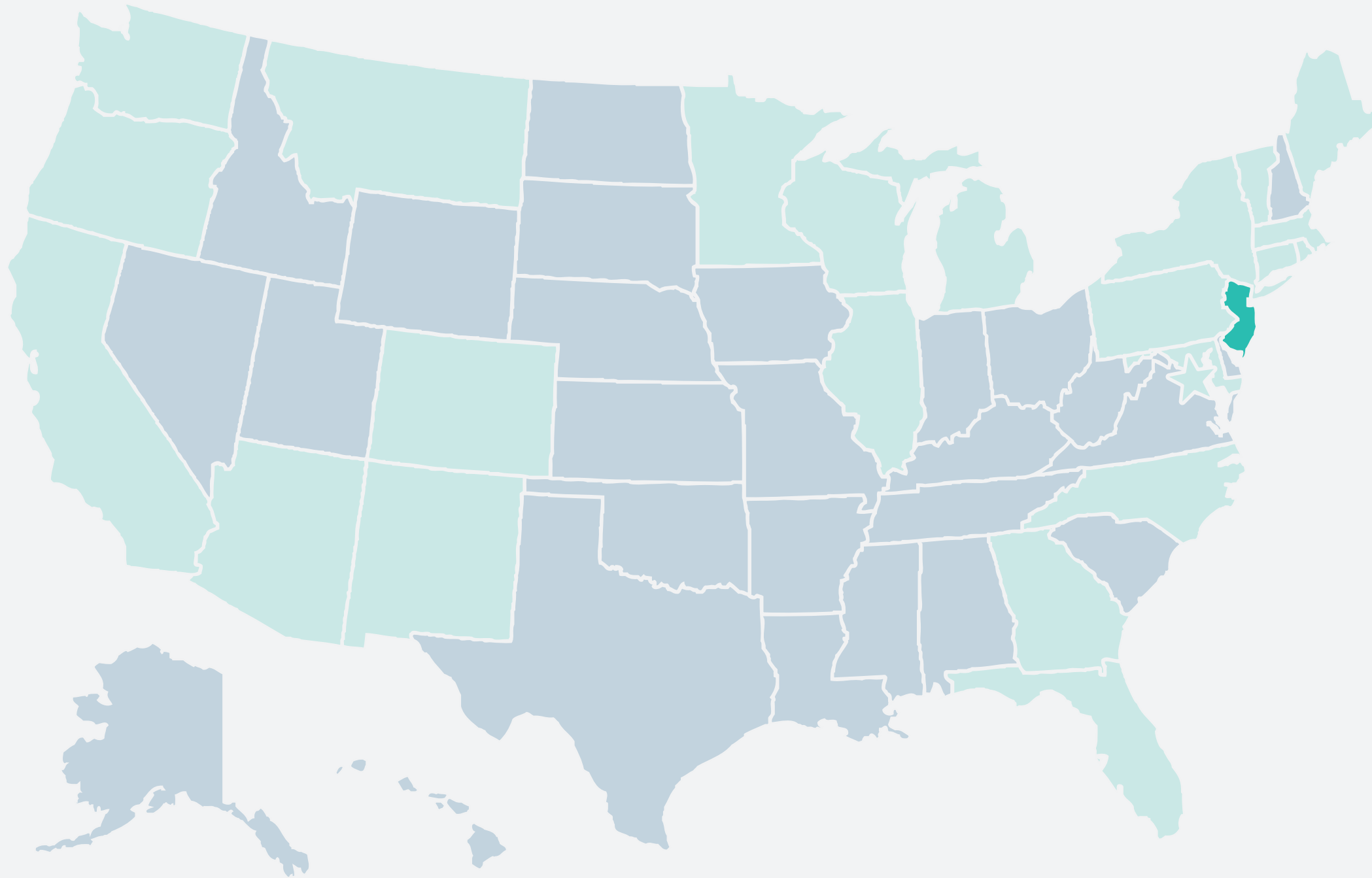
## WINS IN NEW JERSEY

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).



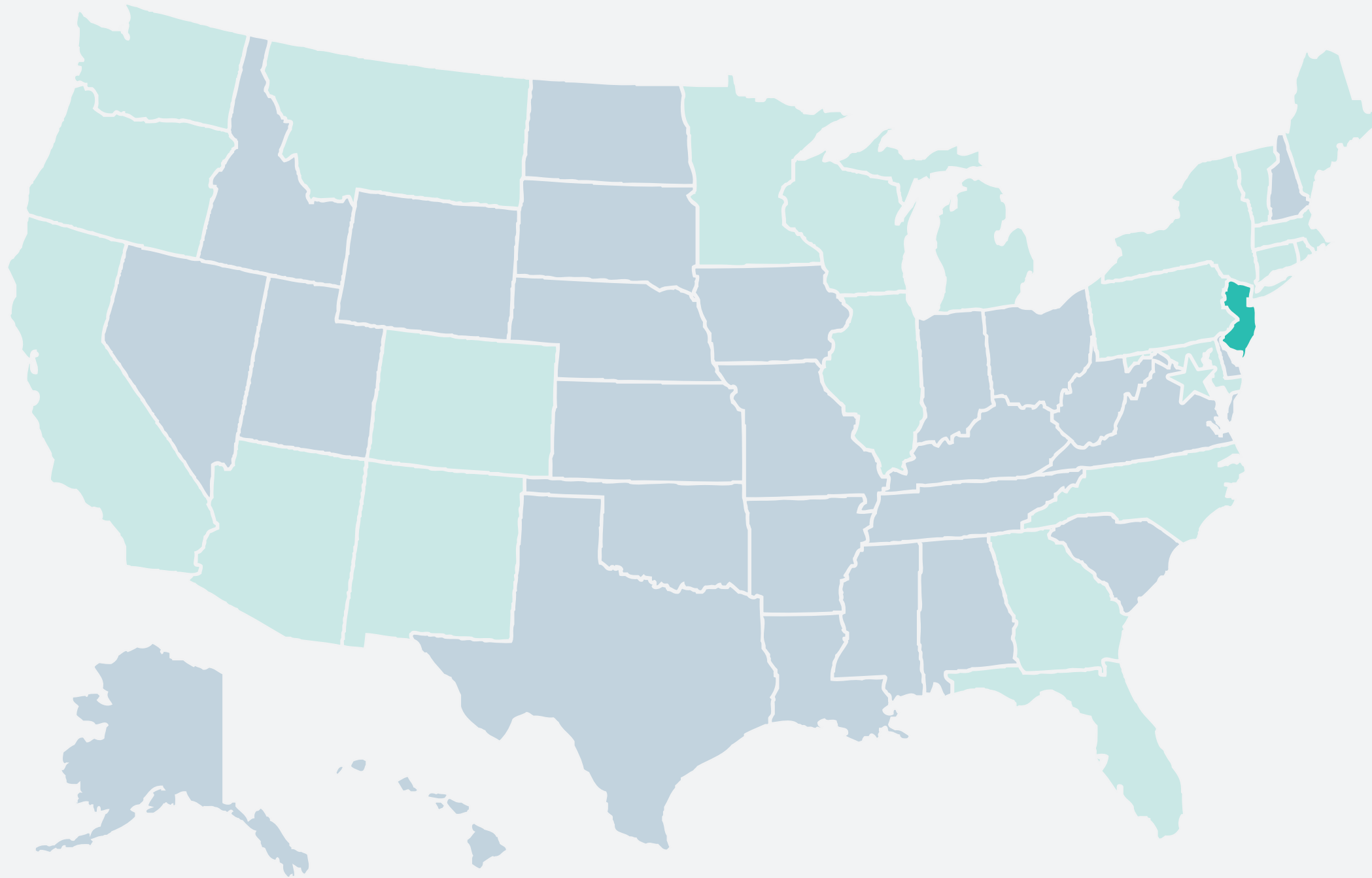
# 2016

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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.



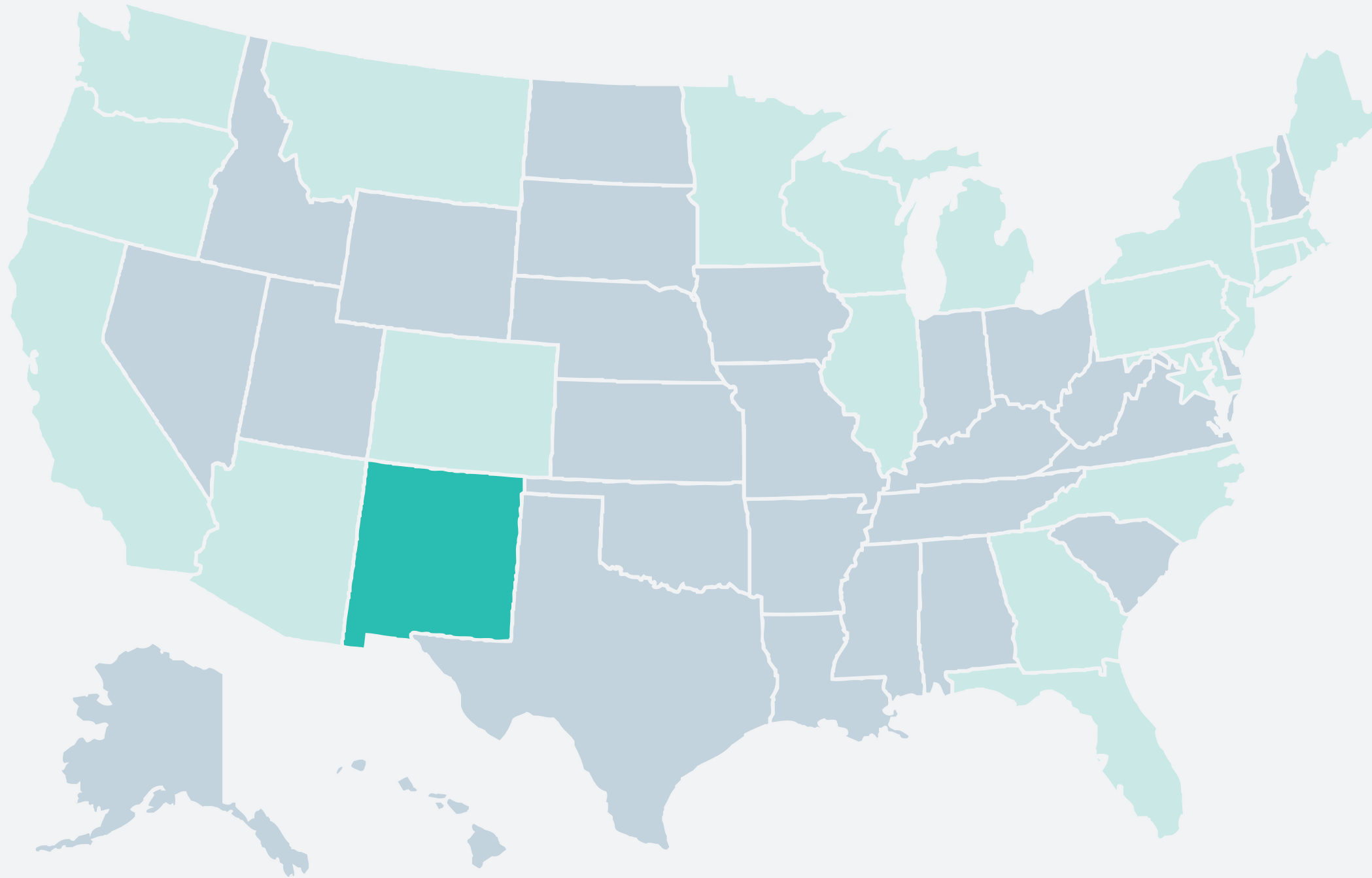
# 2016

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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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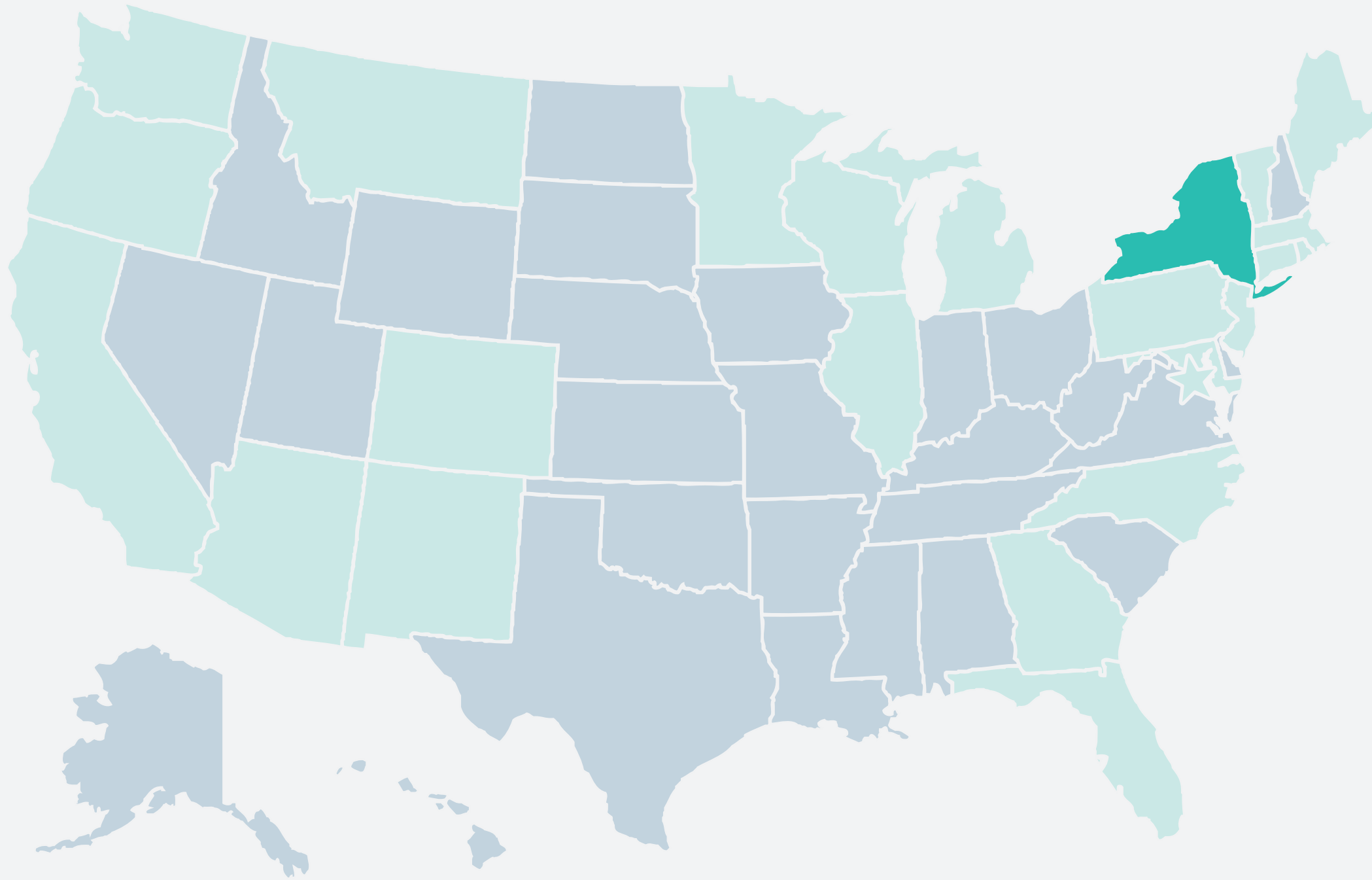
## WINS IN NEW YORK

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

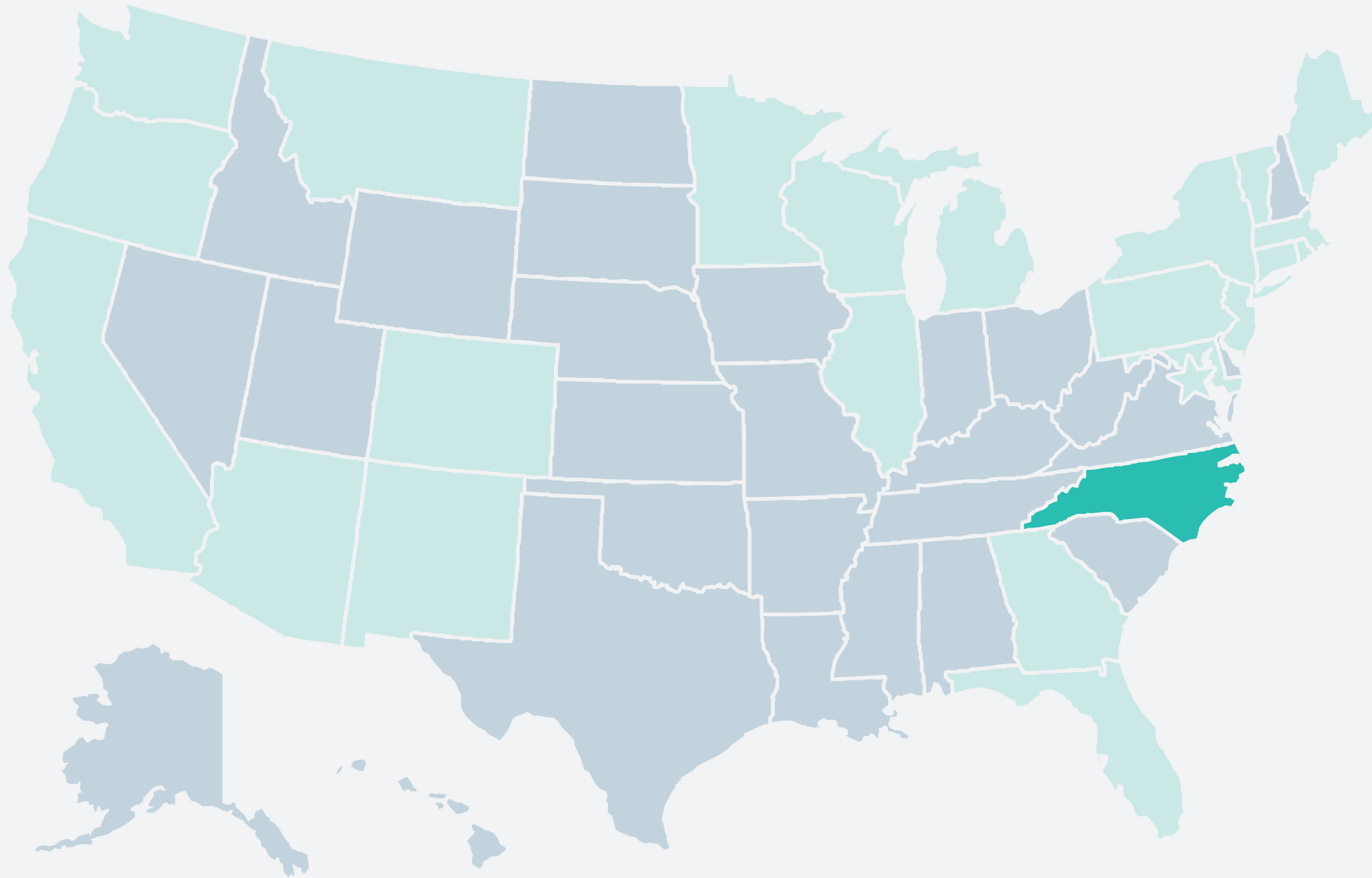
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## WINS IN NORTH CAROLINA

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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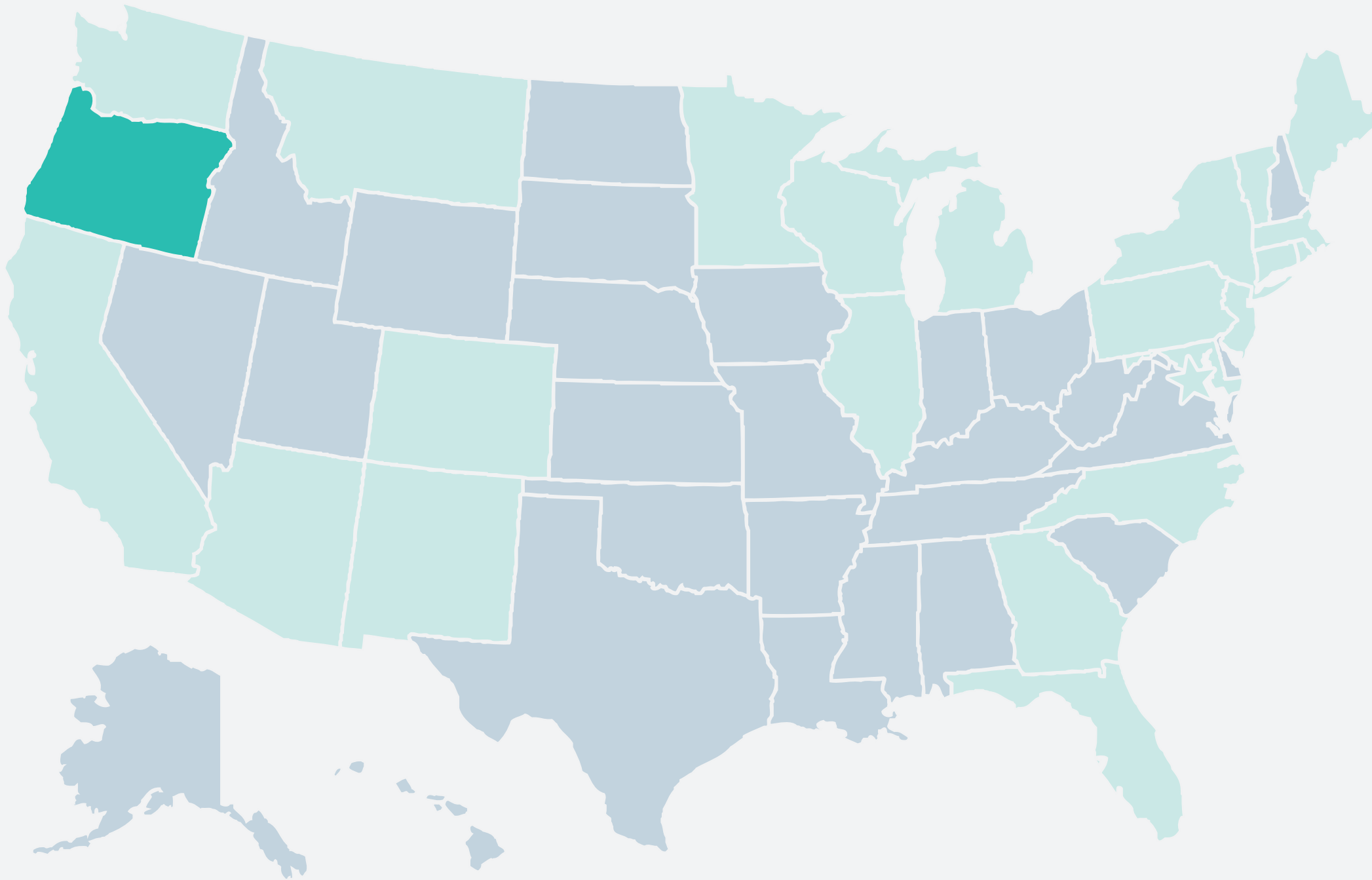
## WINS IN OREGON

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.



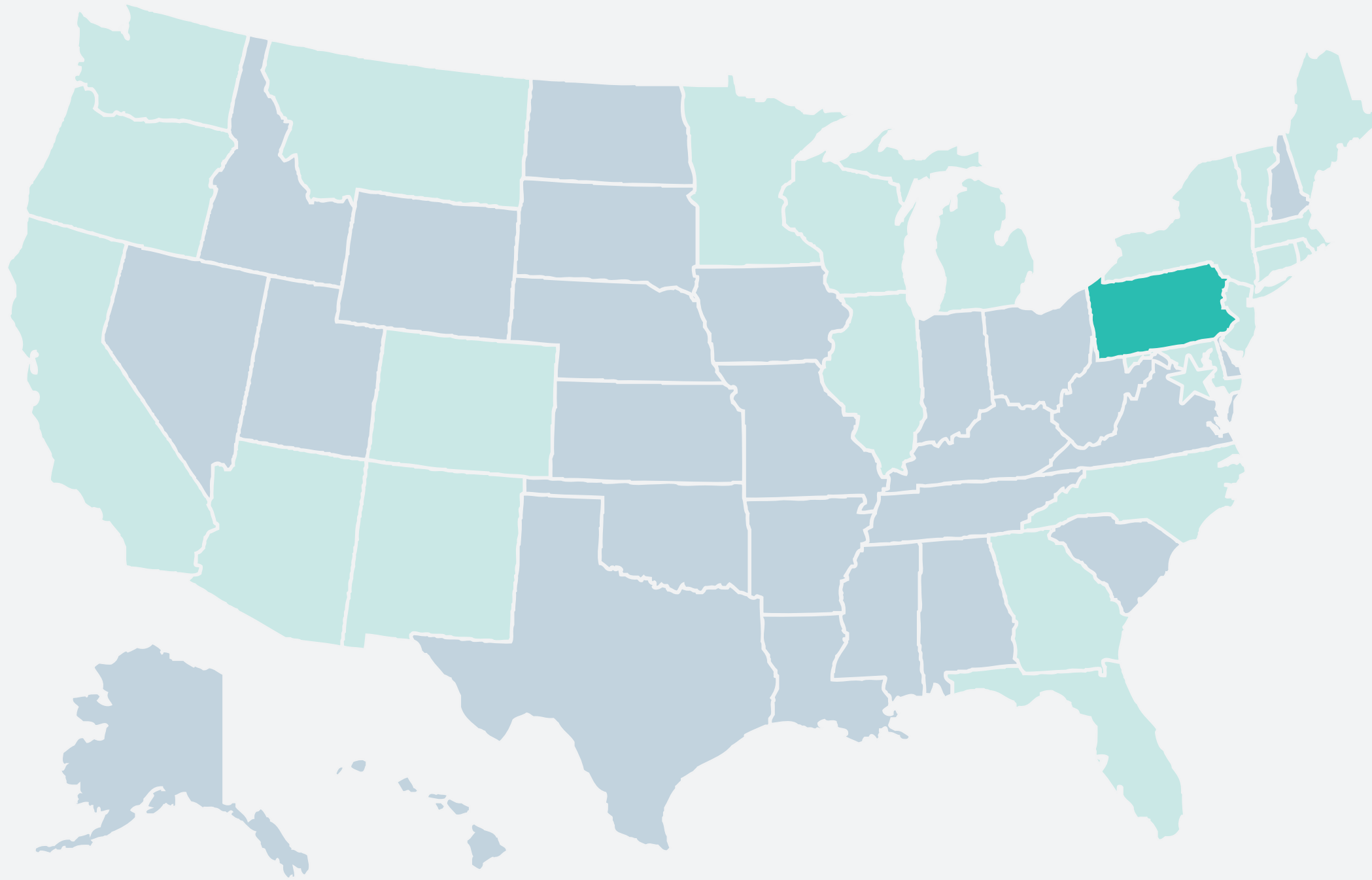
# 2016

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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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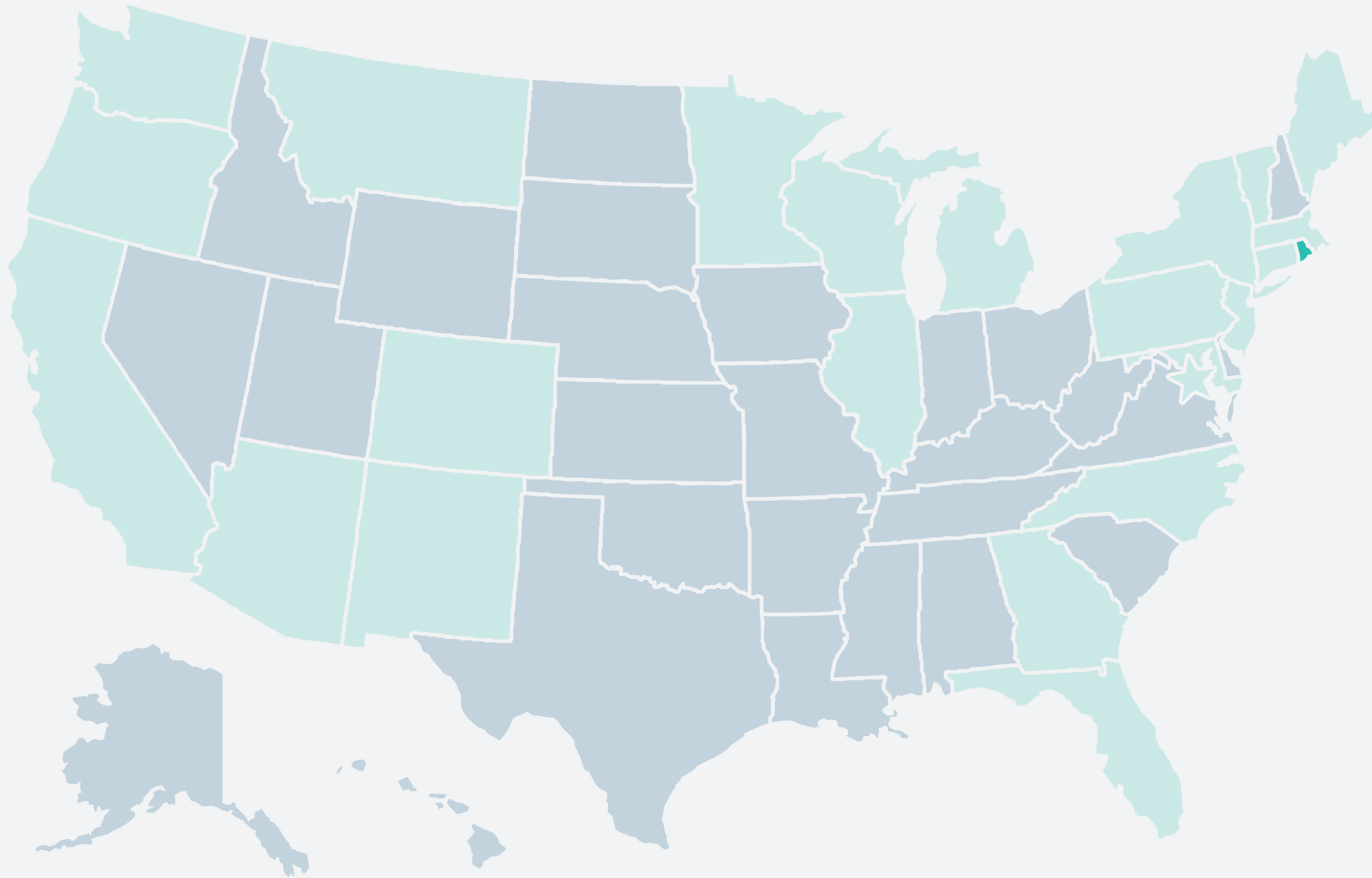
## WINS IN RHODE ISLAND

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.



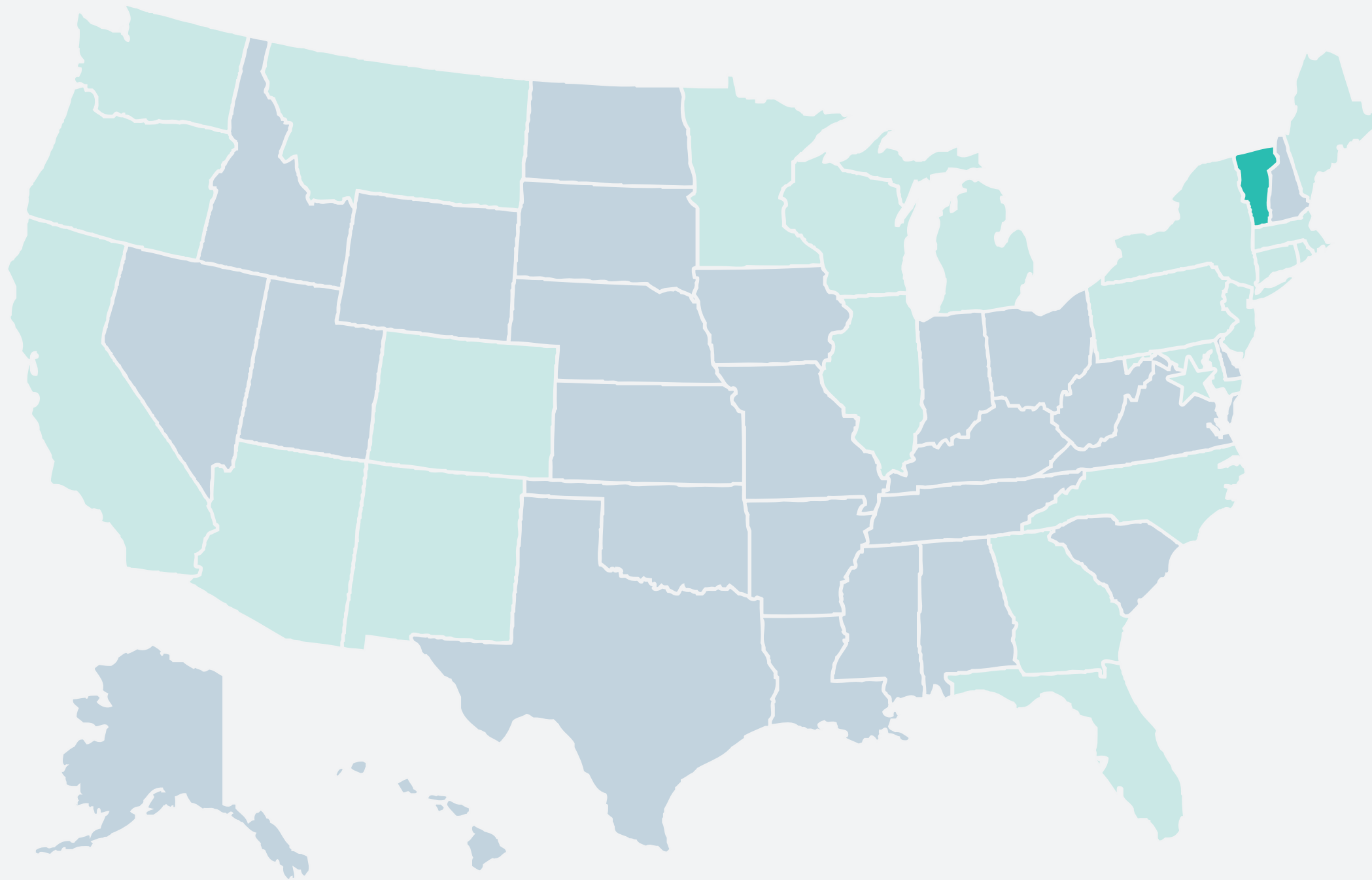
# 2016

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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

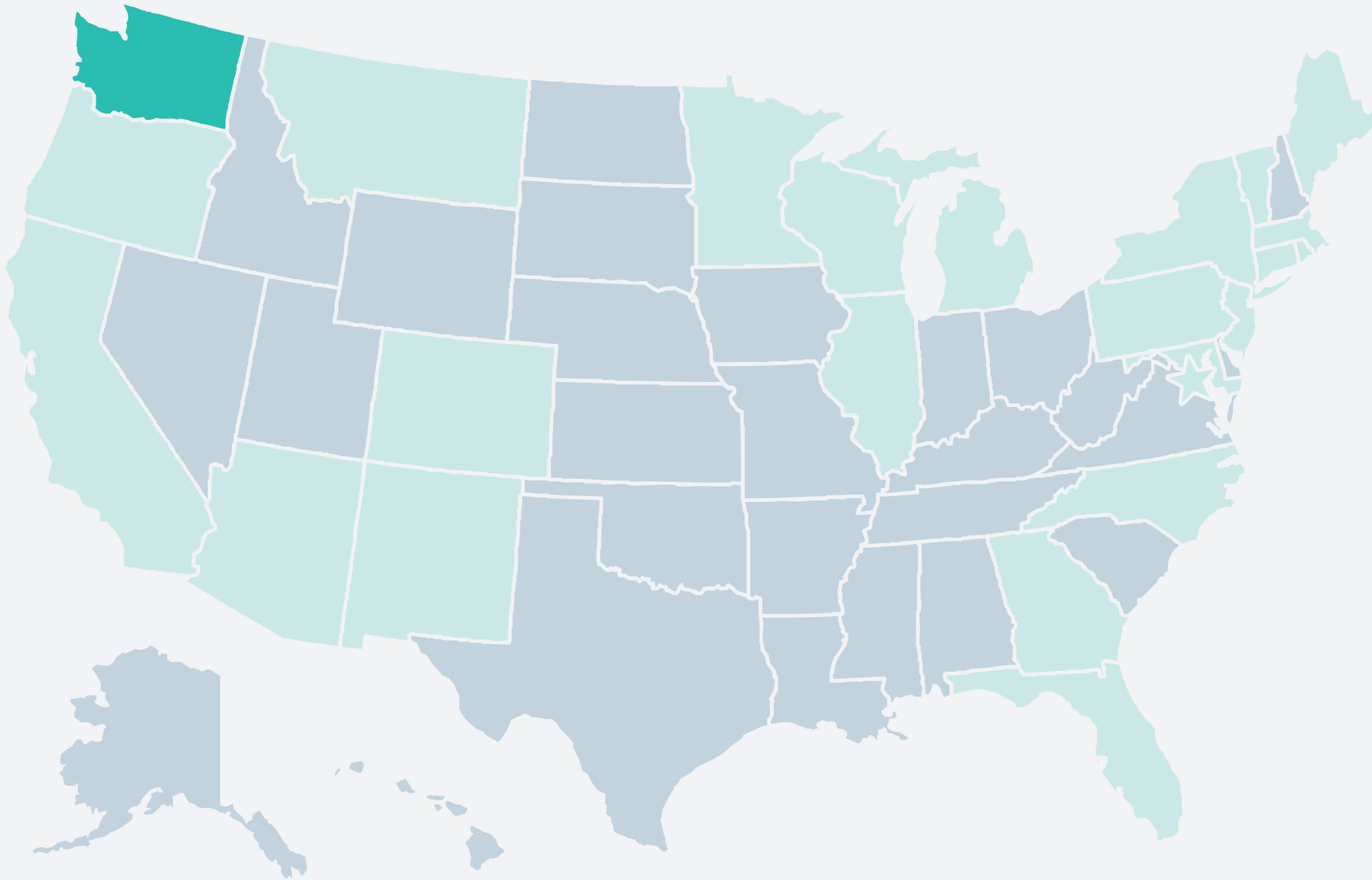
Spokane passes sick and safe leave.

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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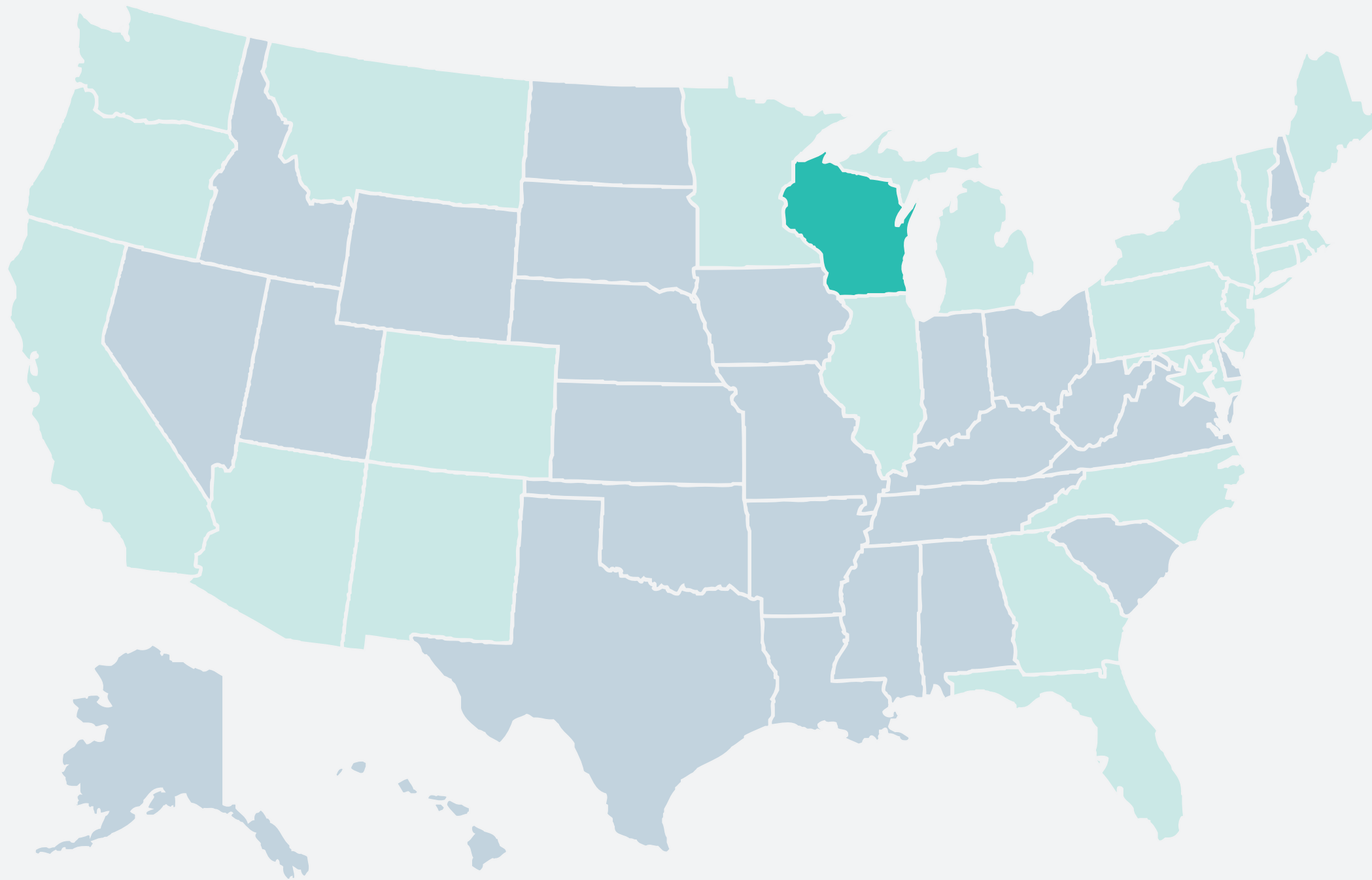
## WINS IN WISCONSIN

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.



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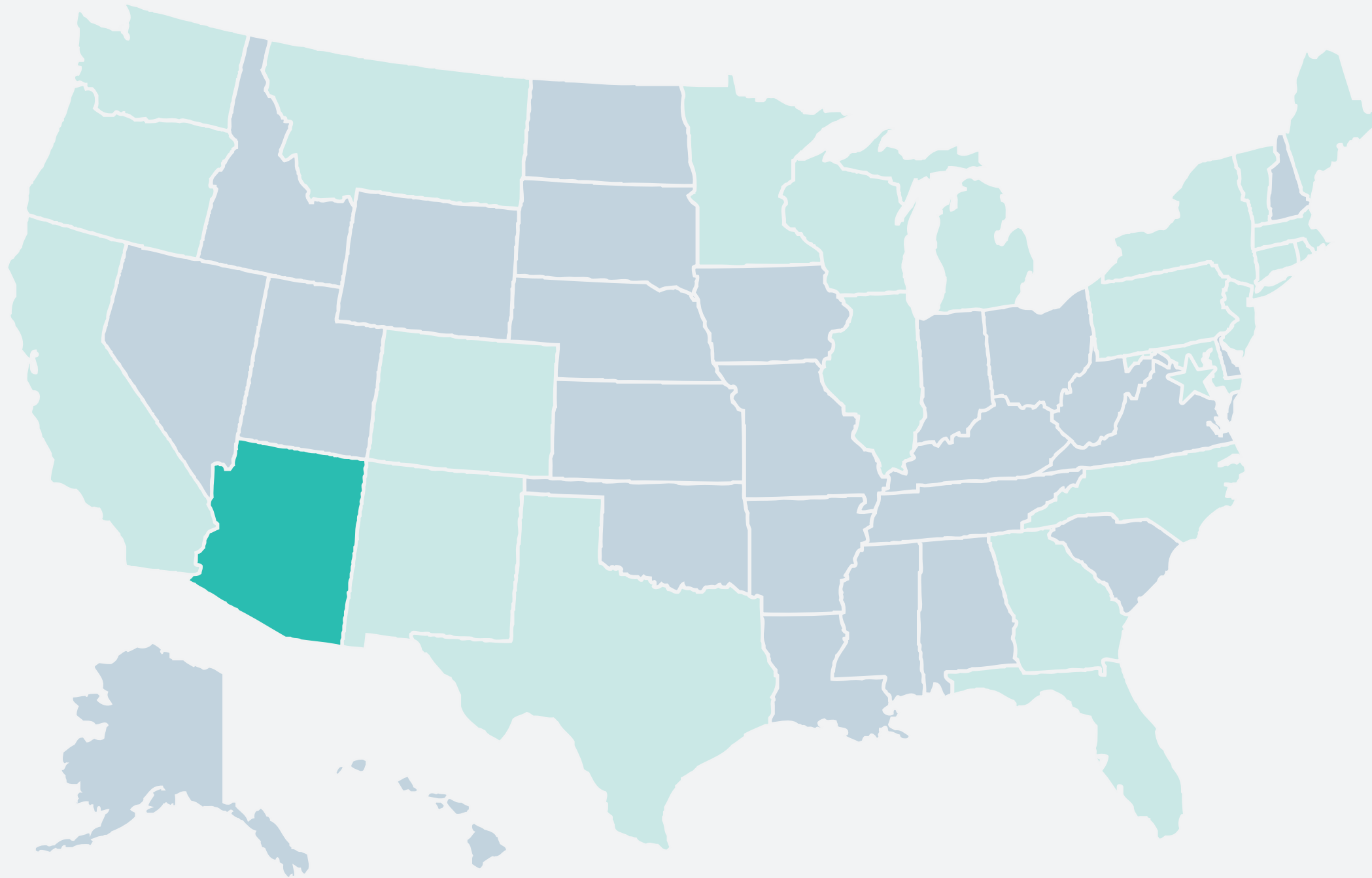
# 2017

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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.



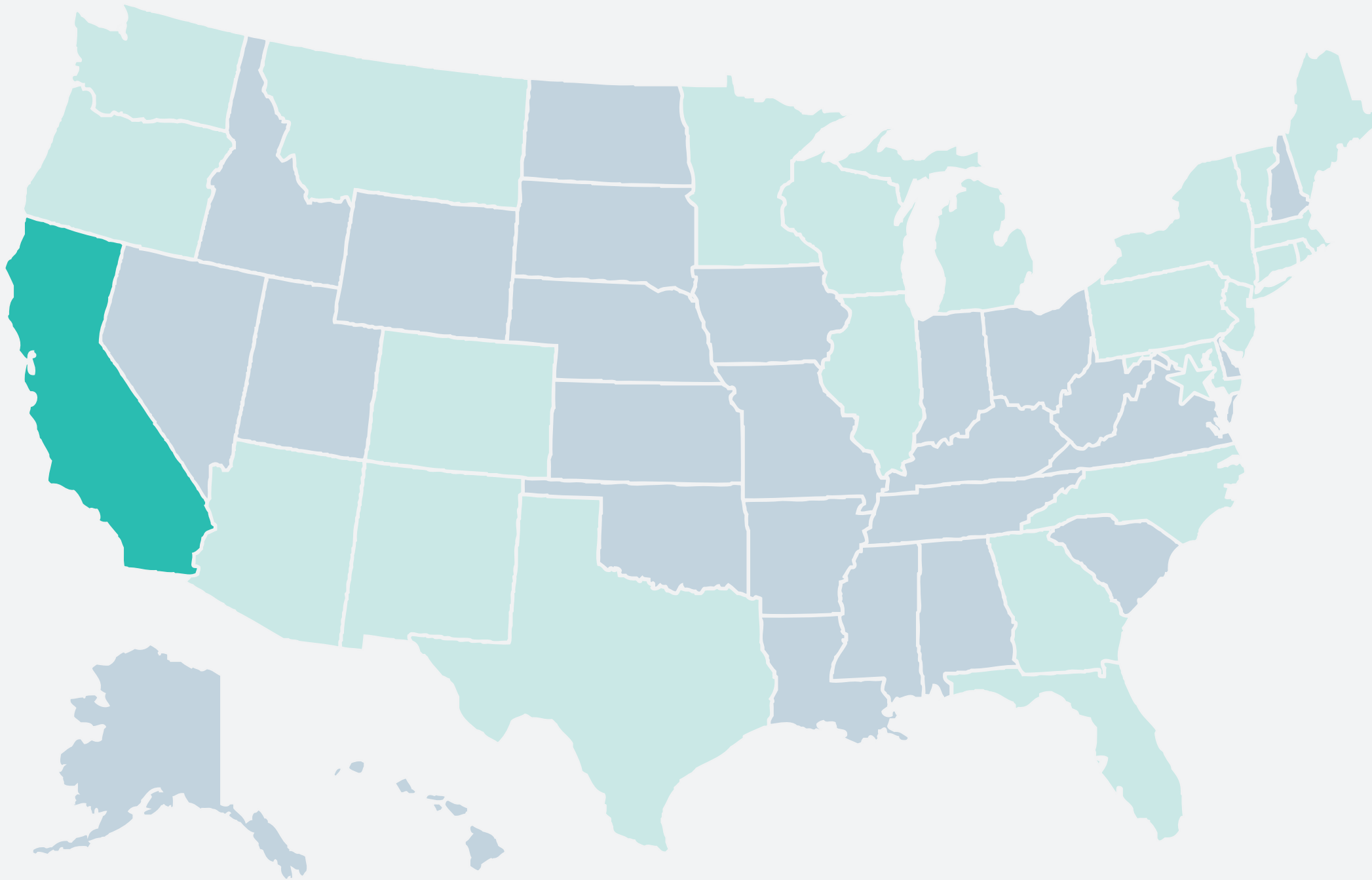
# 2017

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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.

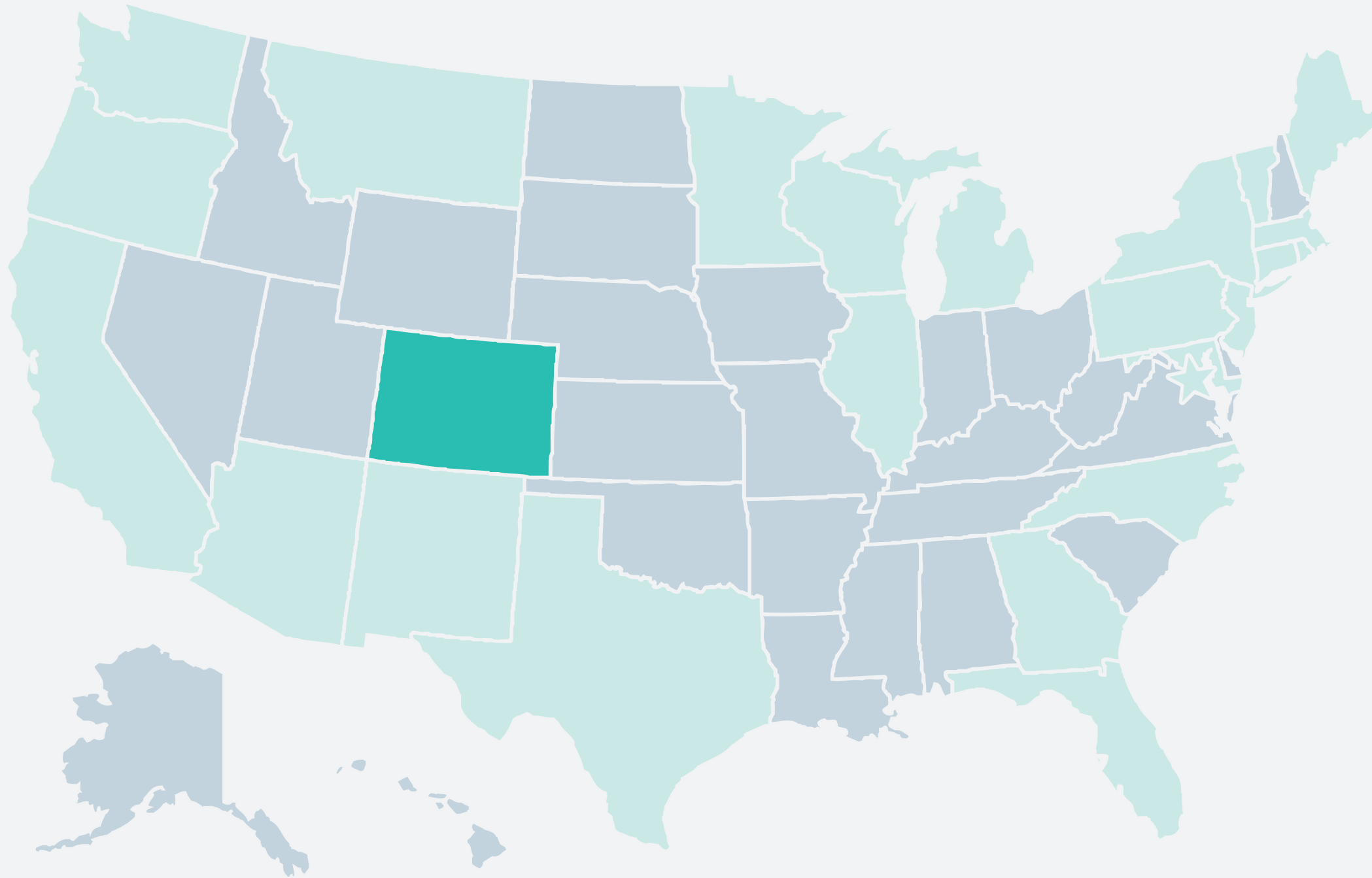


# 2017

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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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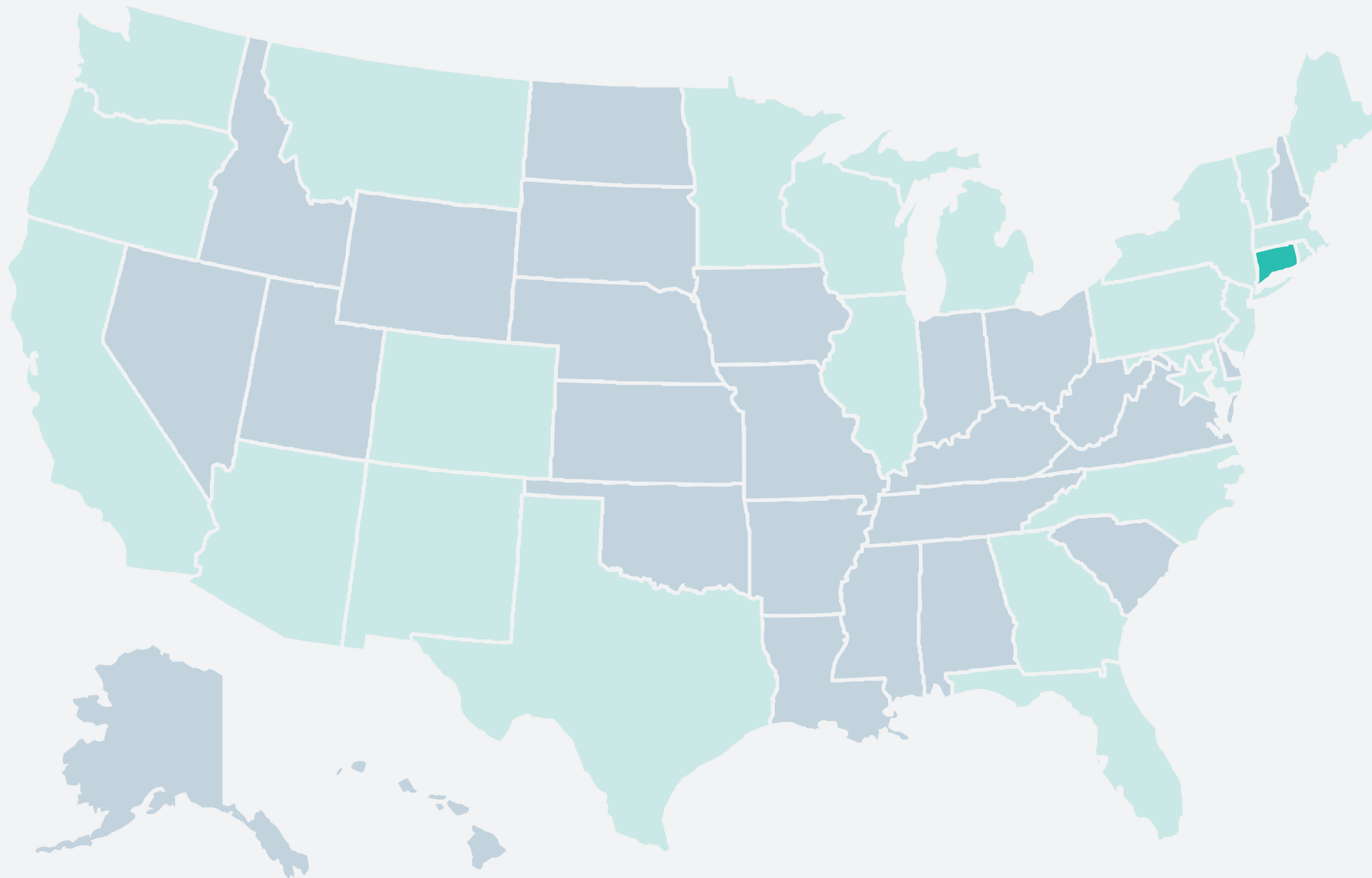
## WINS IN CONNECTICUT

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.



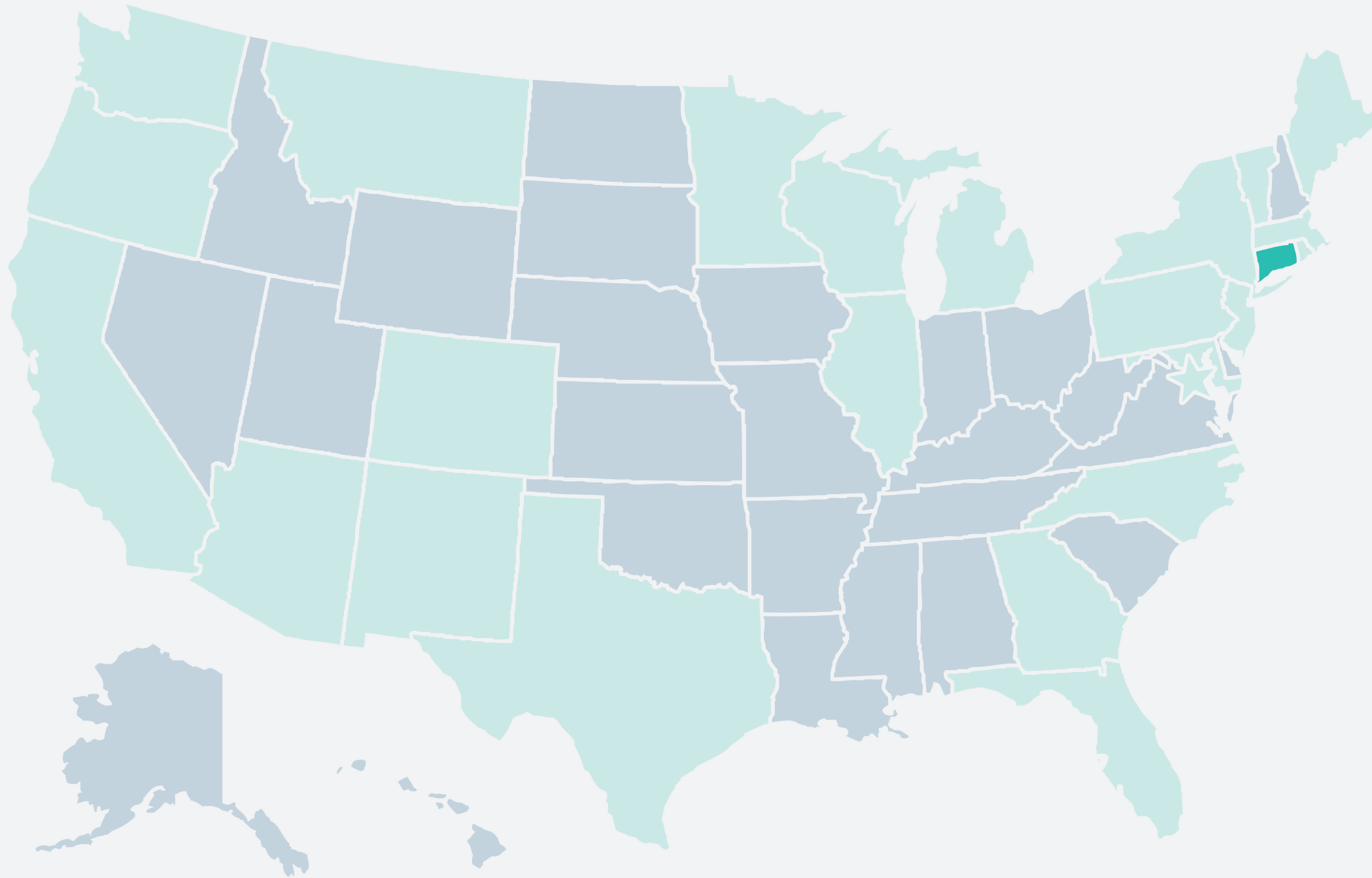
# 2017

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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

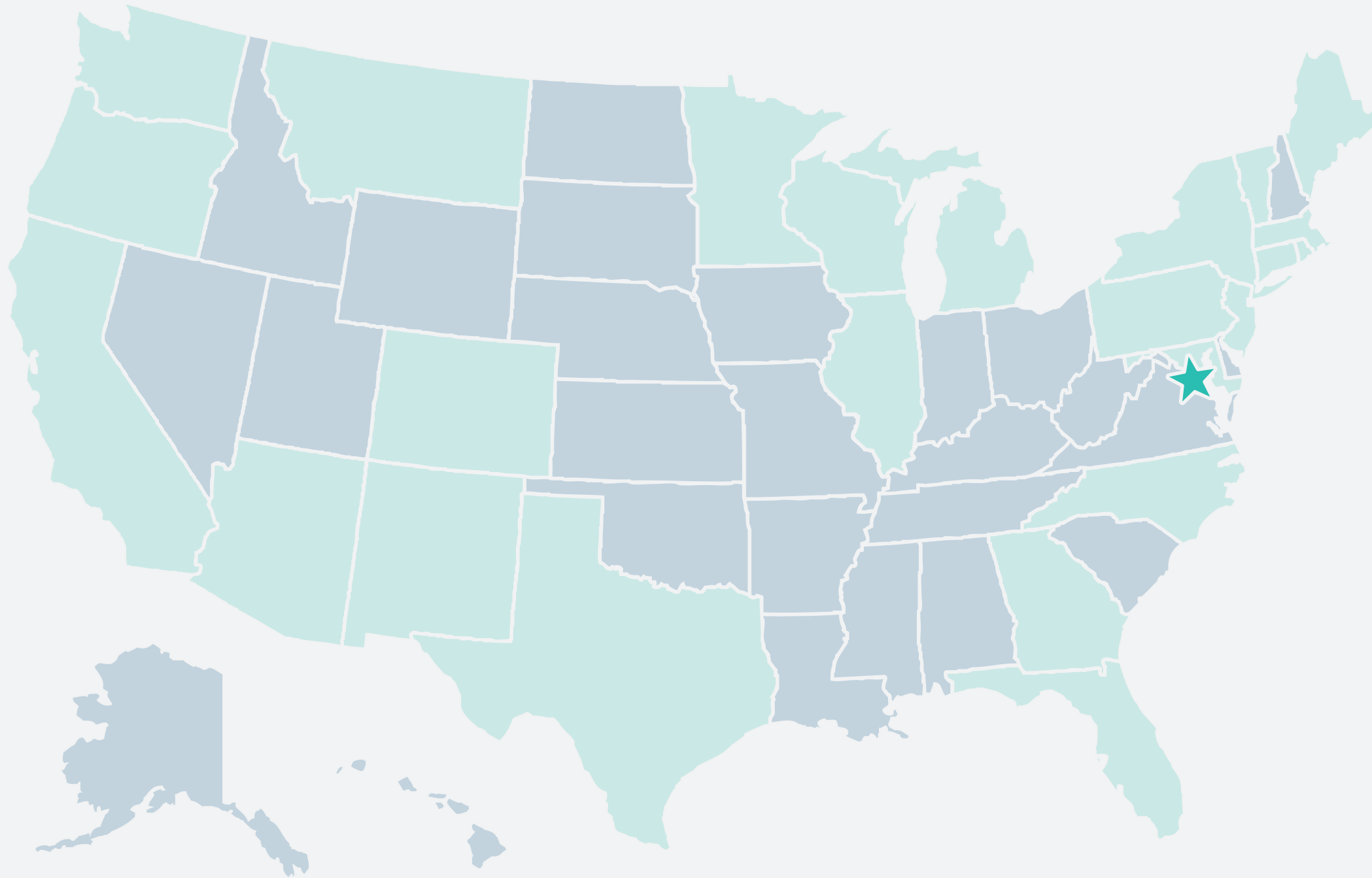
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## WINS IN WASHINGTON, D.C.

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.

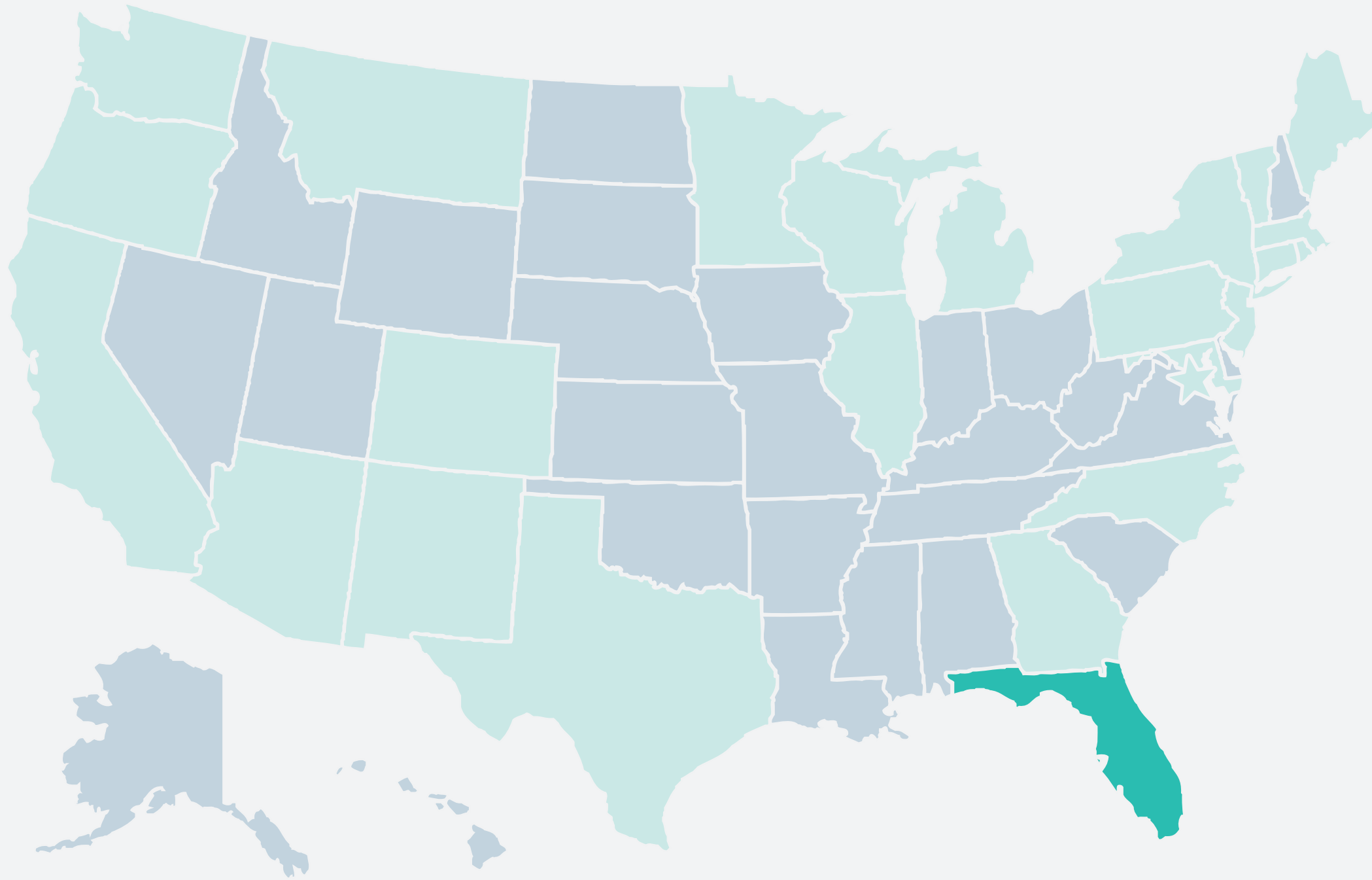


# 2017

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## WINS IN FLORIDA

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



# 2017

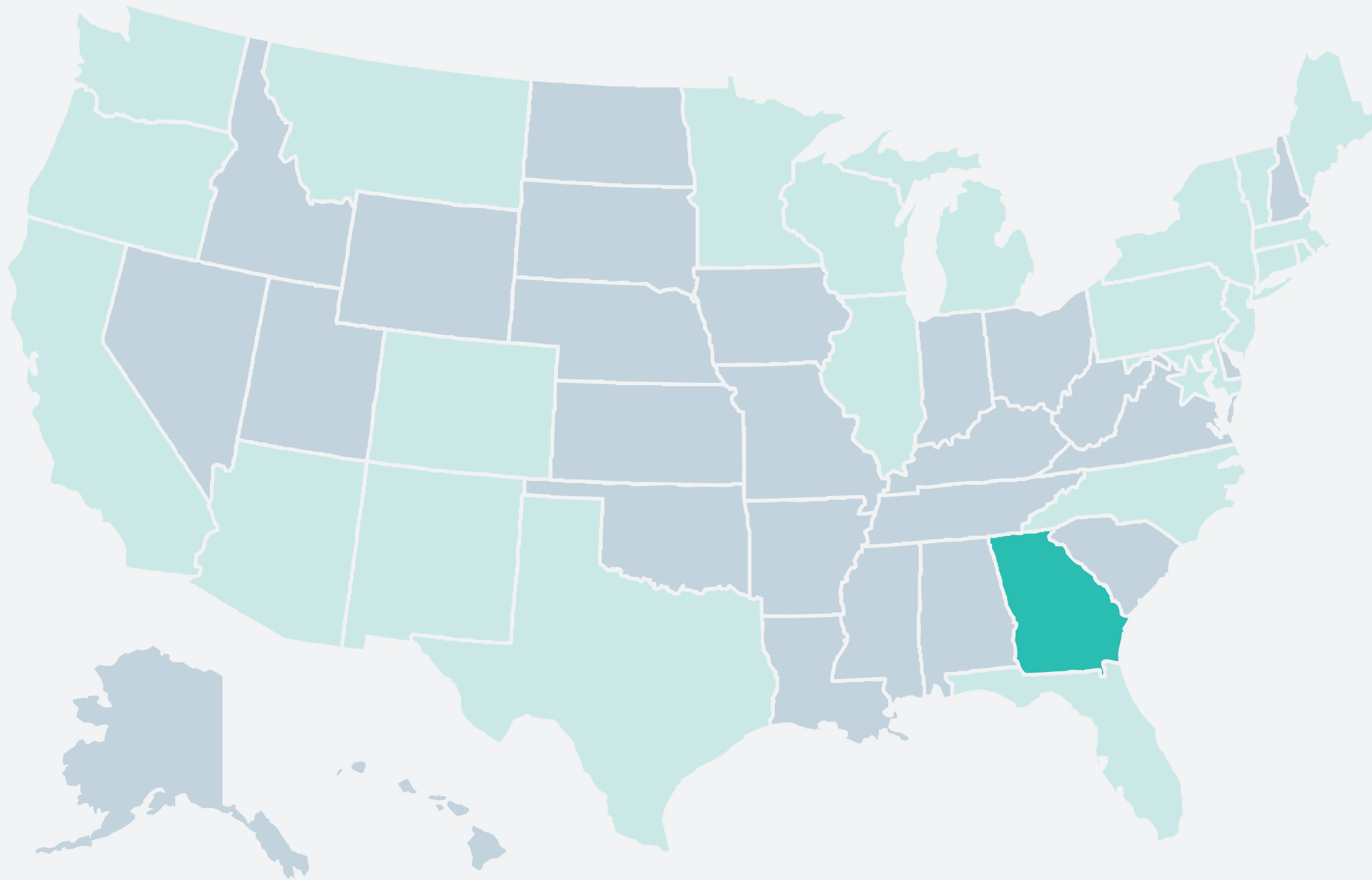
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## WINS IN GEORGIA

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

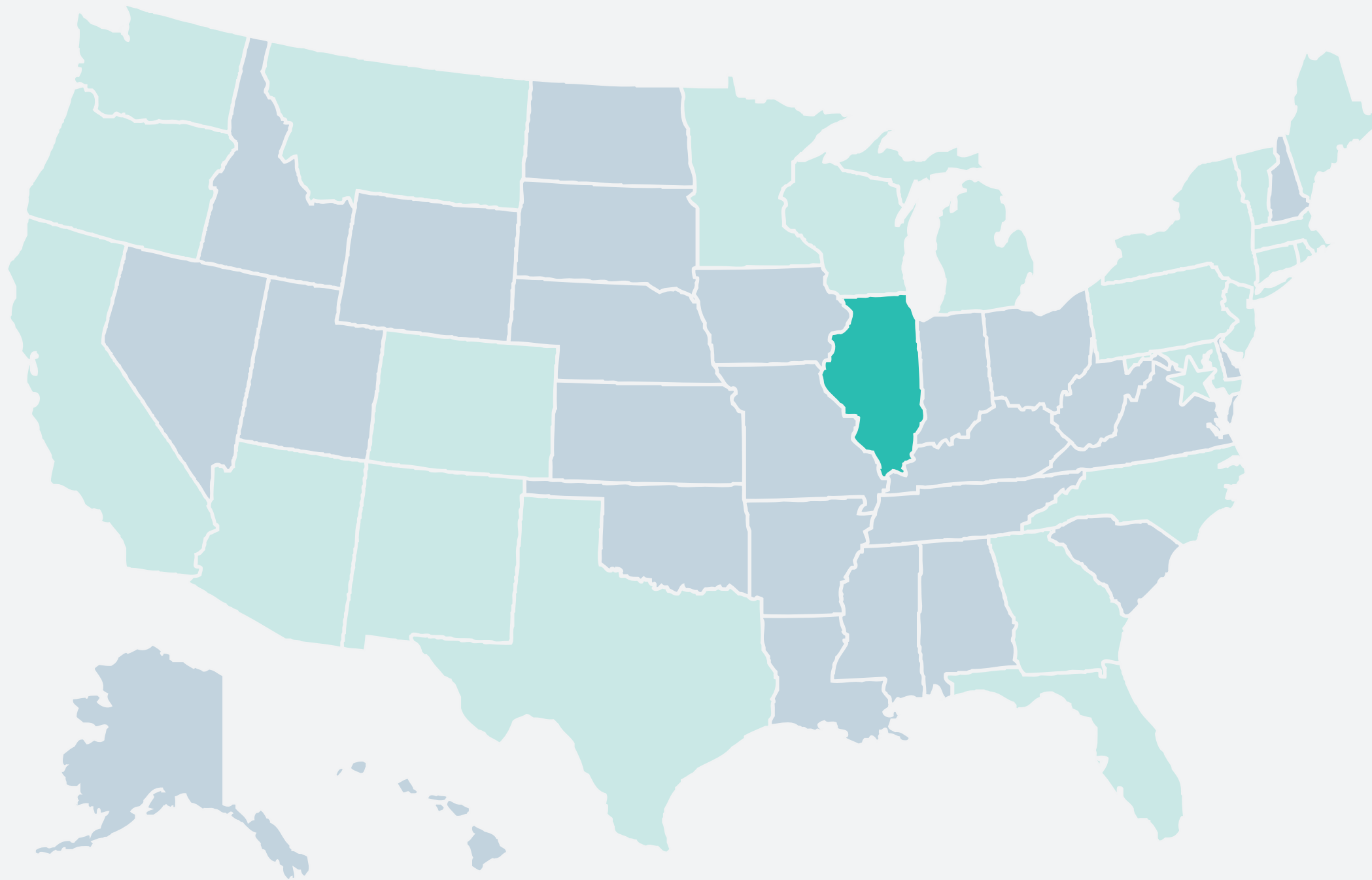
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## WINS IN ILLINOIS

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.



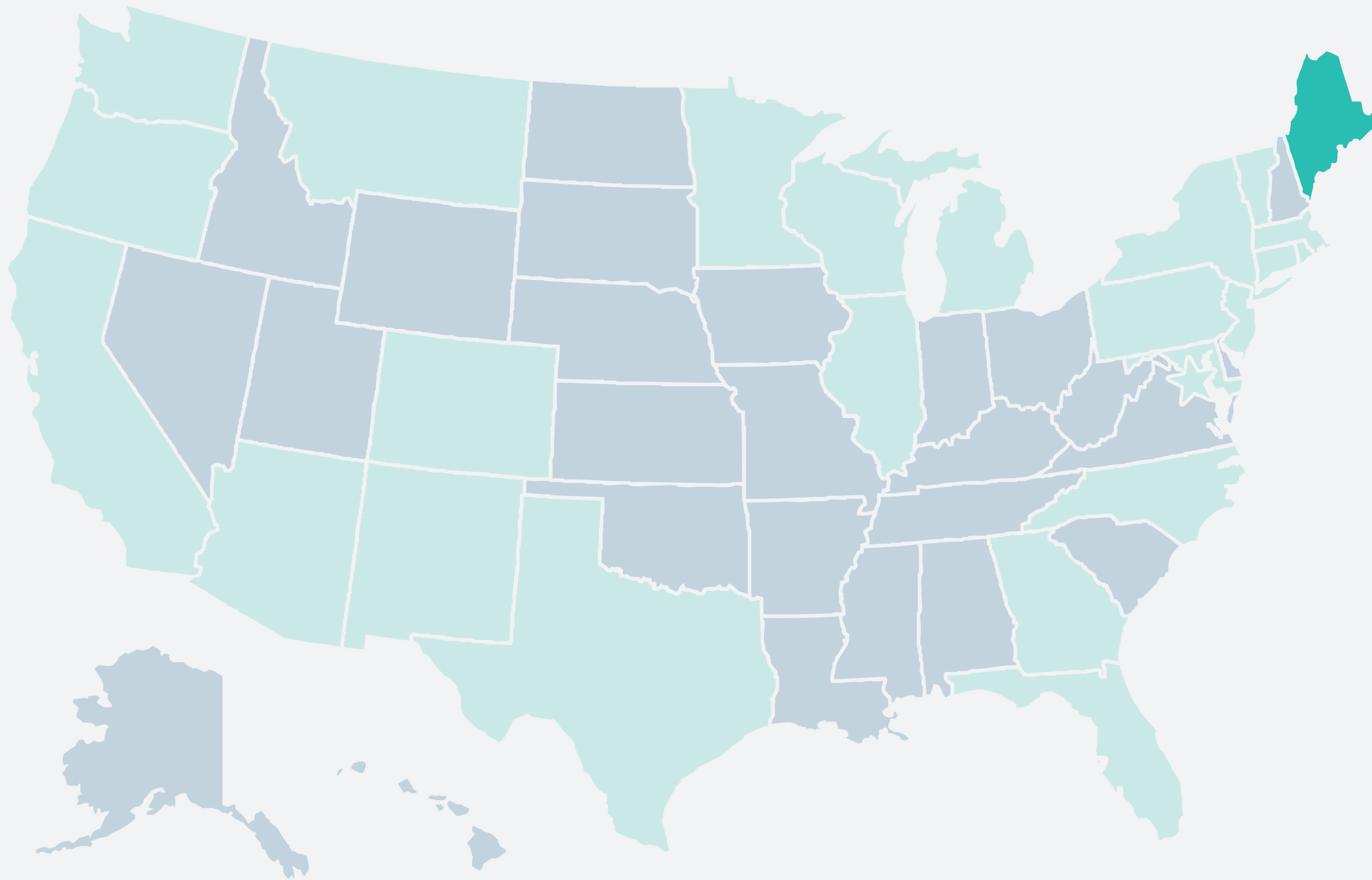
# 2017

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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.



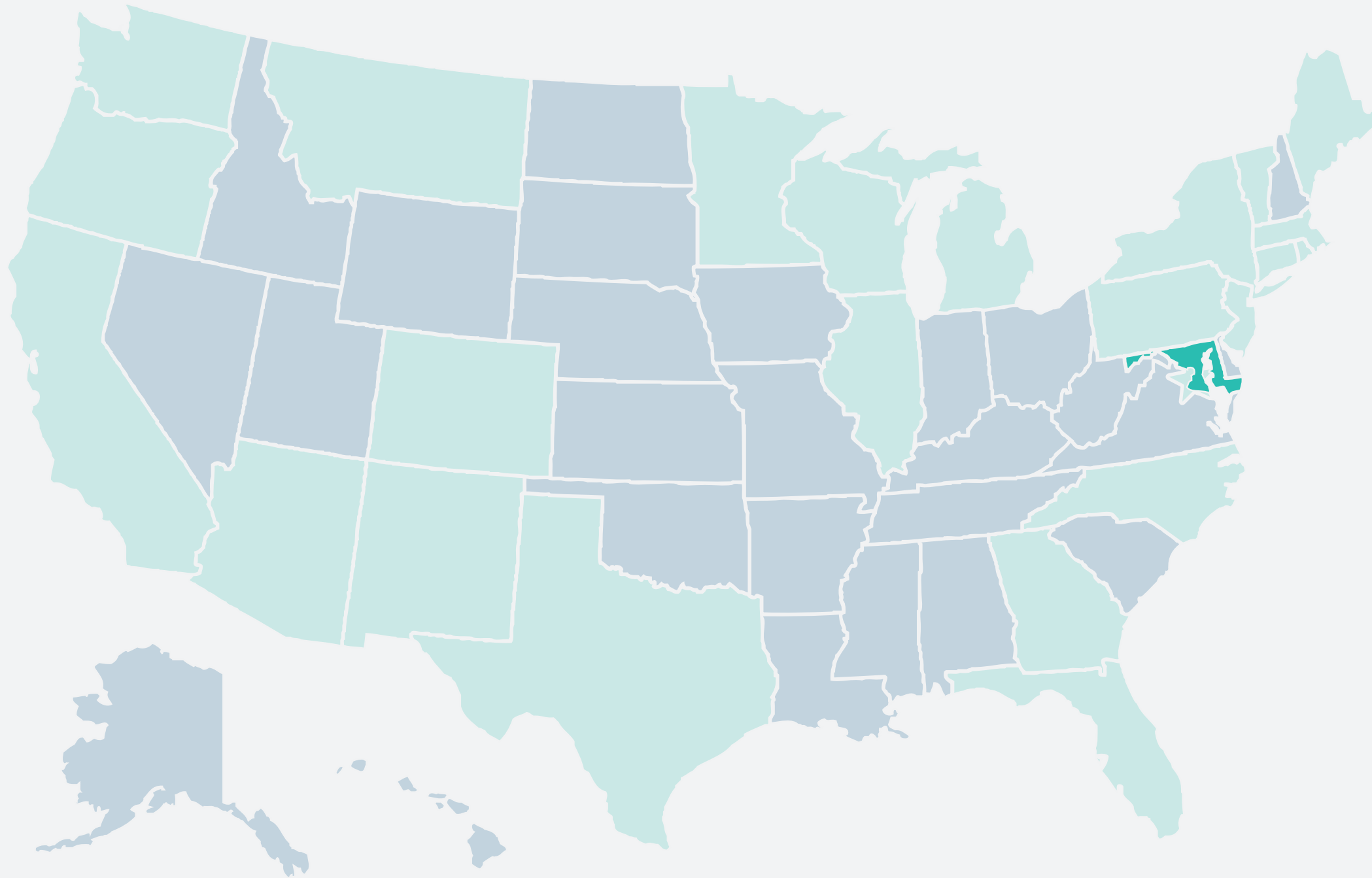
# 2017

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## WINS IN MARYLAND

Legislature passes earned sick days bill; governor vetoes.

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





# 2017

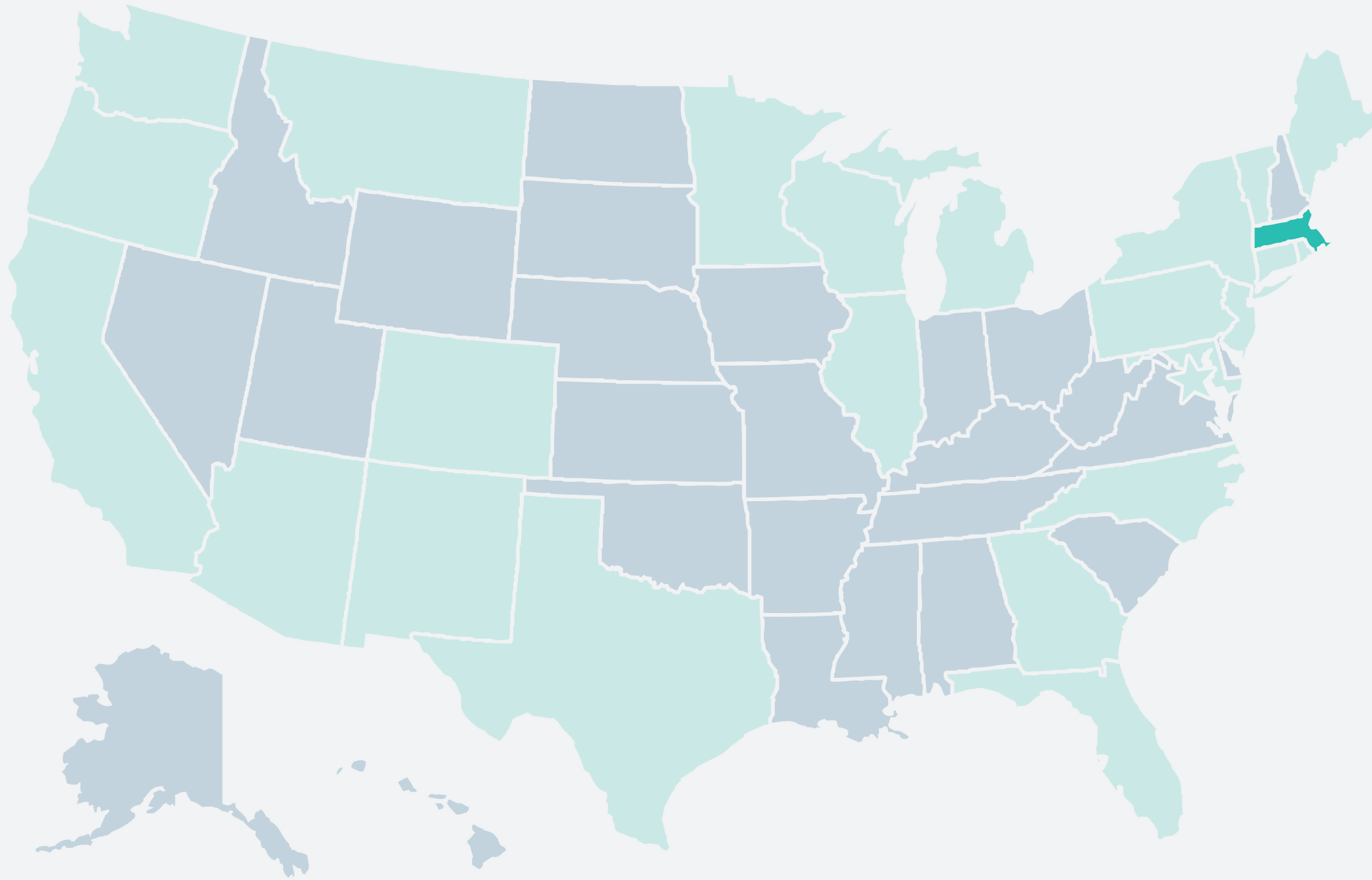
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## WINS IN MASSACHUSETTS

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.



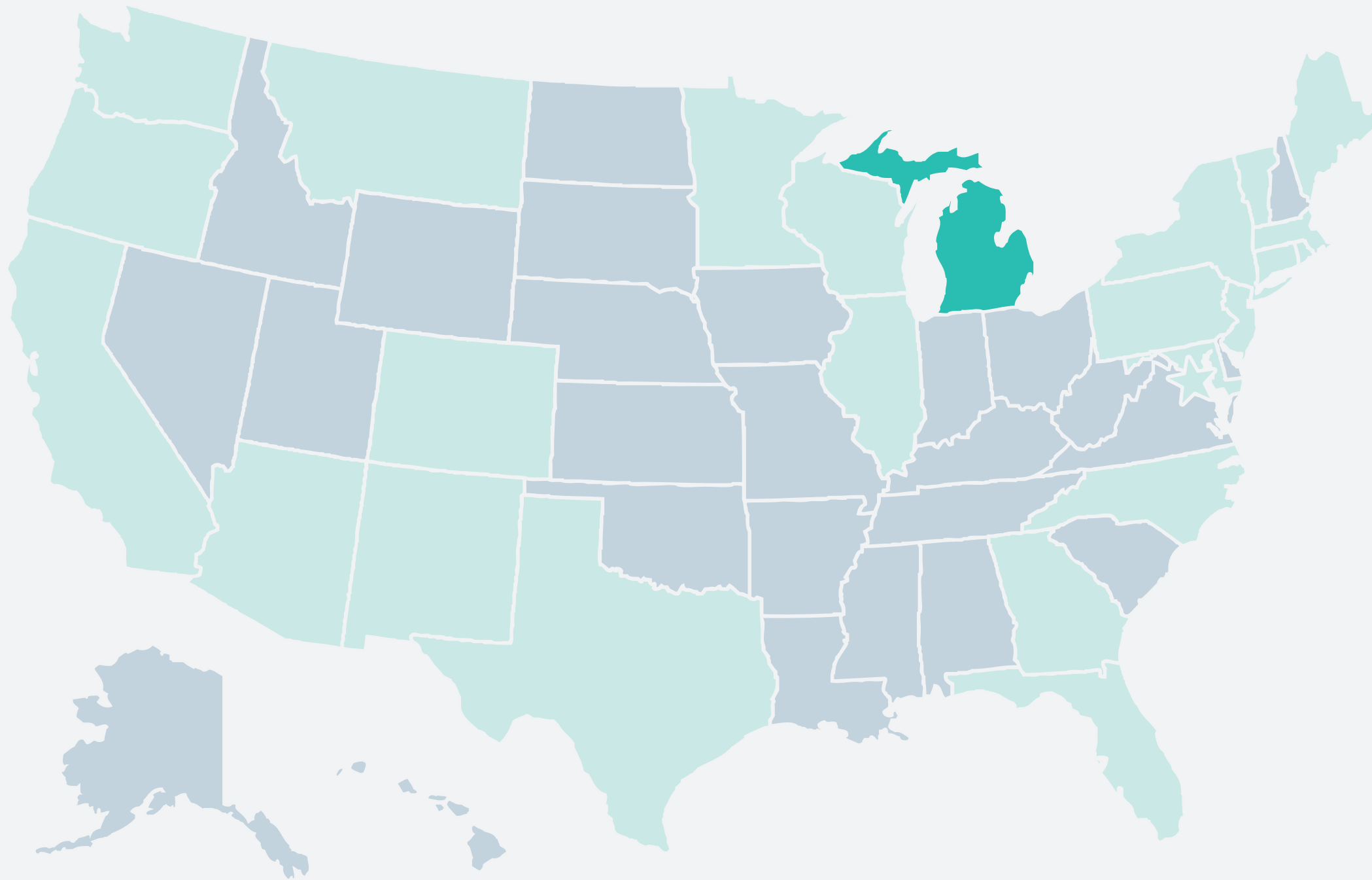
# 2017

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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

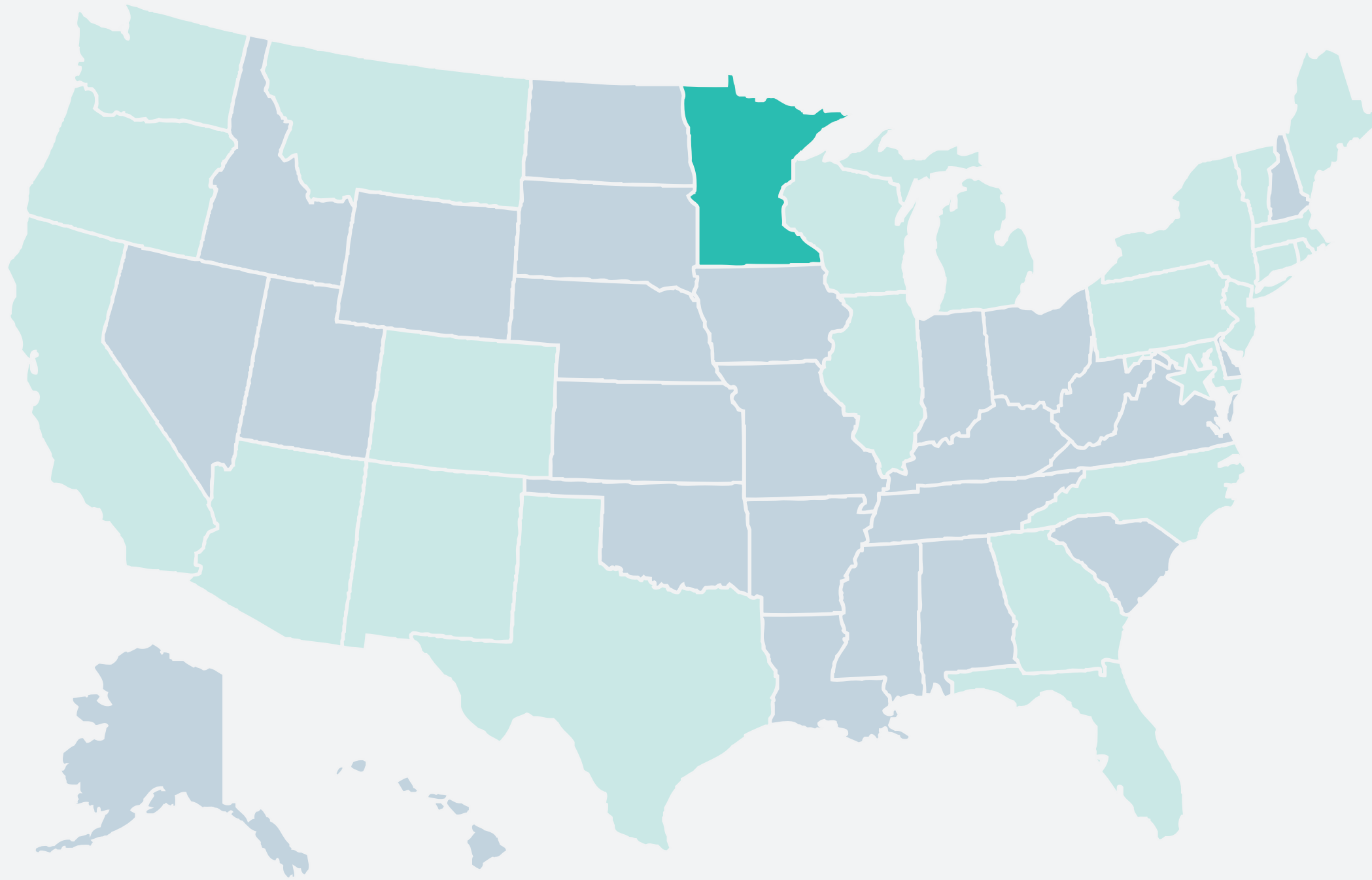
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## WINS IN MINNESOTA

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.



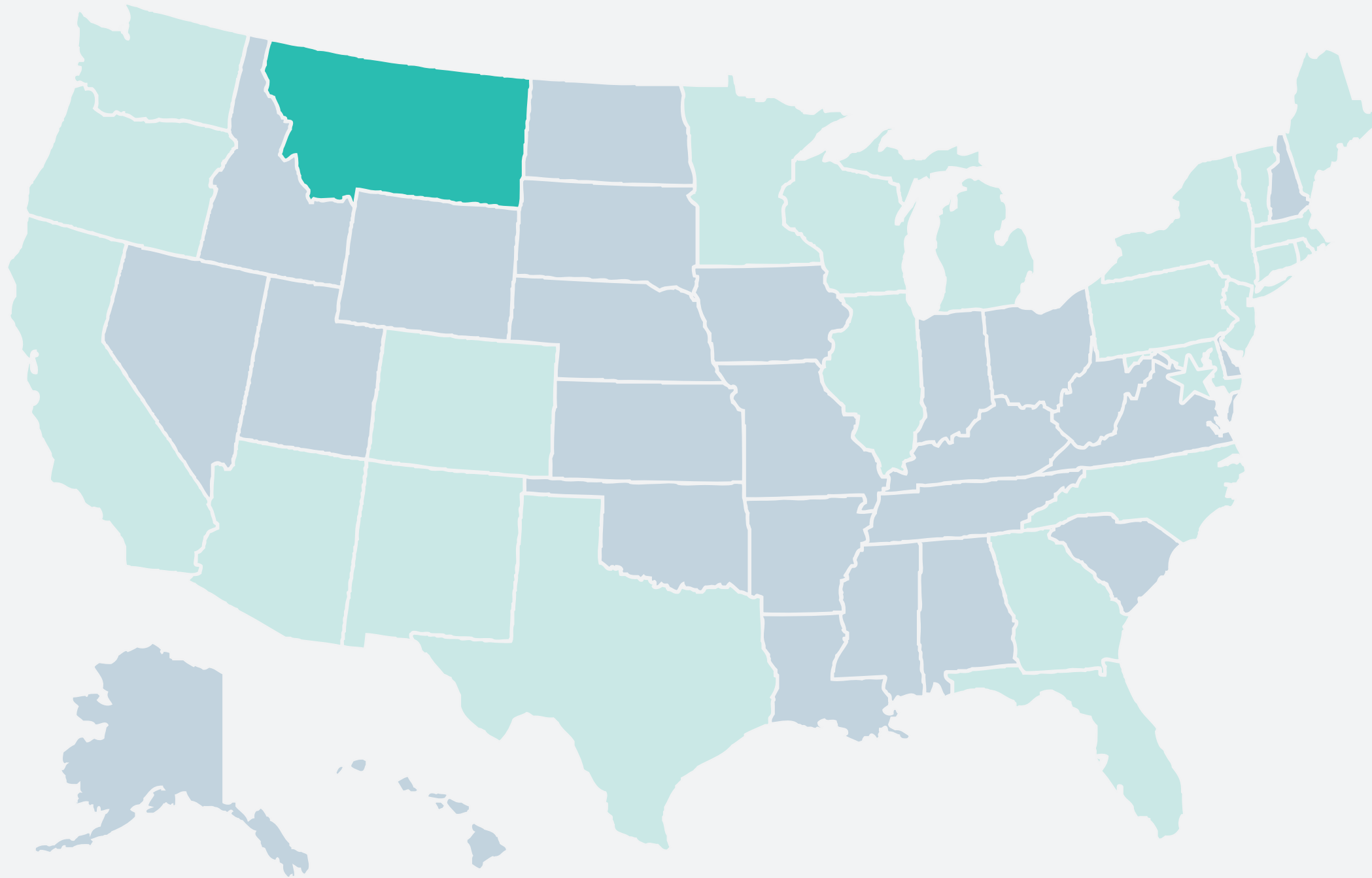
# 2017

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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

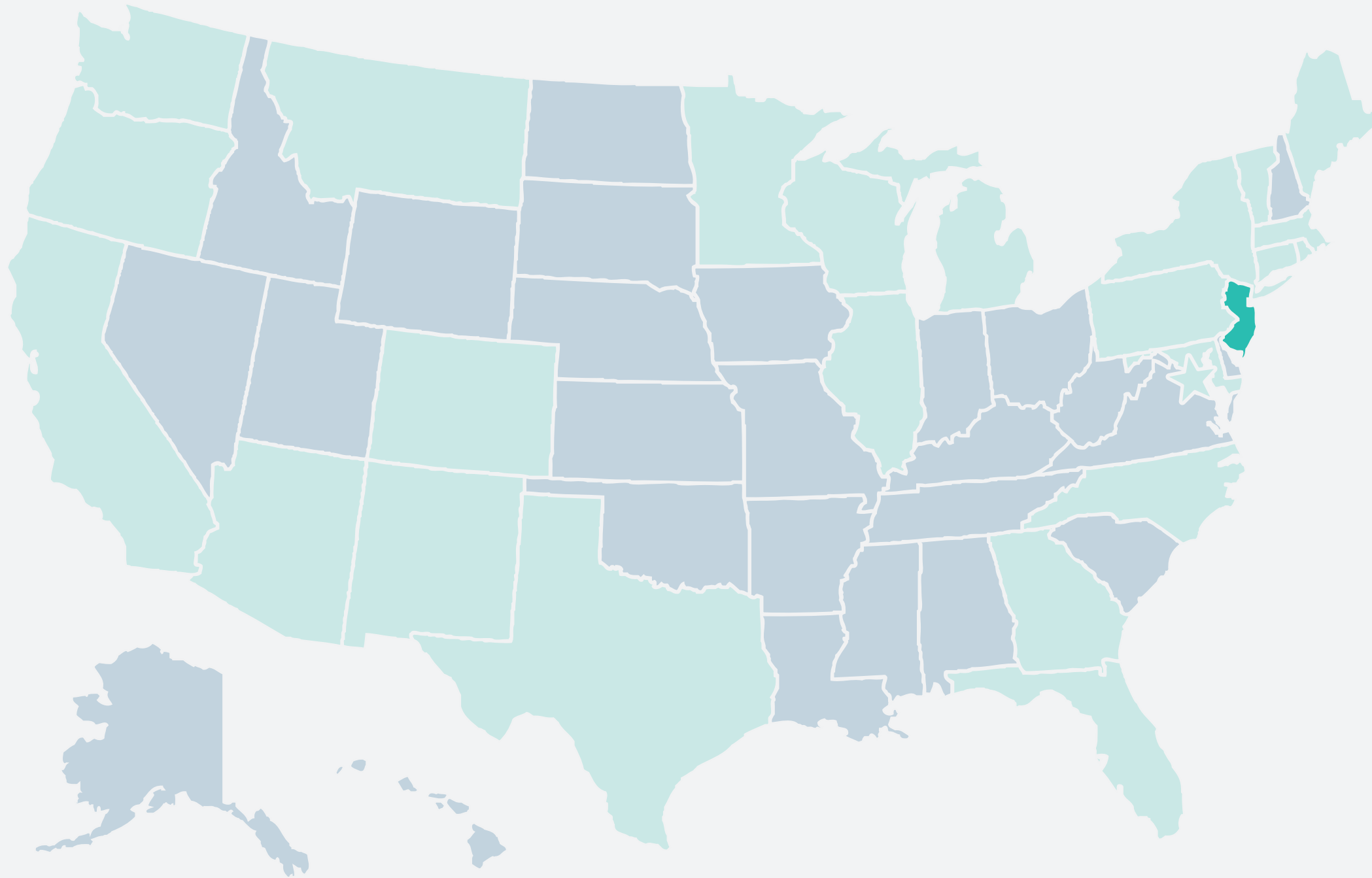
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## WINS IN NEW JERSEY

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

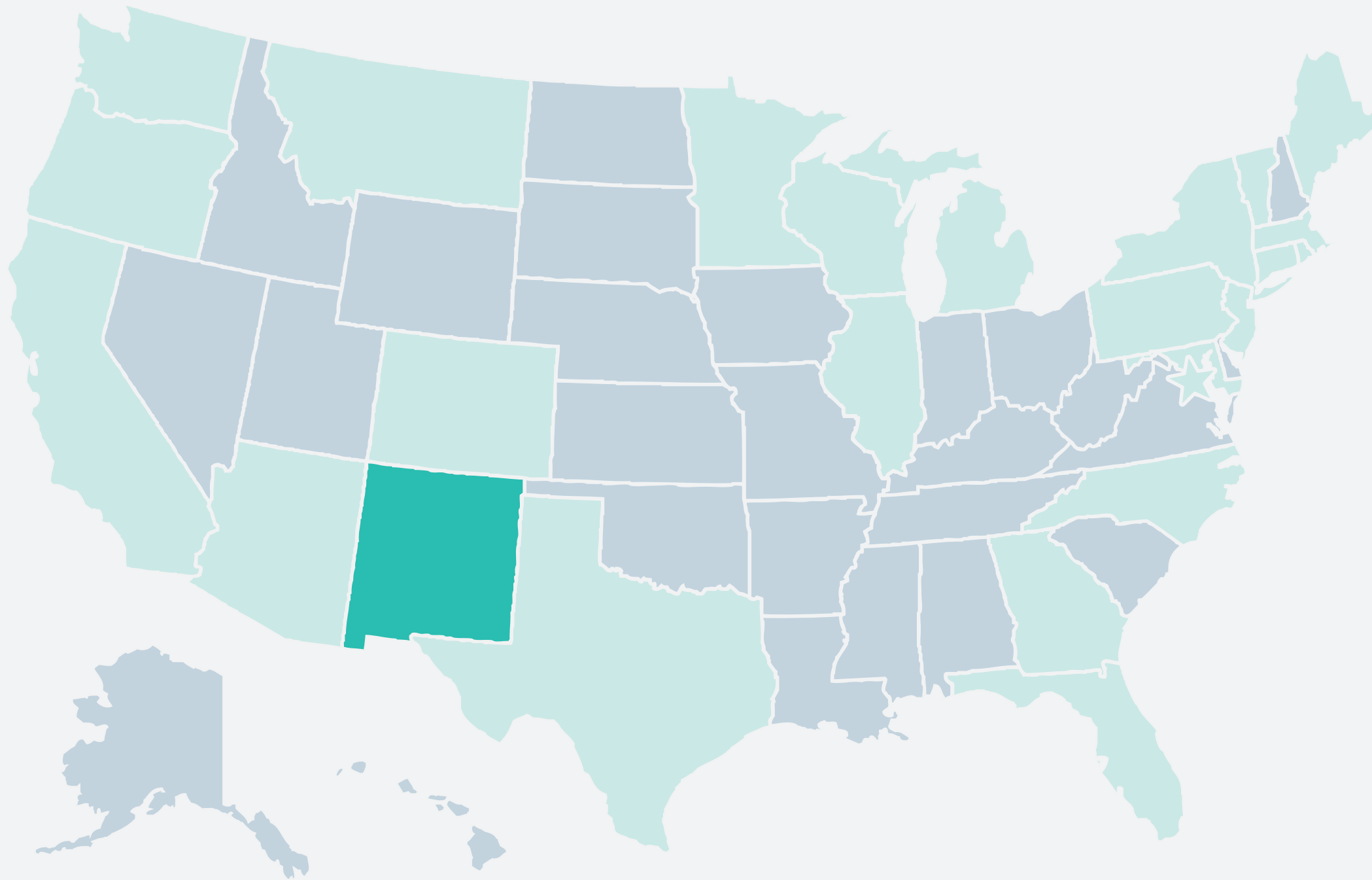
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## WINS IN NEW MEXICO

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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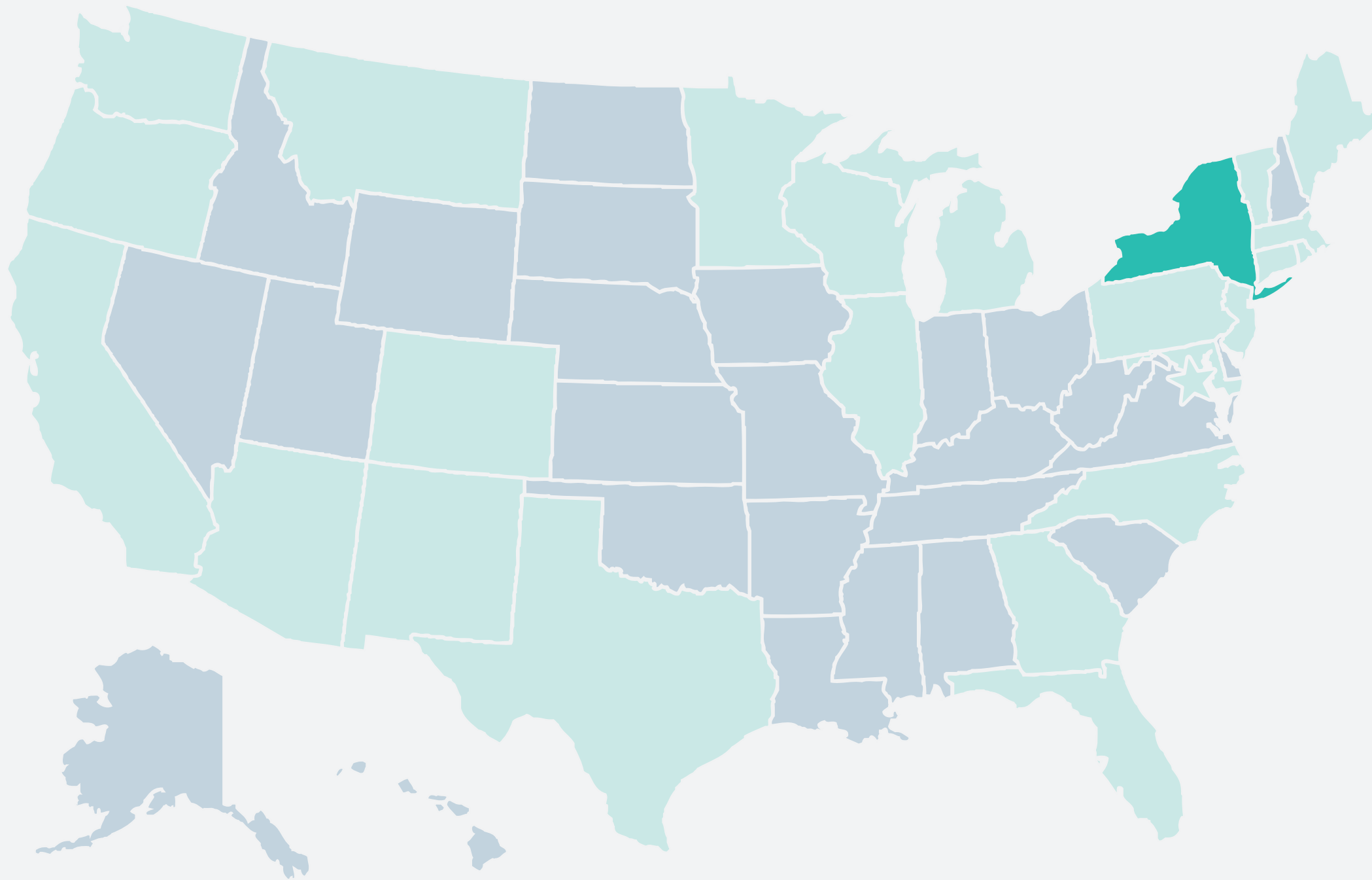
## WINS IN NEW YORK

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

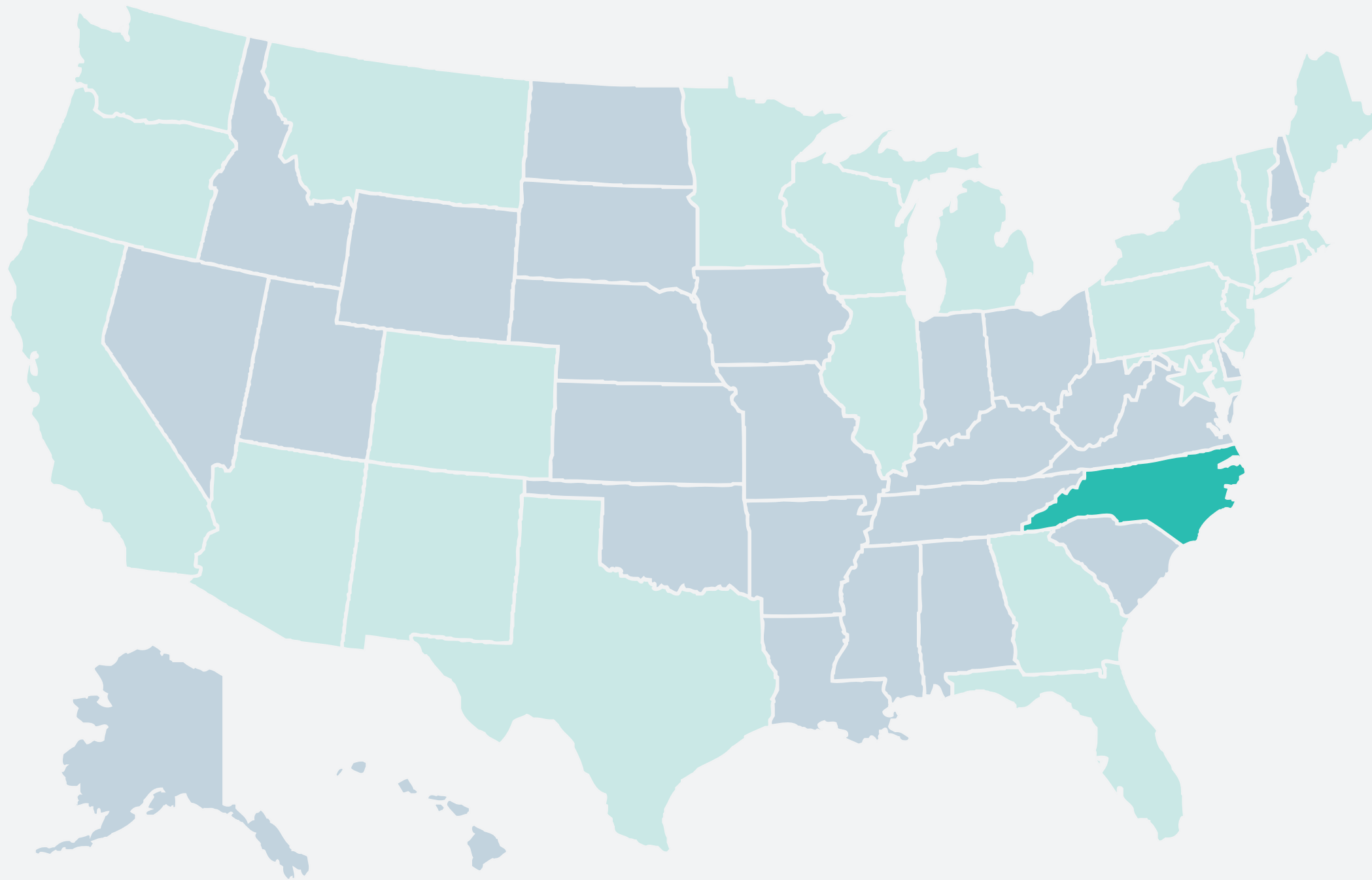
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## WINS IN NORTH CAROLINA

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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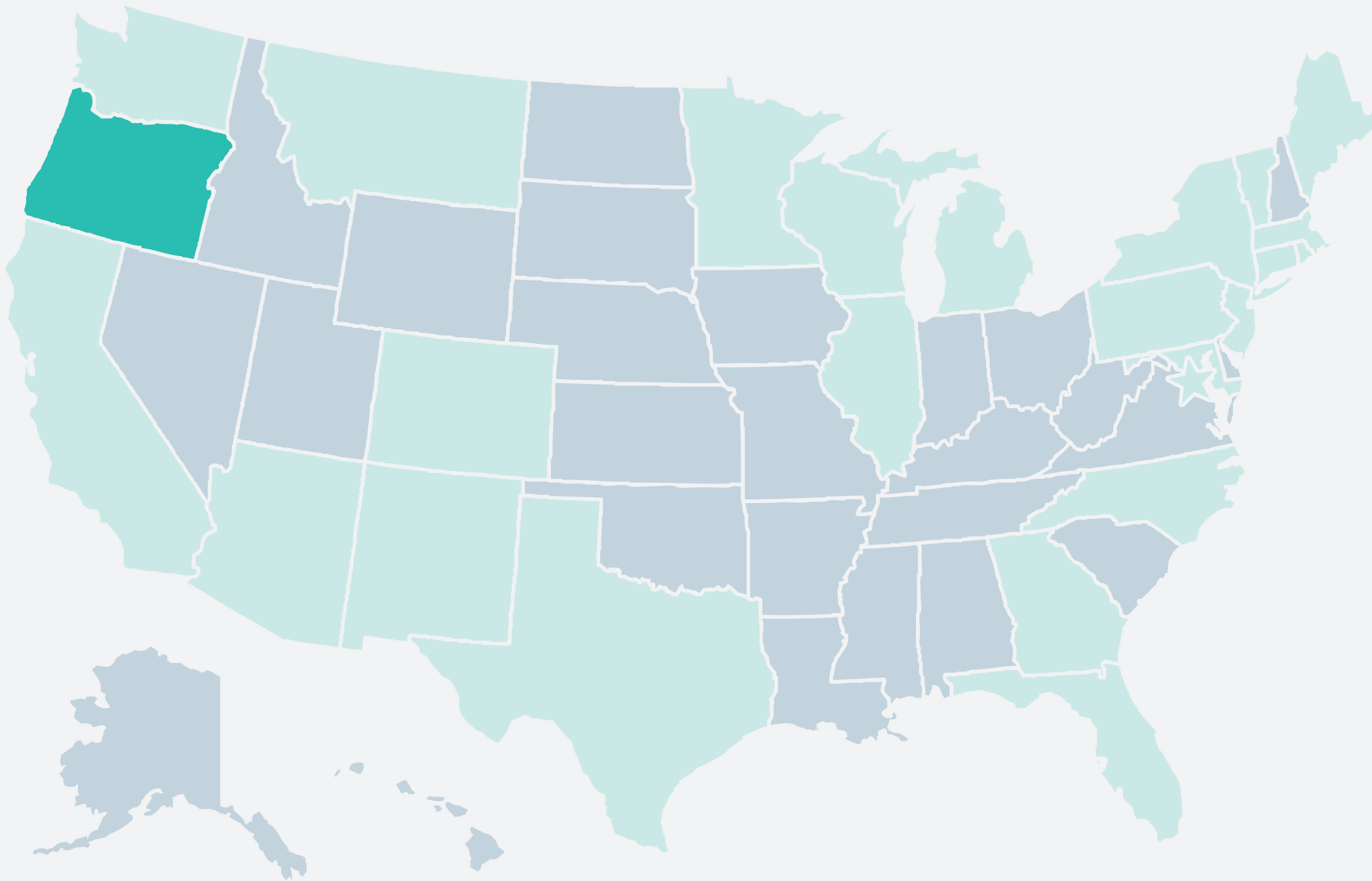
## WINS IN OREGON

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.



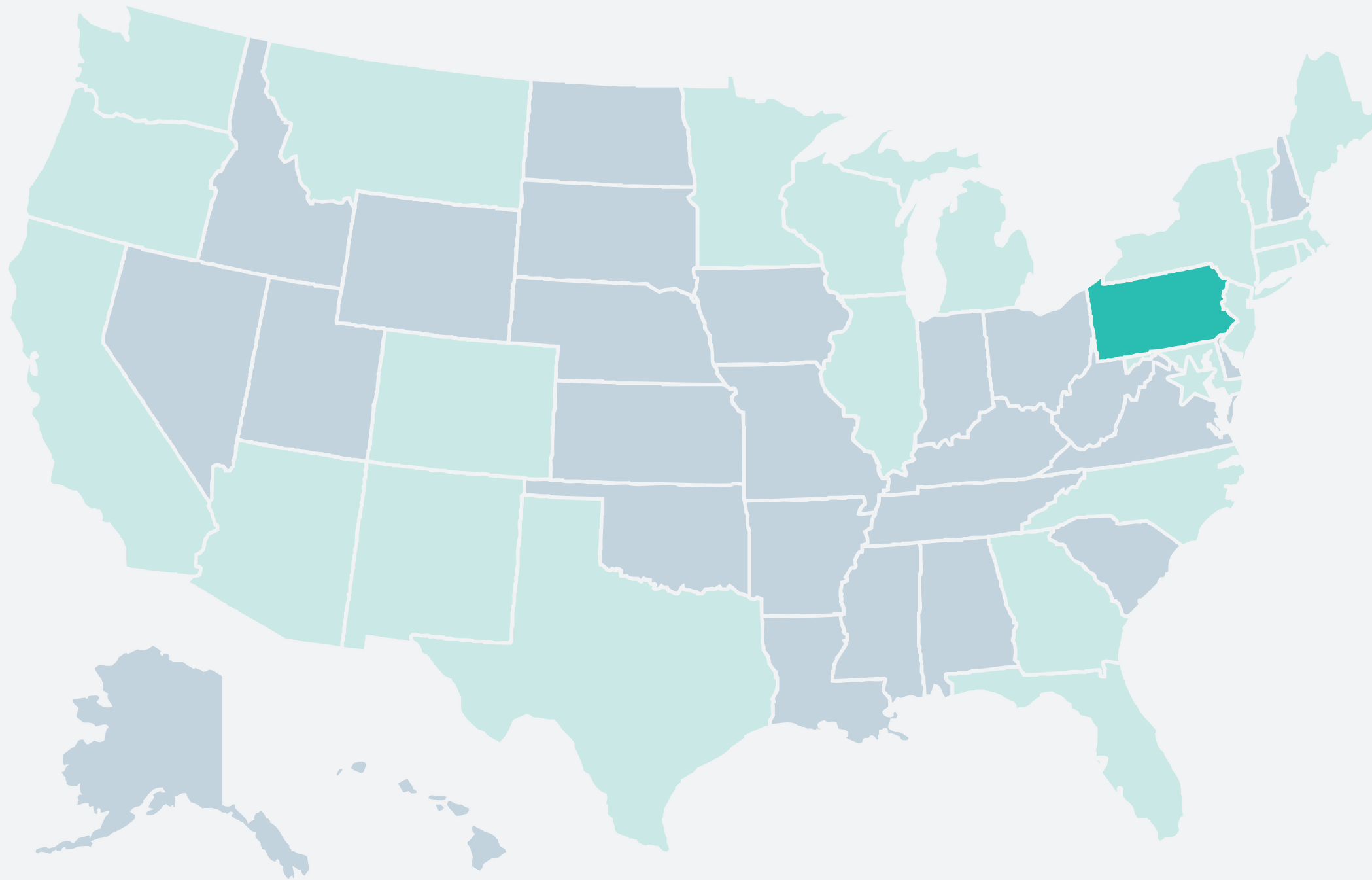
# 2017

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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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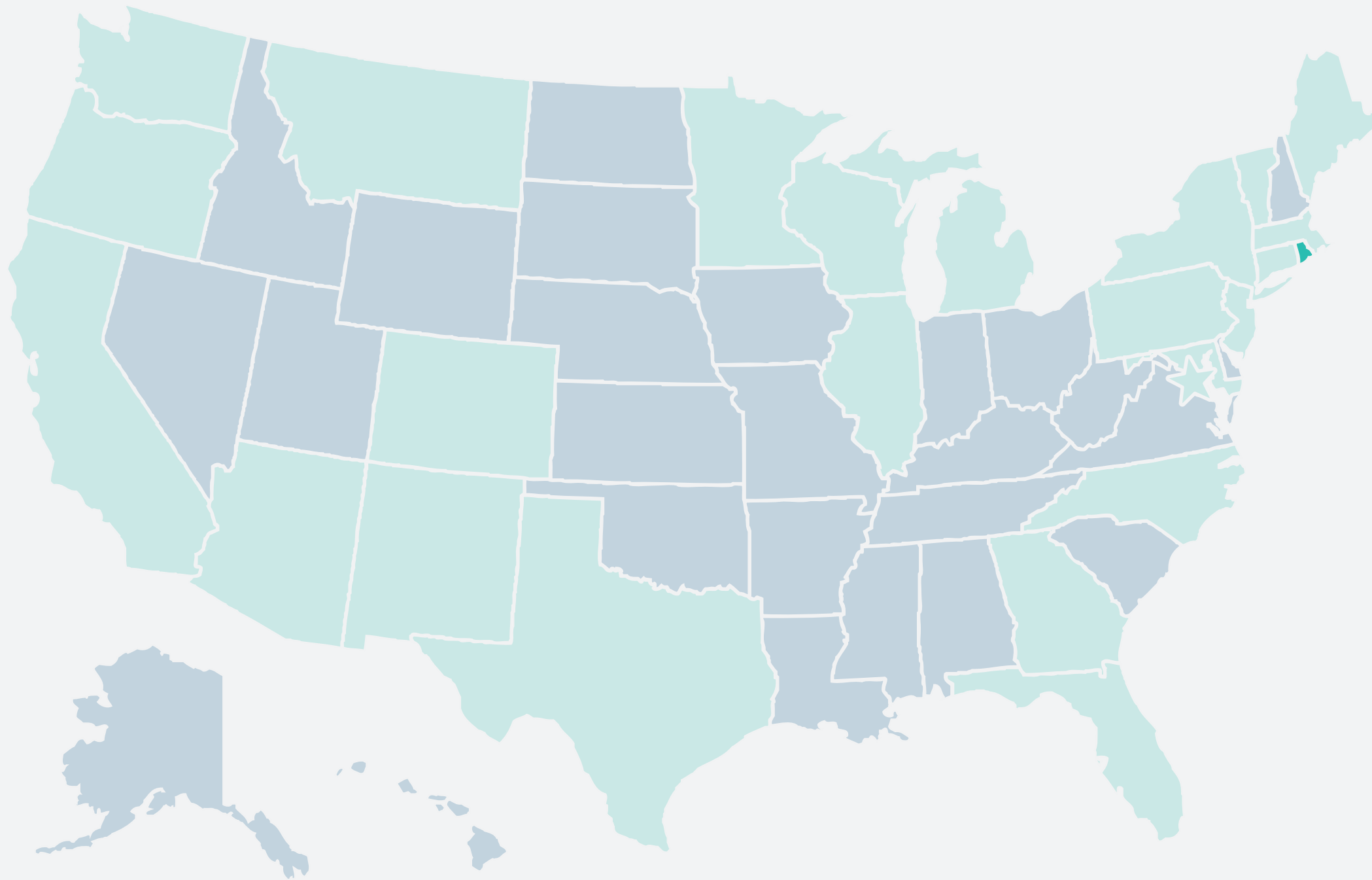
## WINS IN RHODE ISLAND

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.



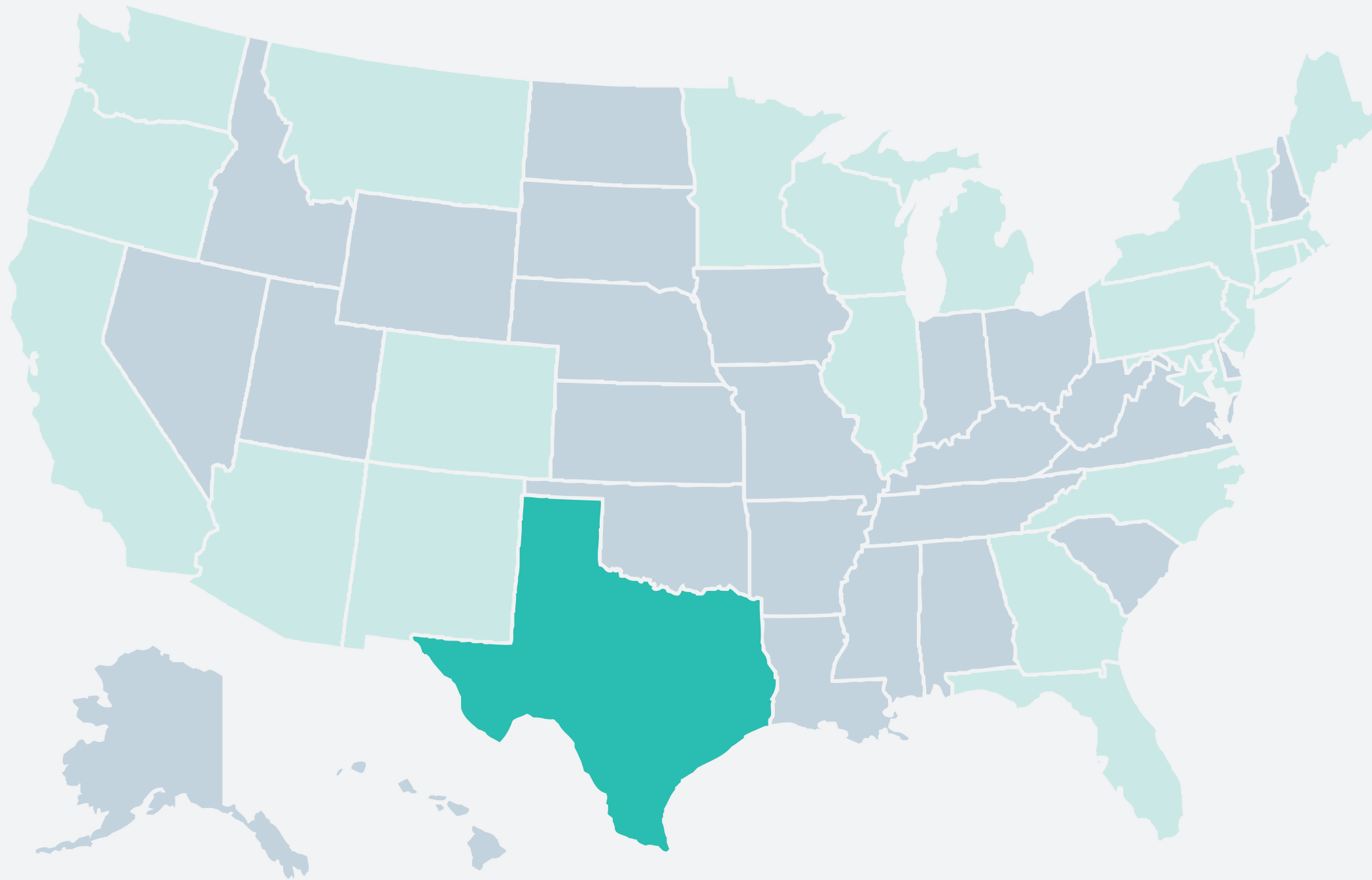
# 2017

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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.



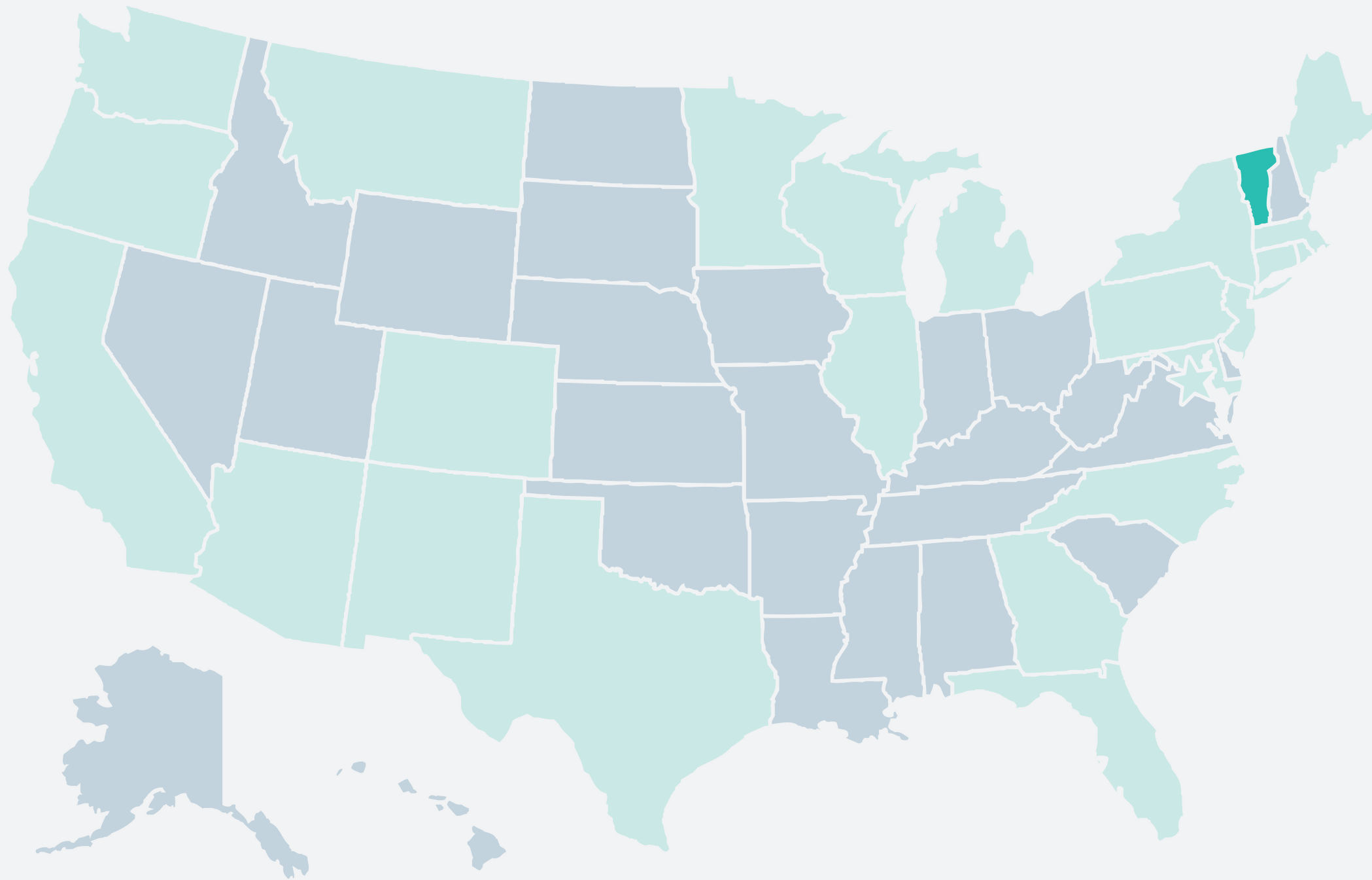
# 2017

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## WINS IN VERMONT

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

Legislature passes Pregnancy Accommodation.



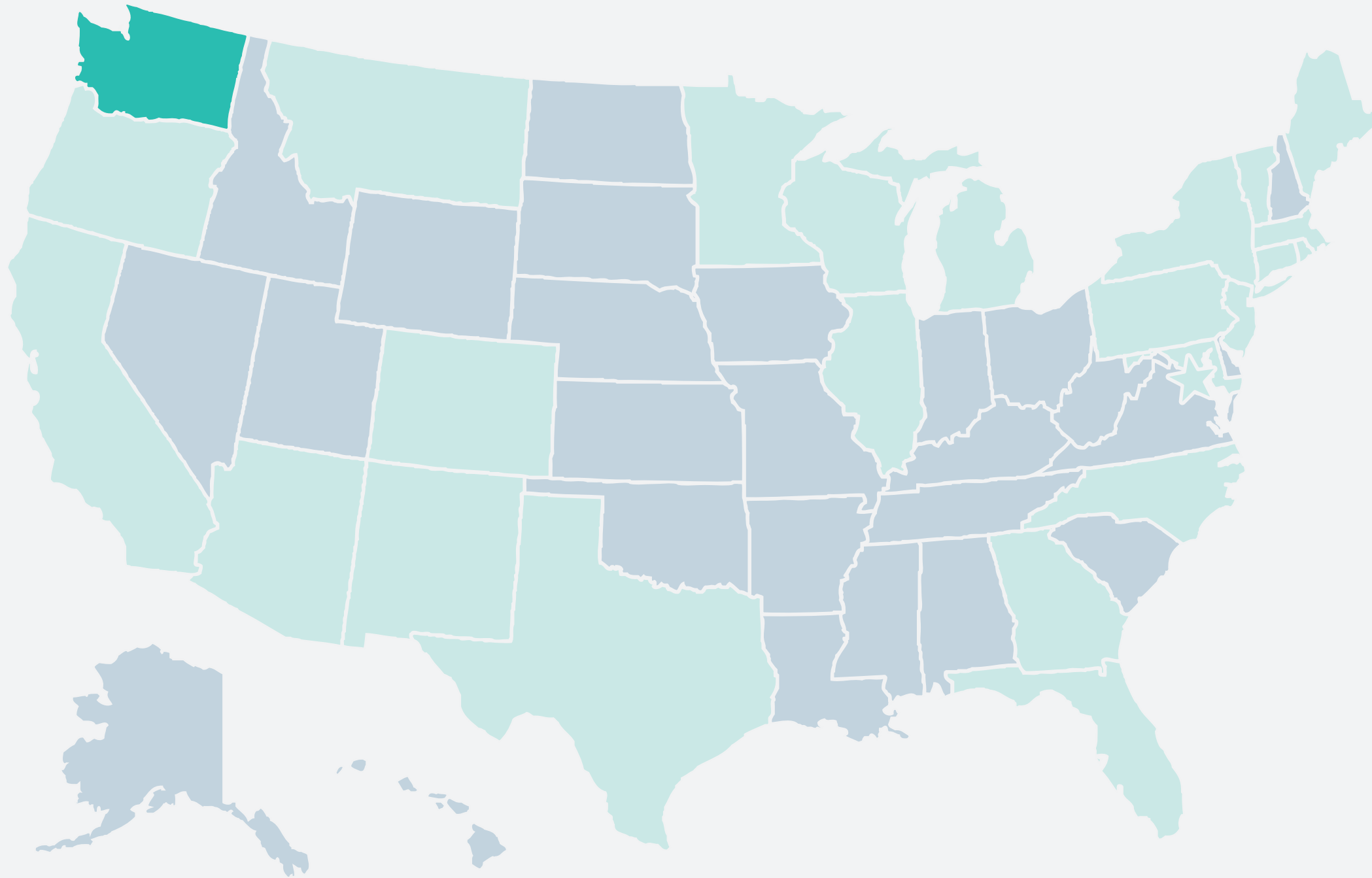
# 2017

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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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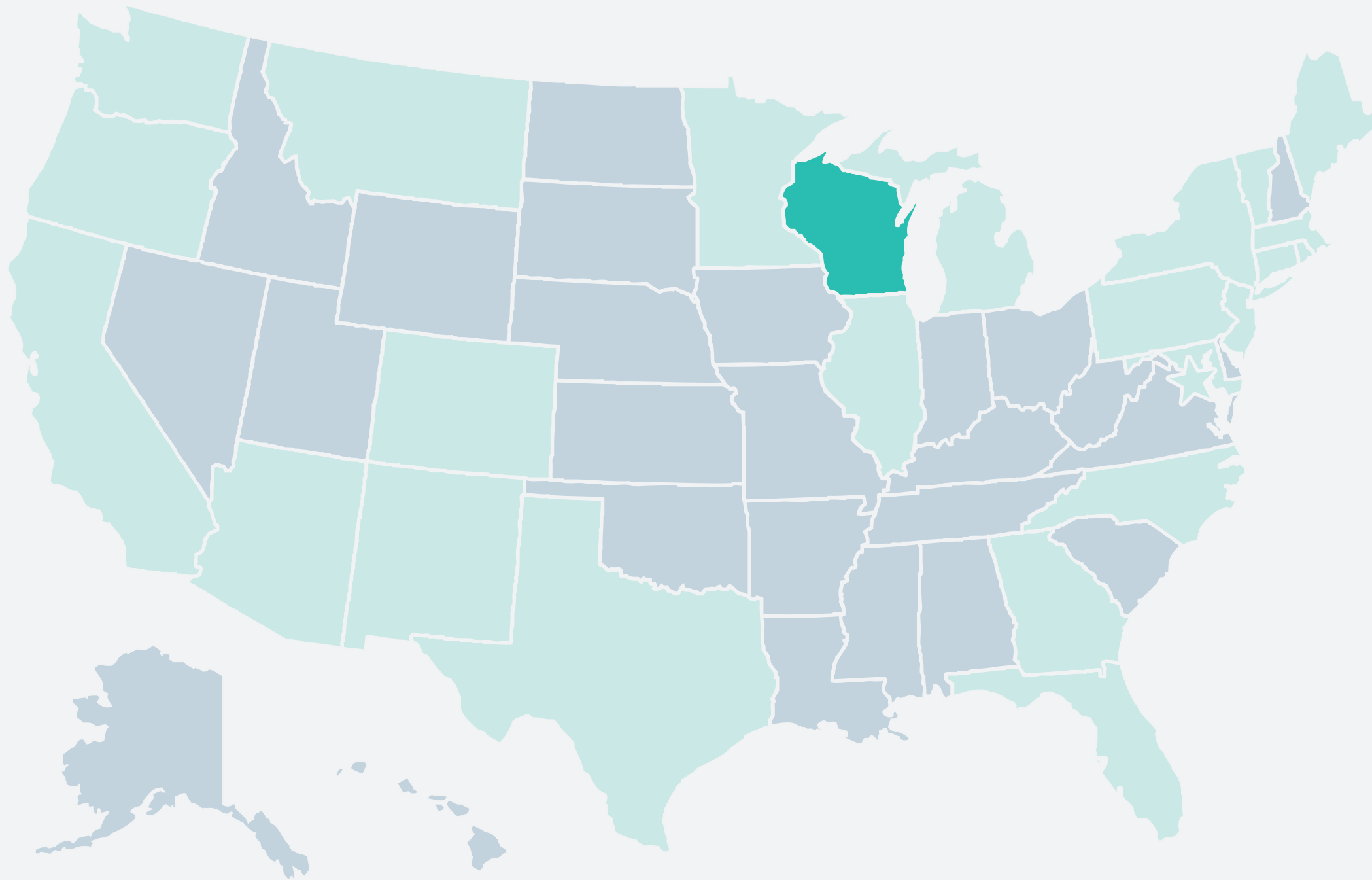
## WINS IN WISCONSIN

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.



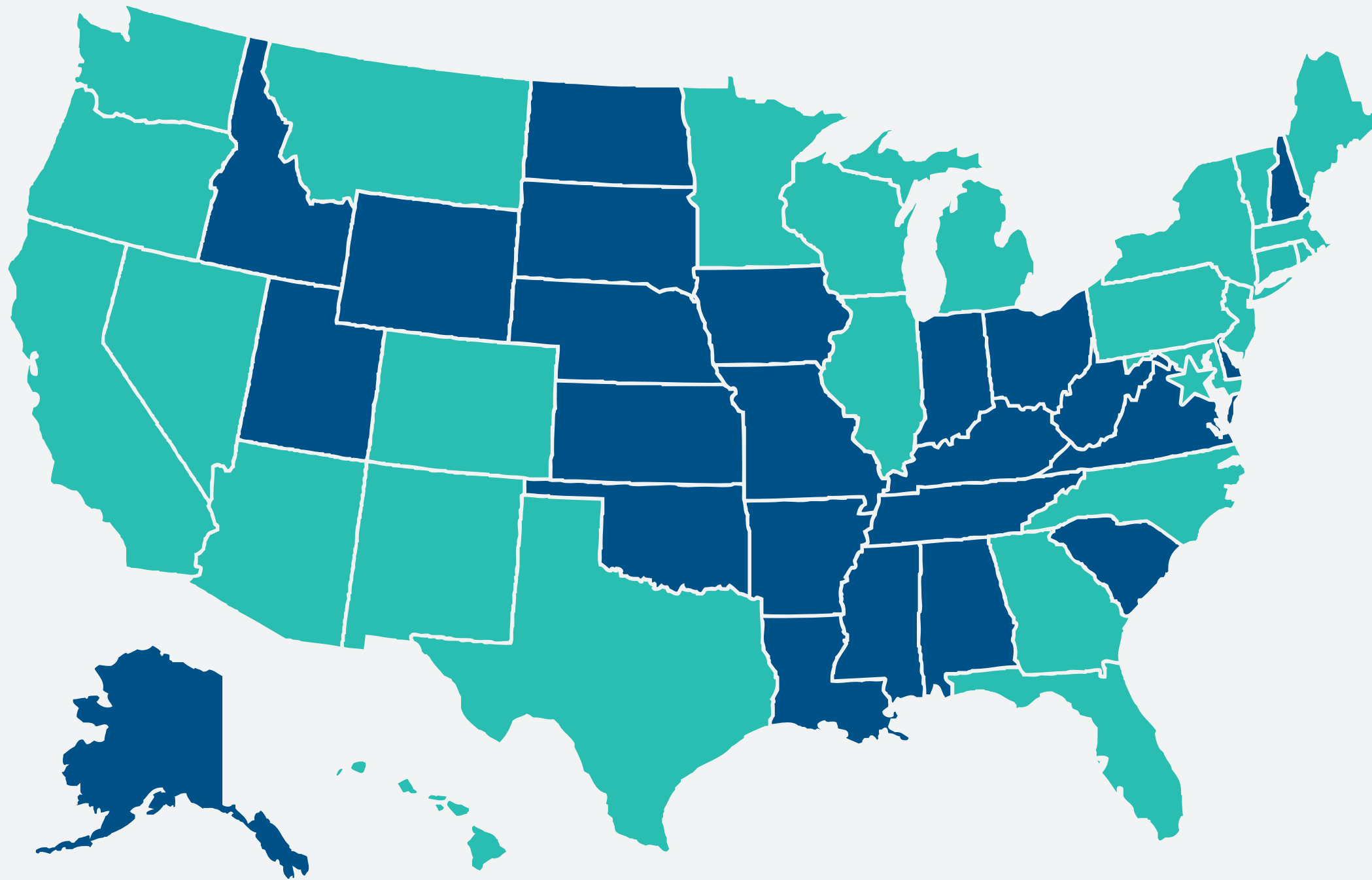
# 2018

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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.





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

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

# 2018

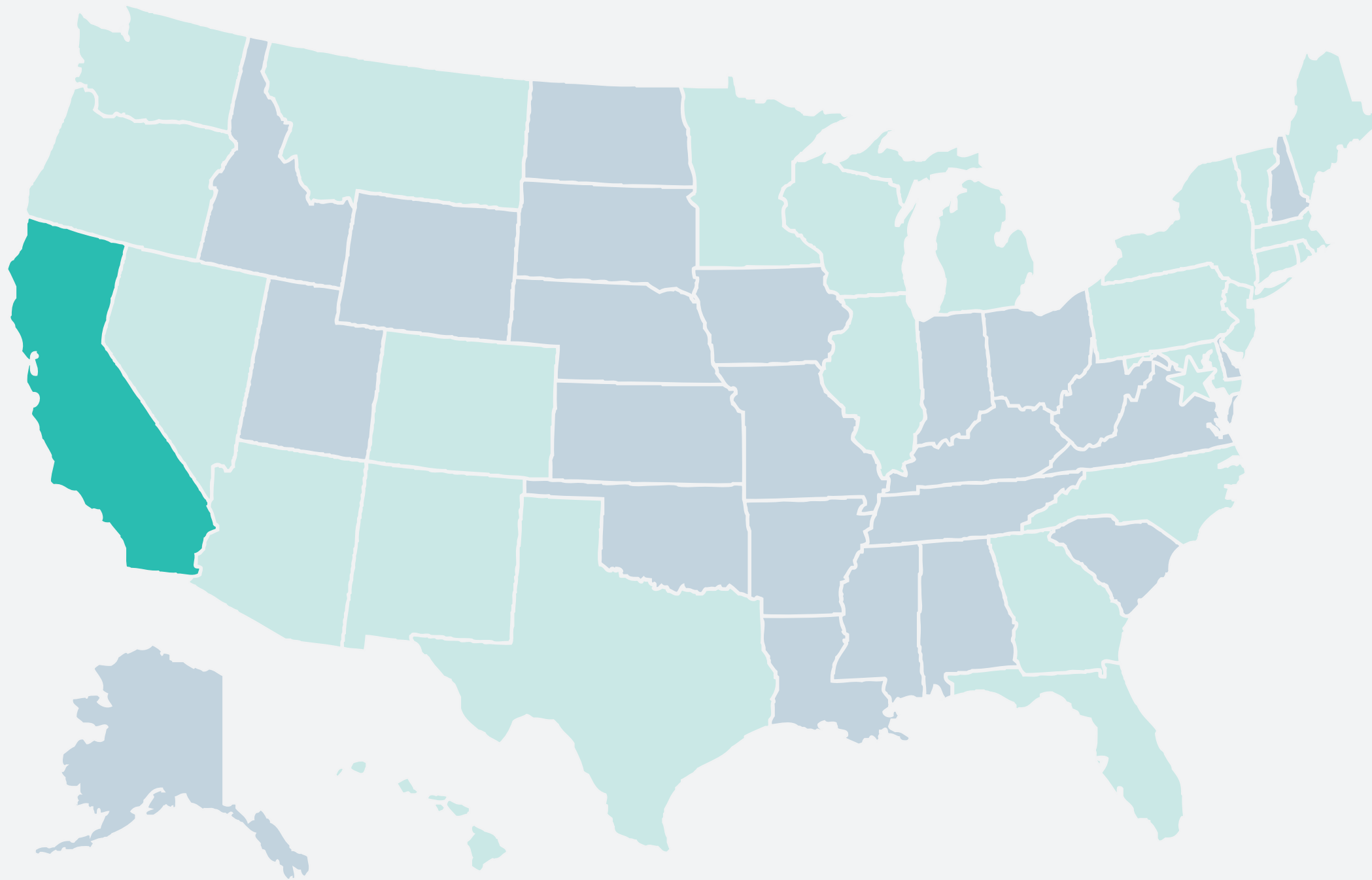
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## WINS IN CALIFORNIA

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.



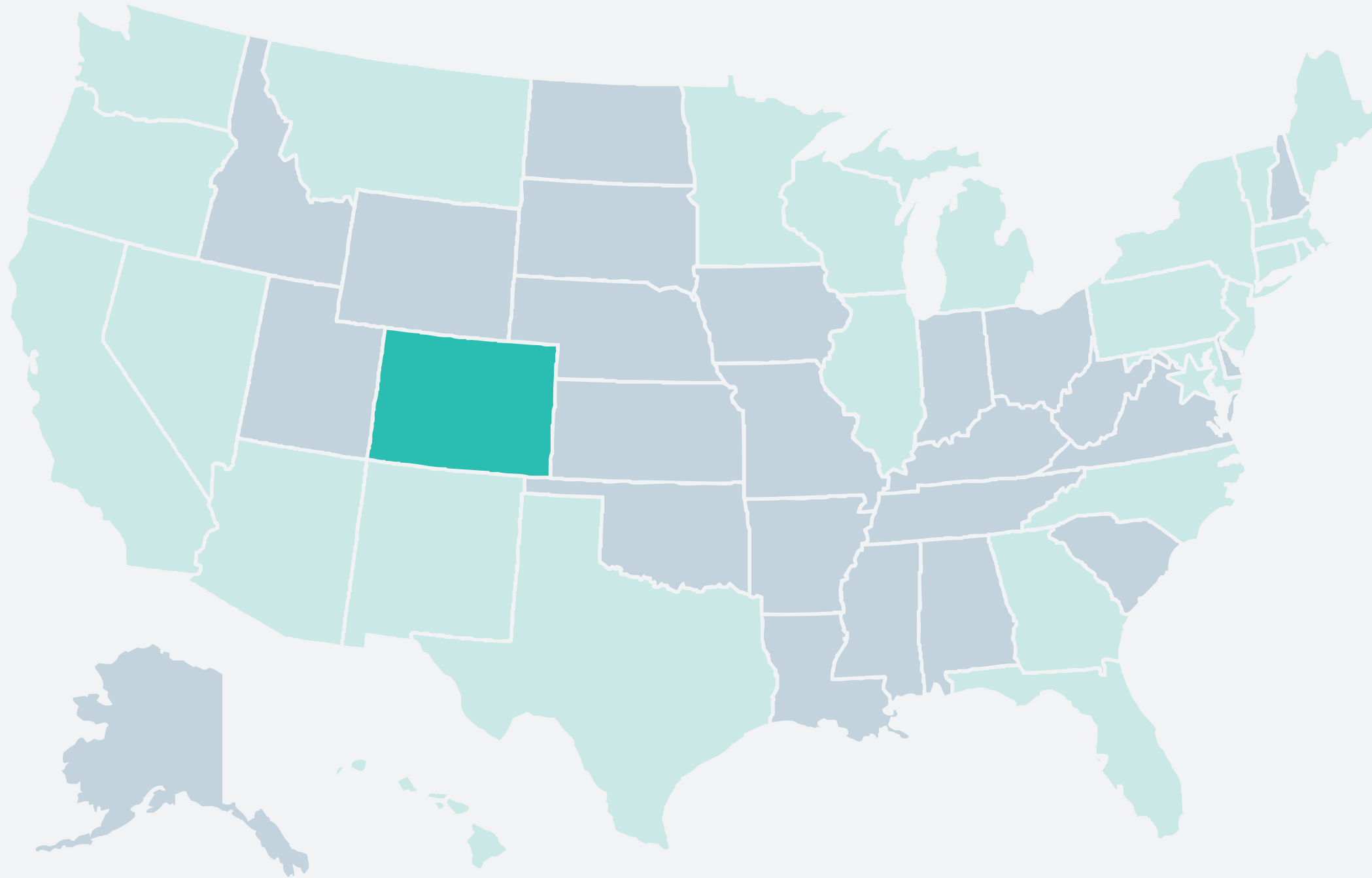
# 2018

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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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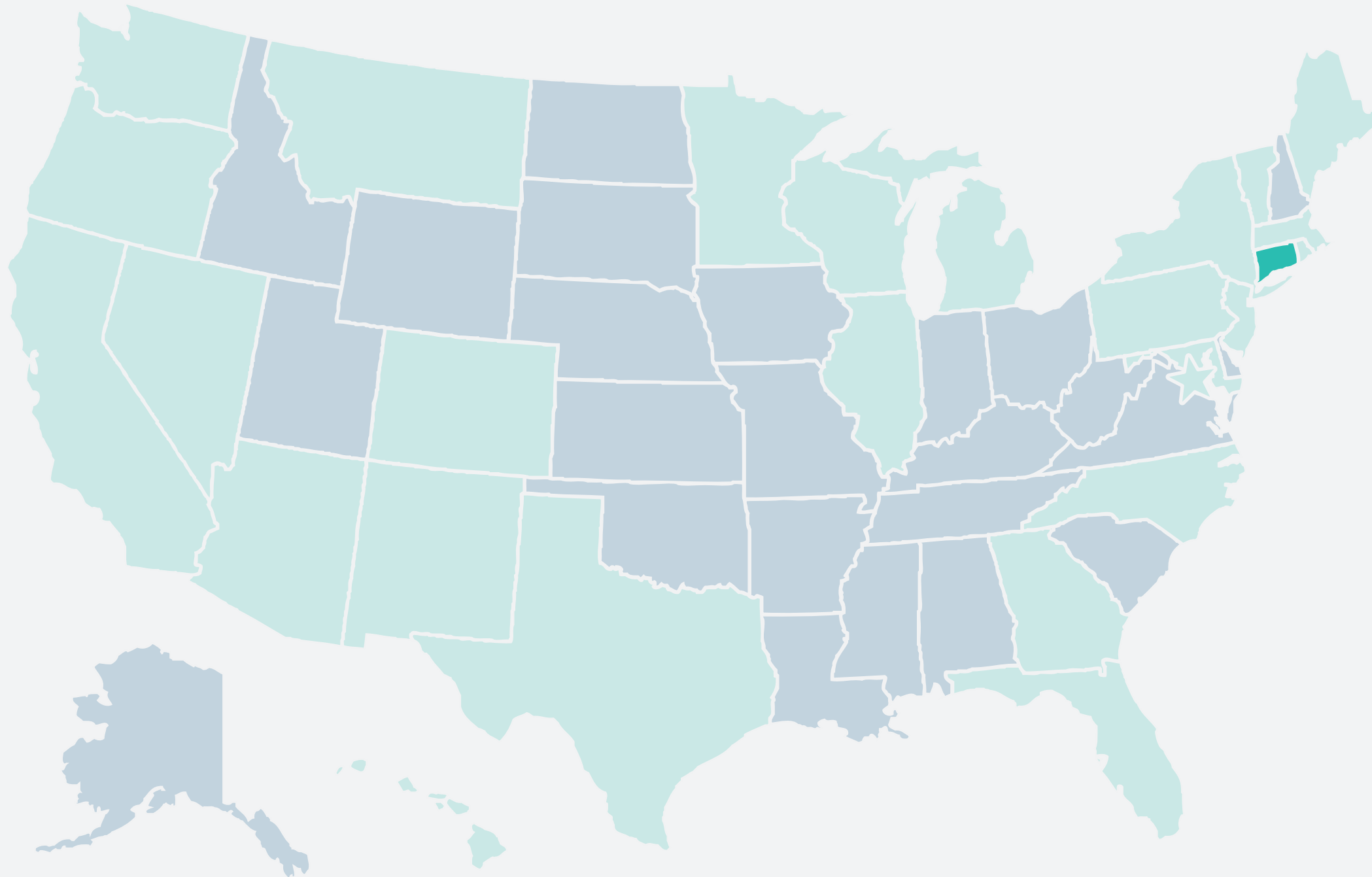
## WINS IN CONNECTICUT

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.



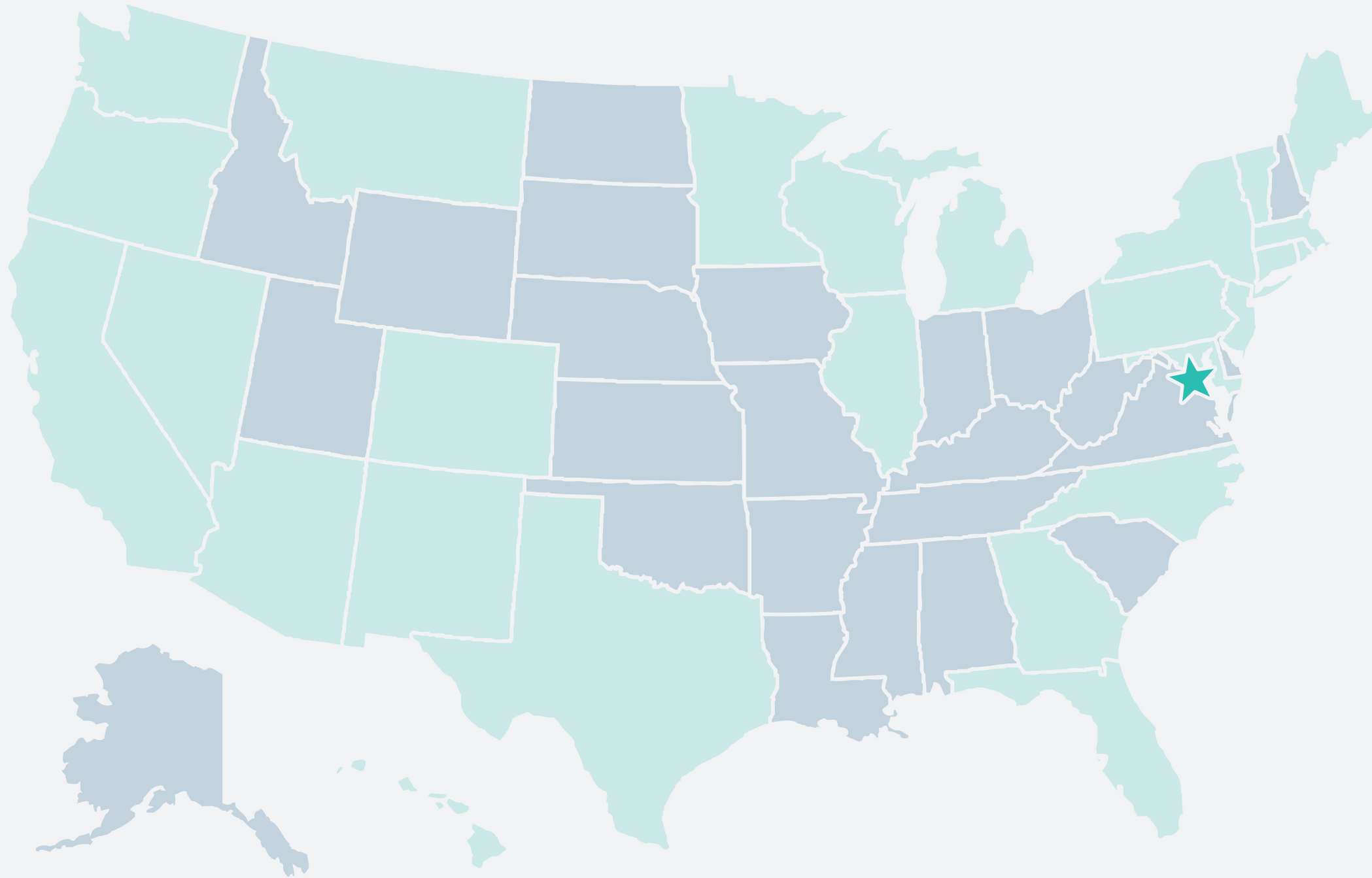
# 2018

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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.

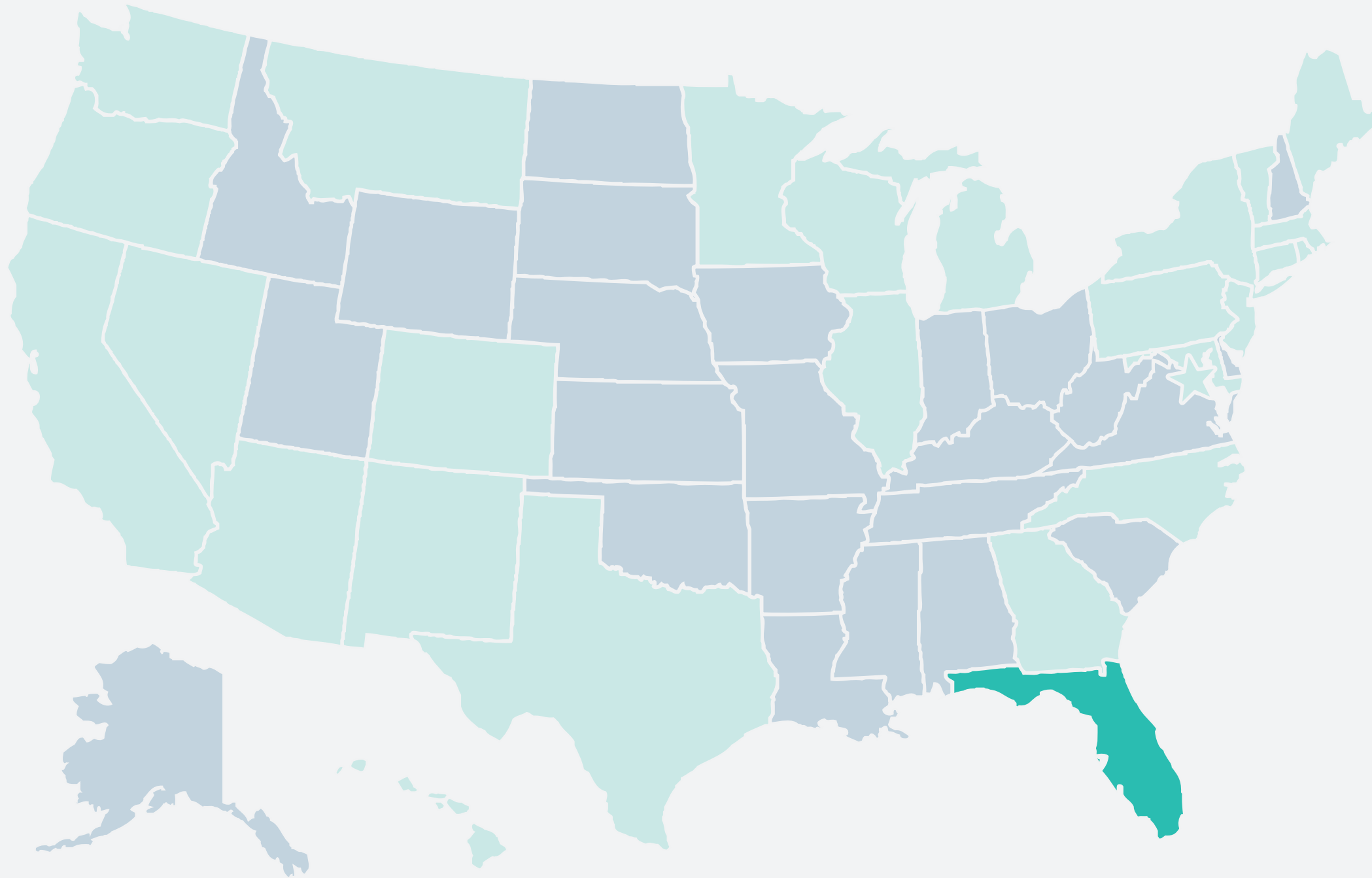


# 2018

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## WINS IN FLORIDA

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

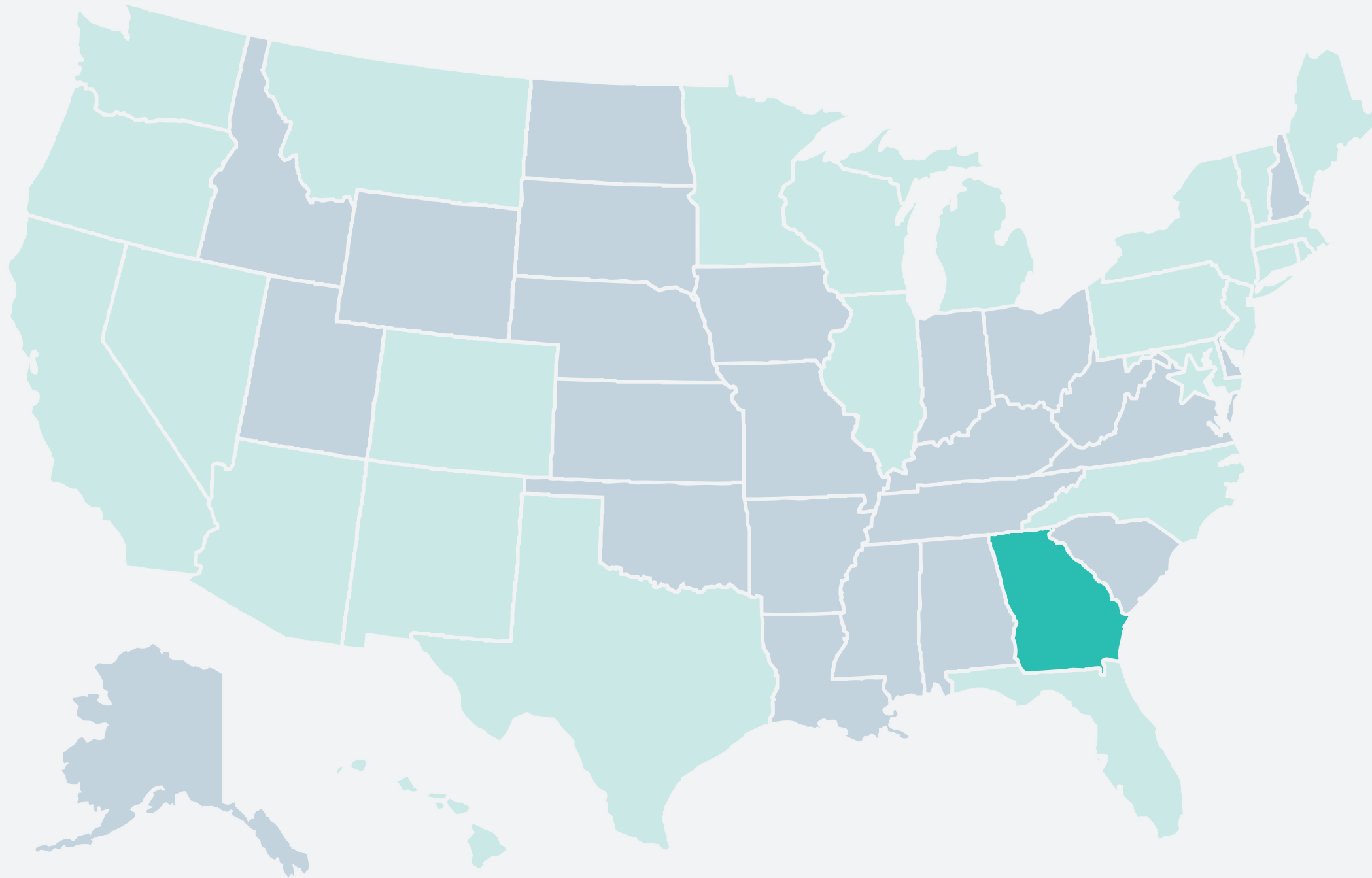


# 2018

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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

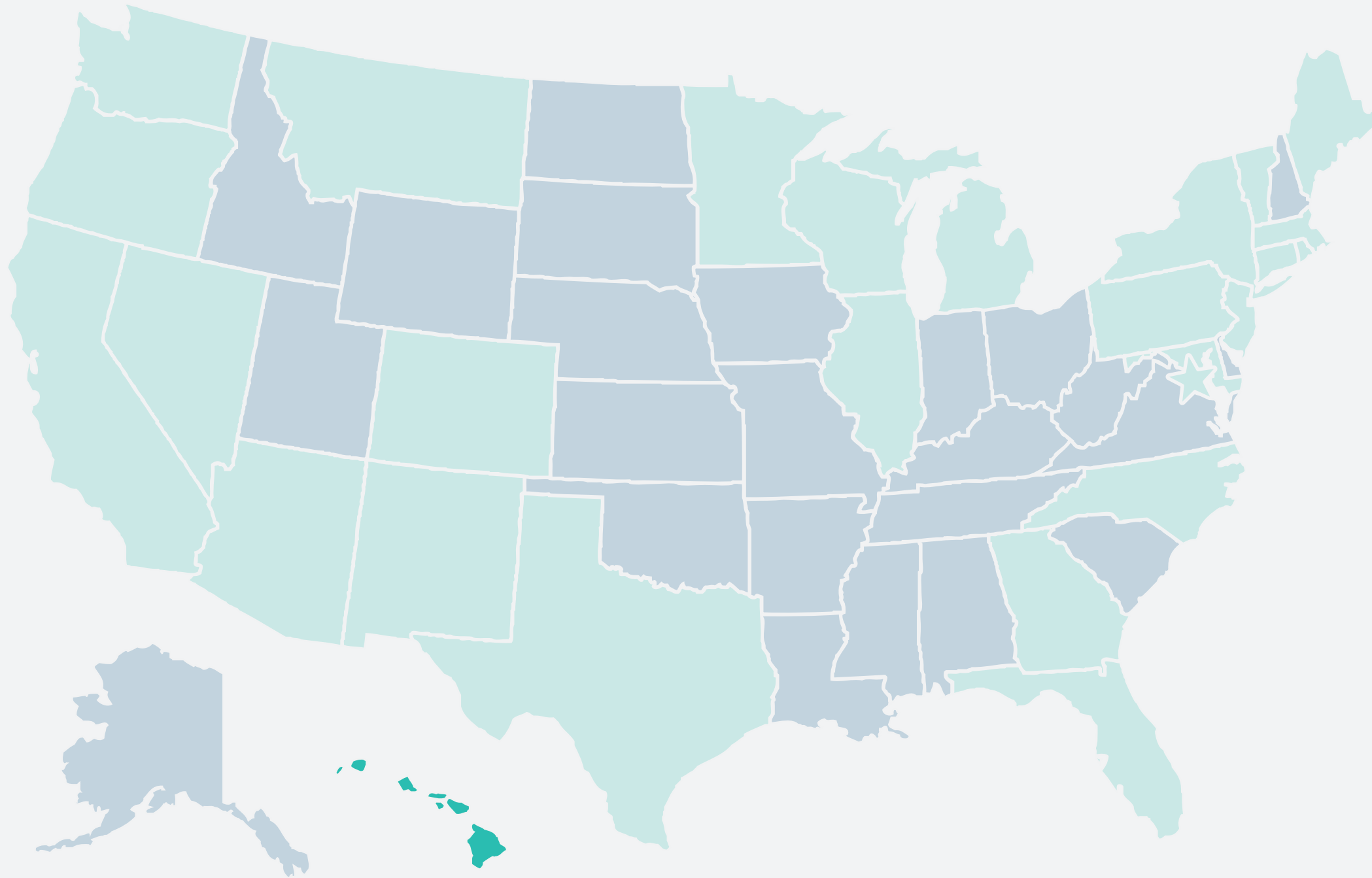
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## WINS IN HAWAII

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.





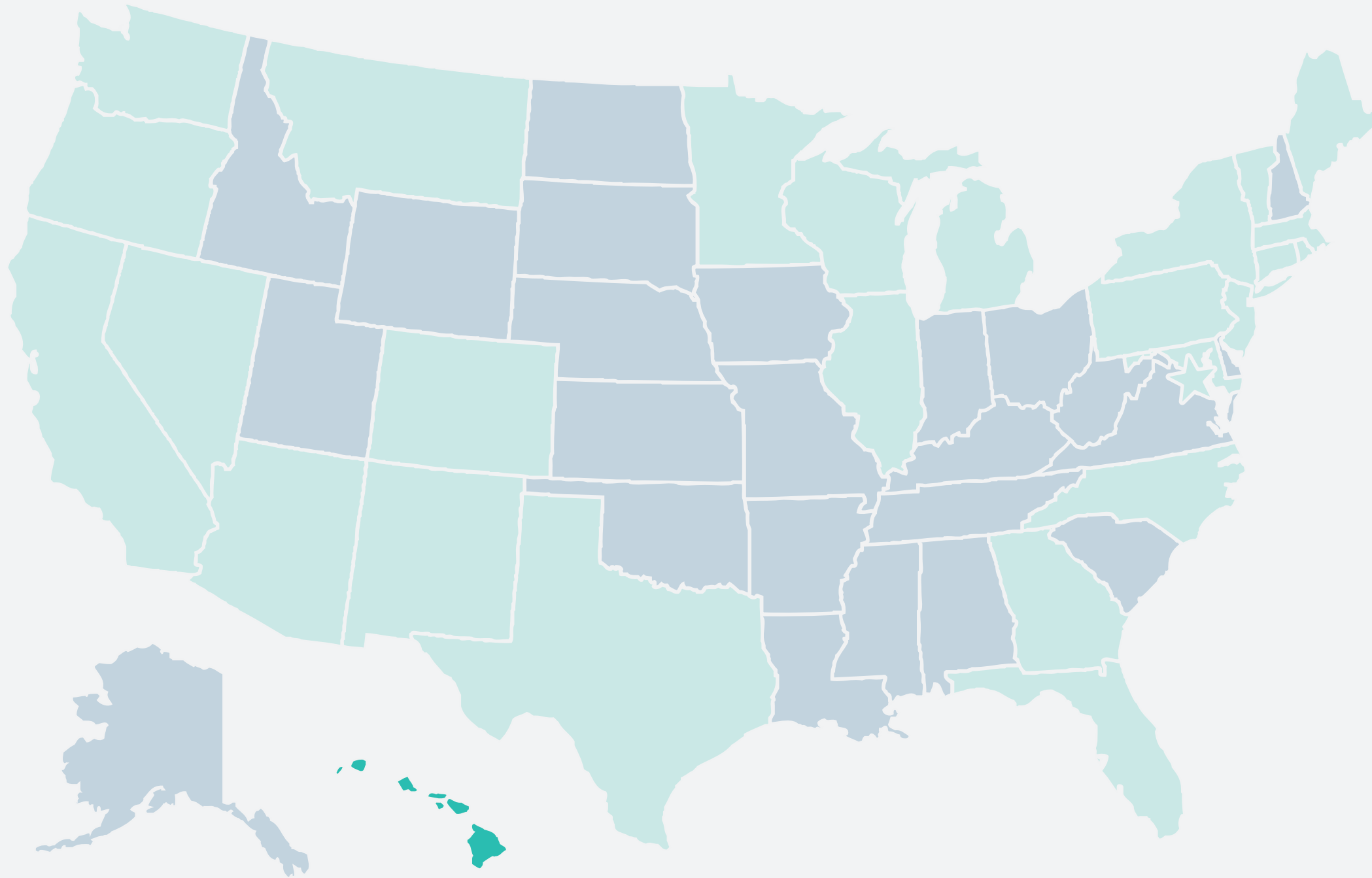
# 2018

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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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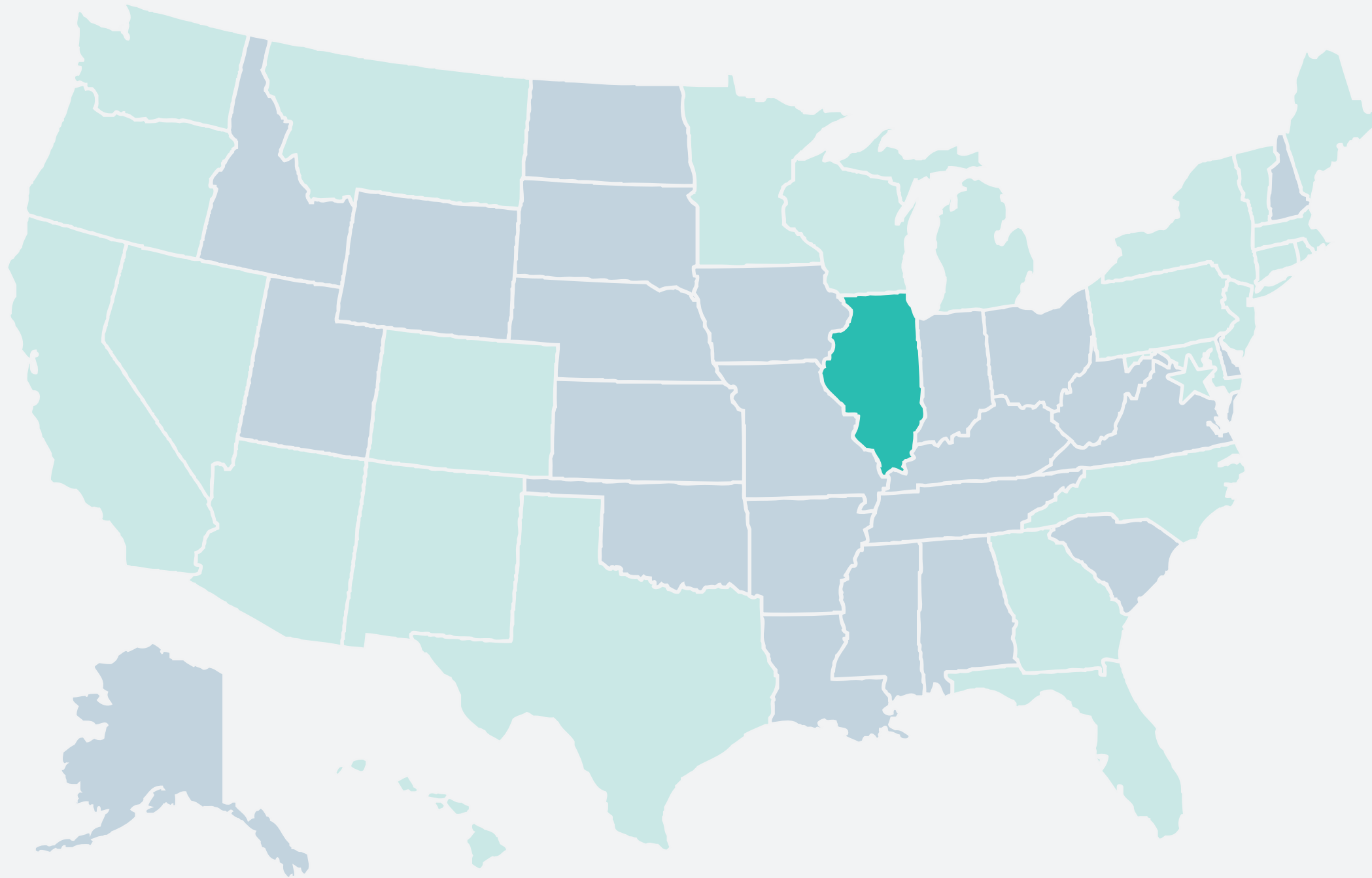
## WINS IN ILLINOIS

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.





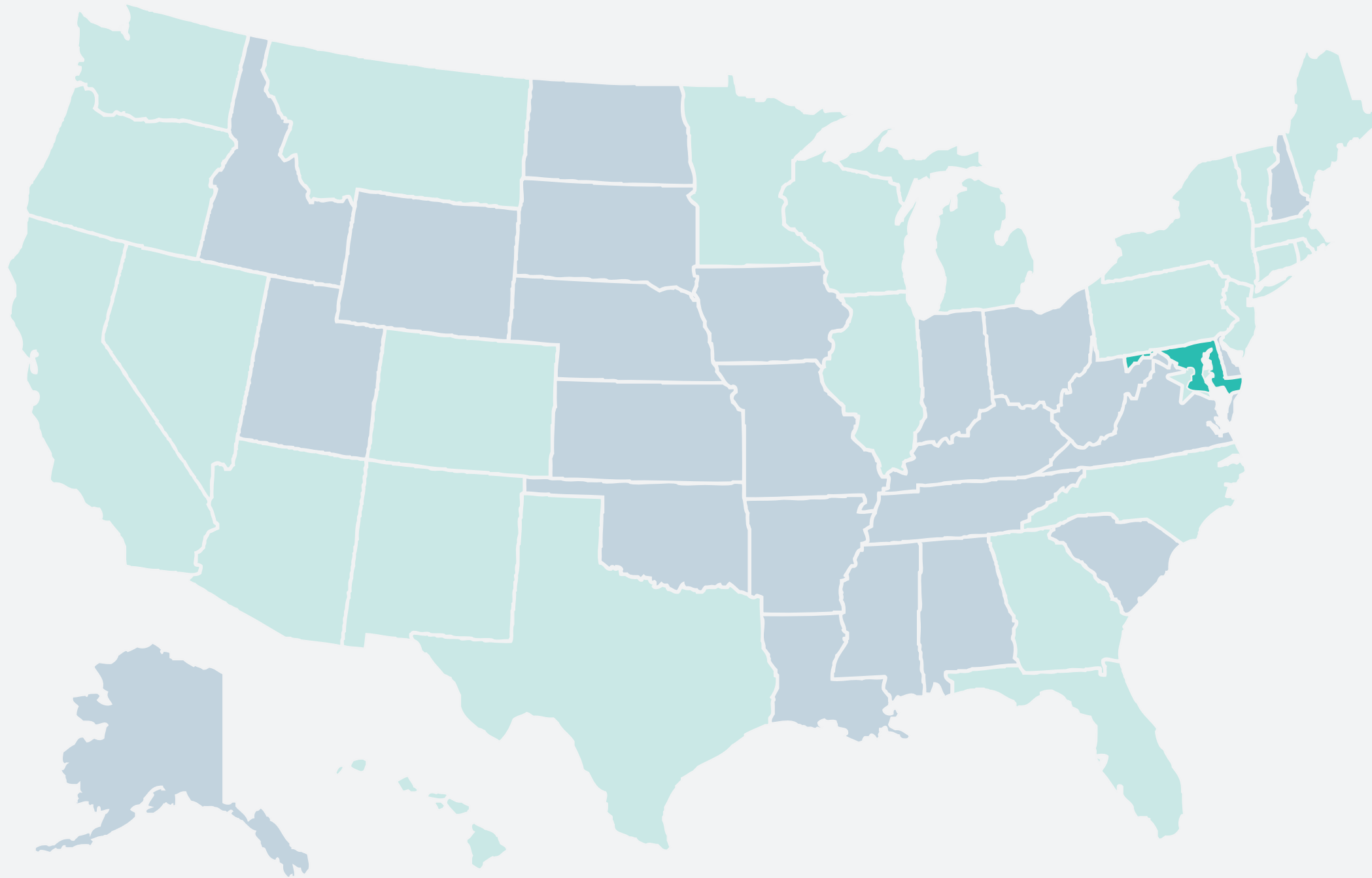
# 2018

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## WINS IN 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.

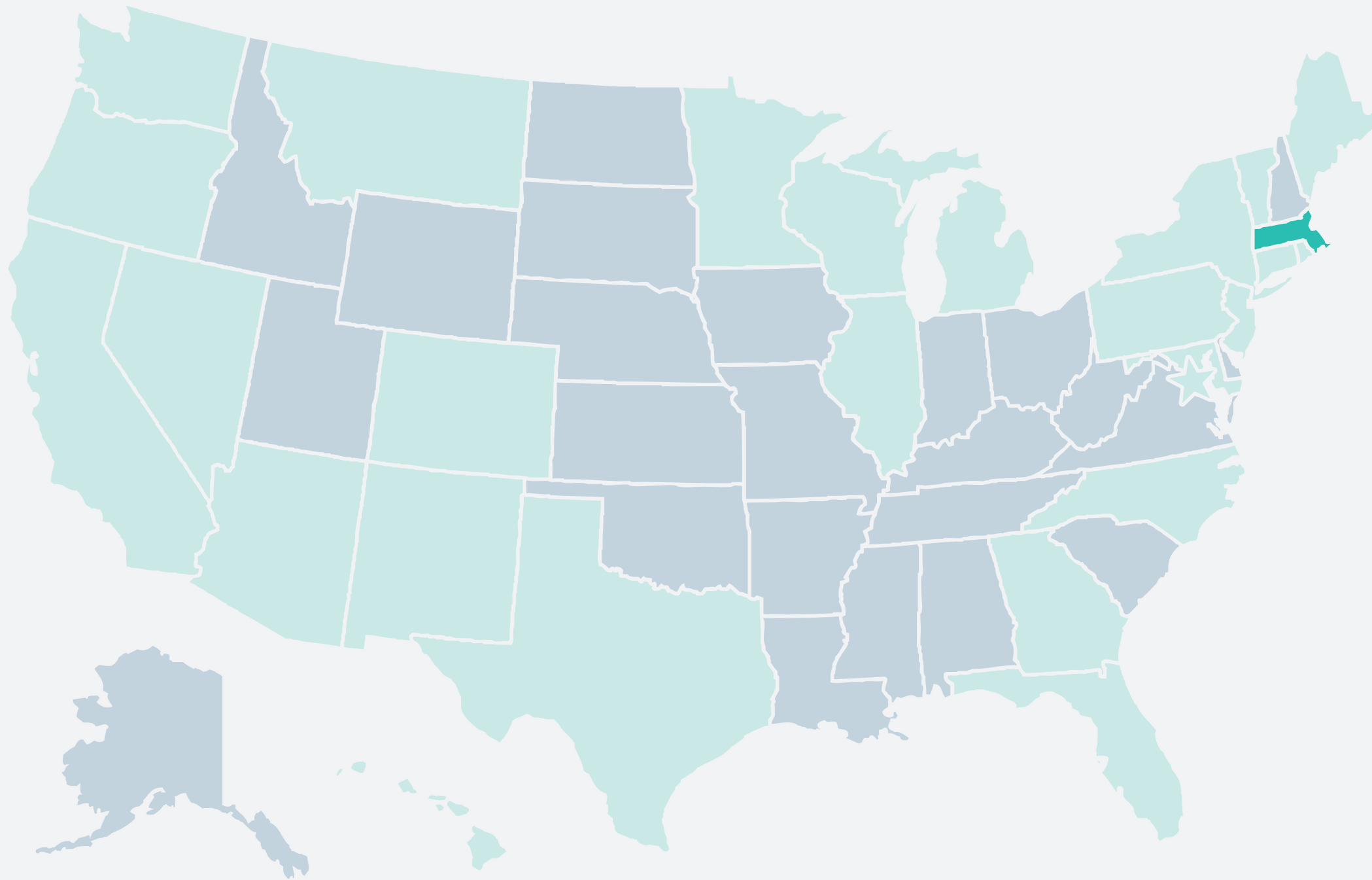


# 2018

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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

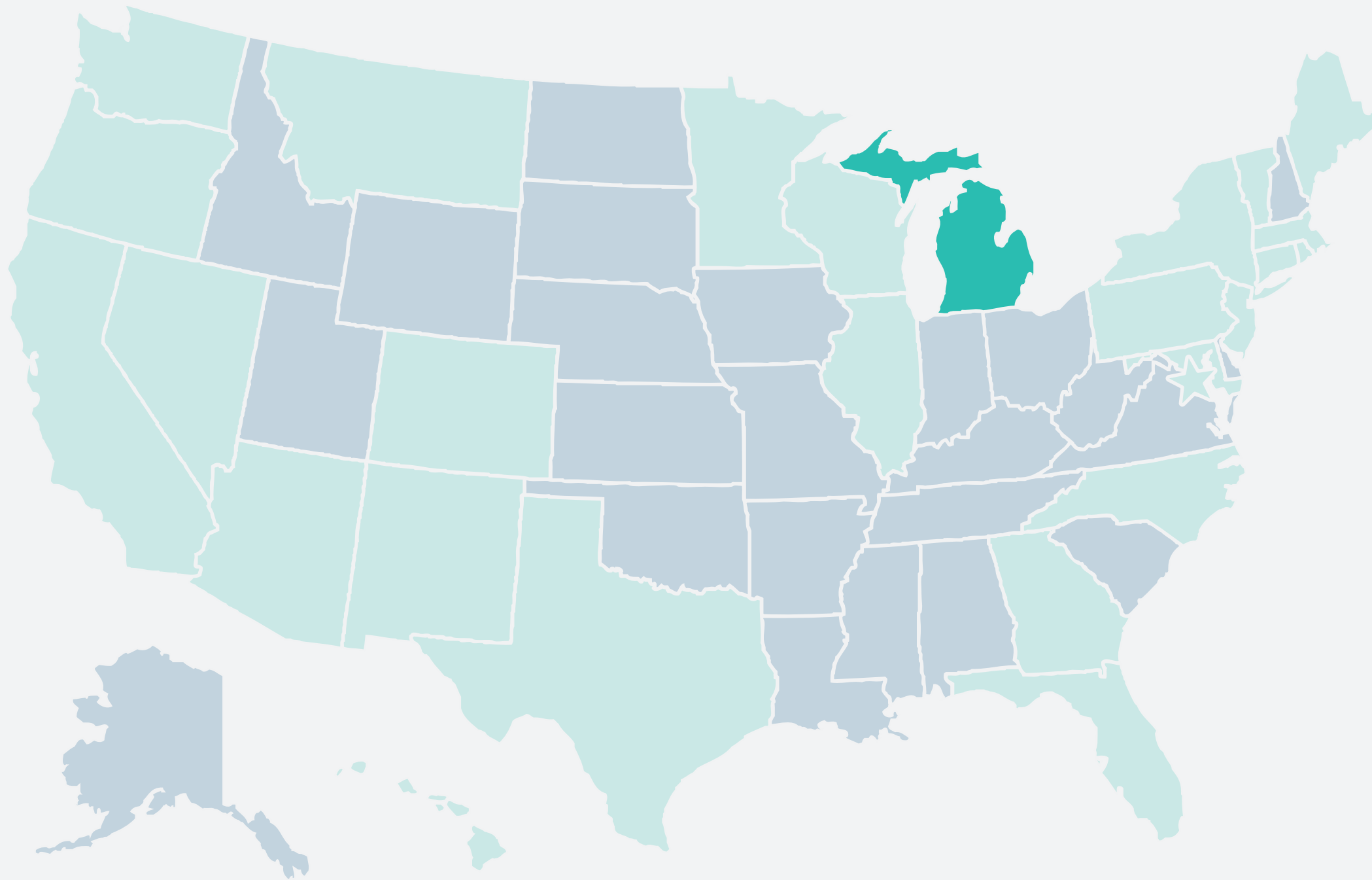
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## WINS IN MICHIGAN

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.



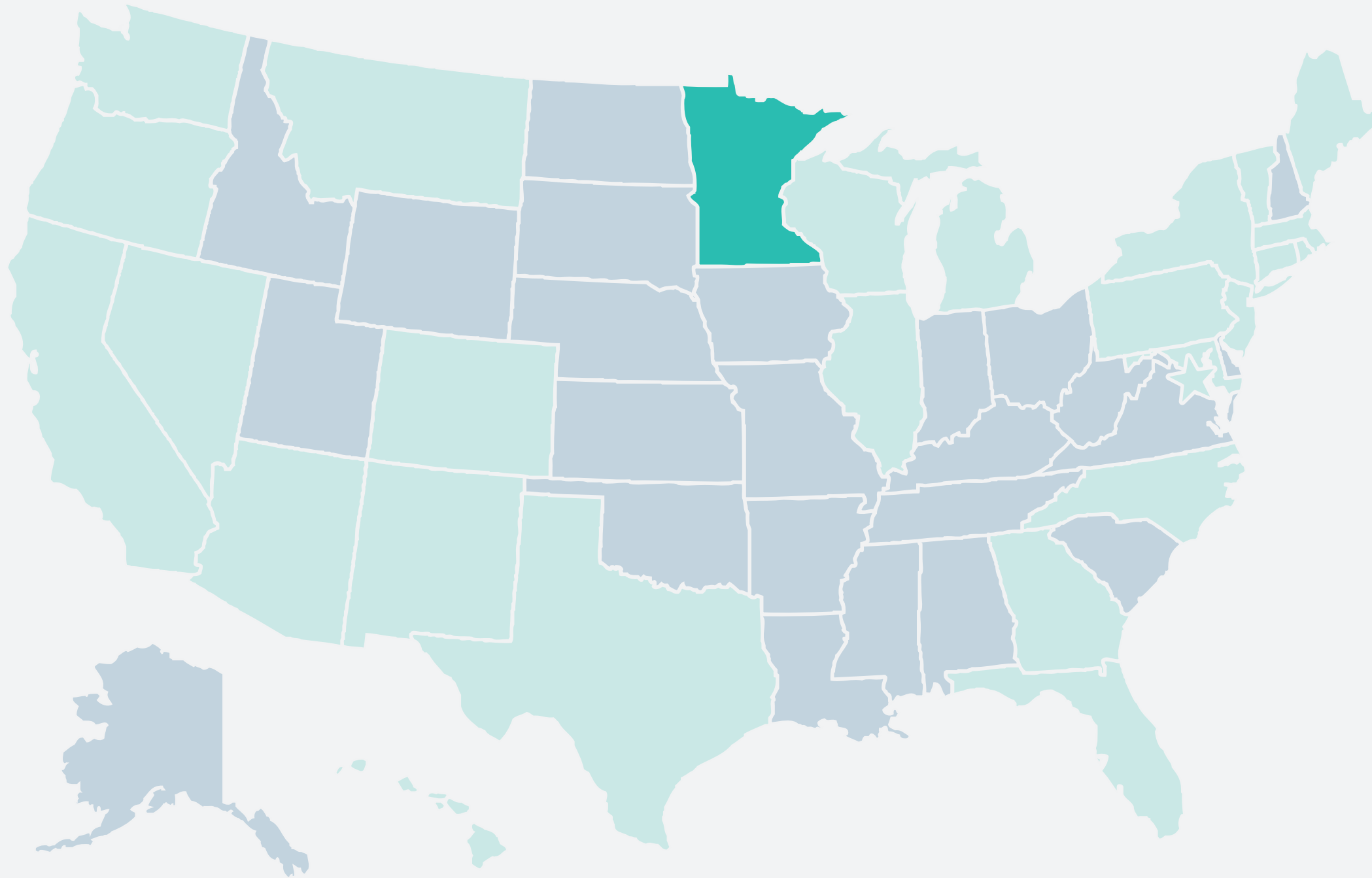
# 2018

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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.



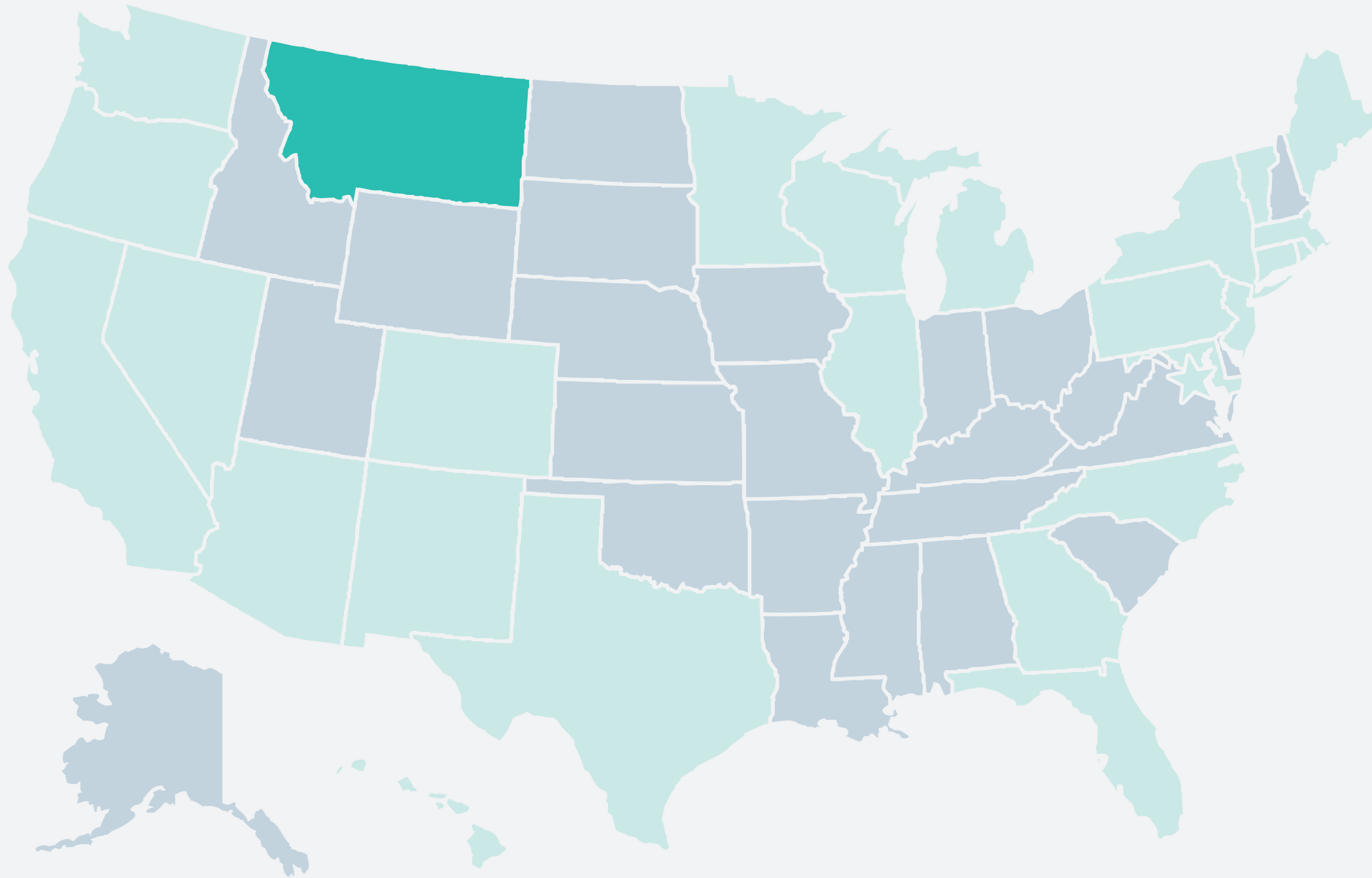
# 2018

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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.





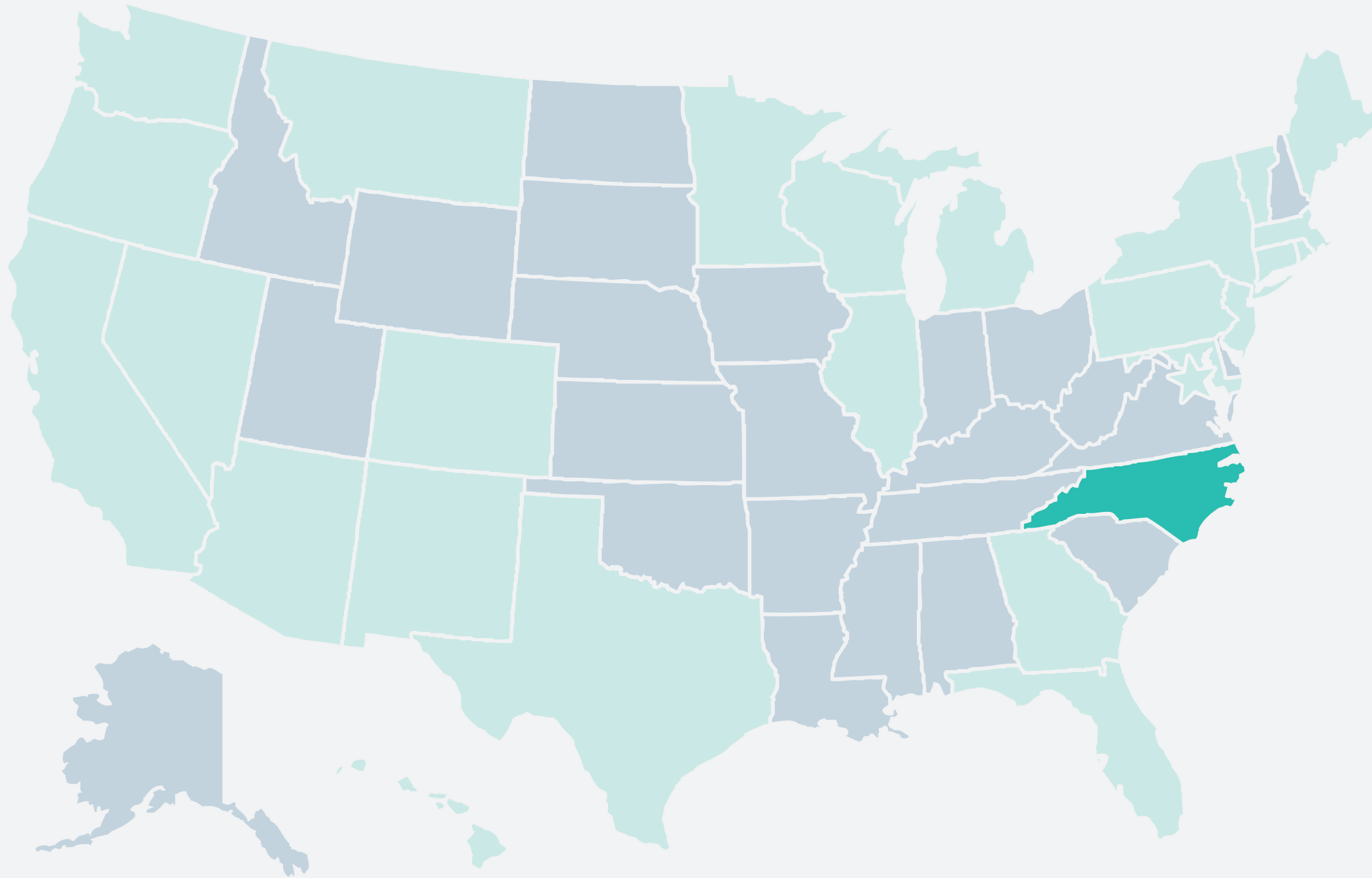
# 2018

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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.

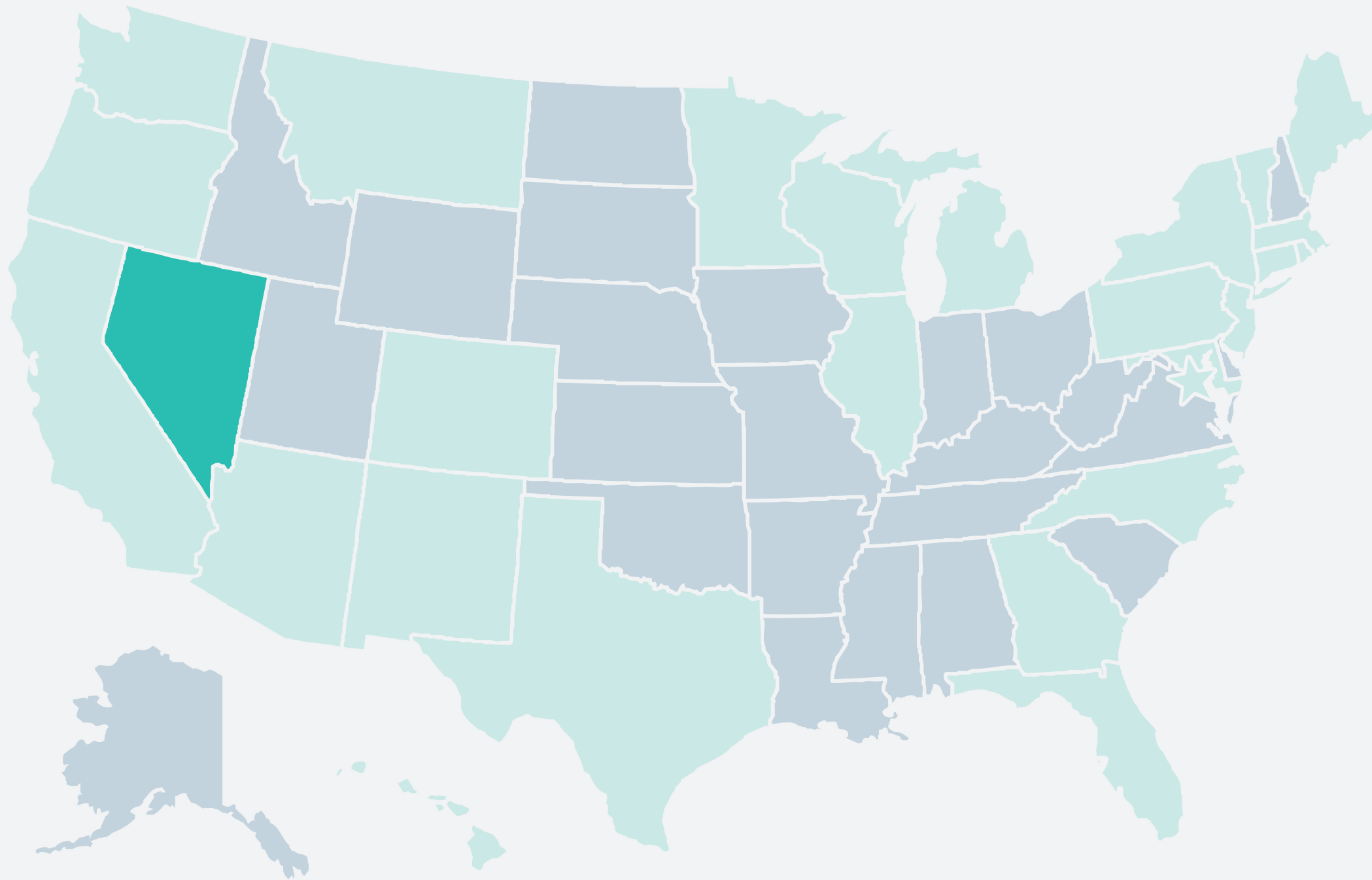


# 2018

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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

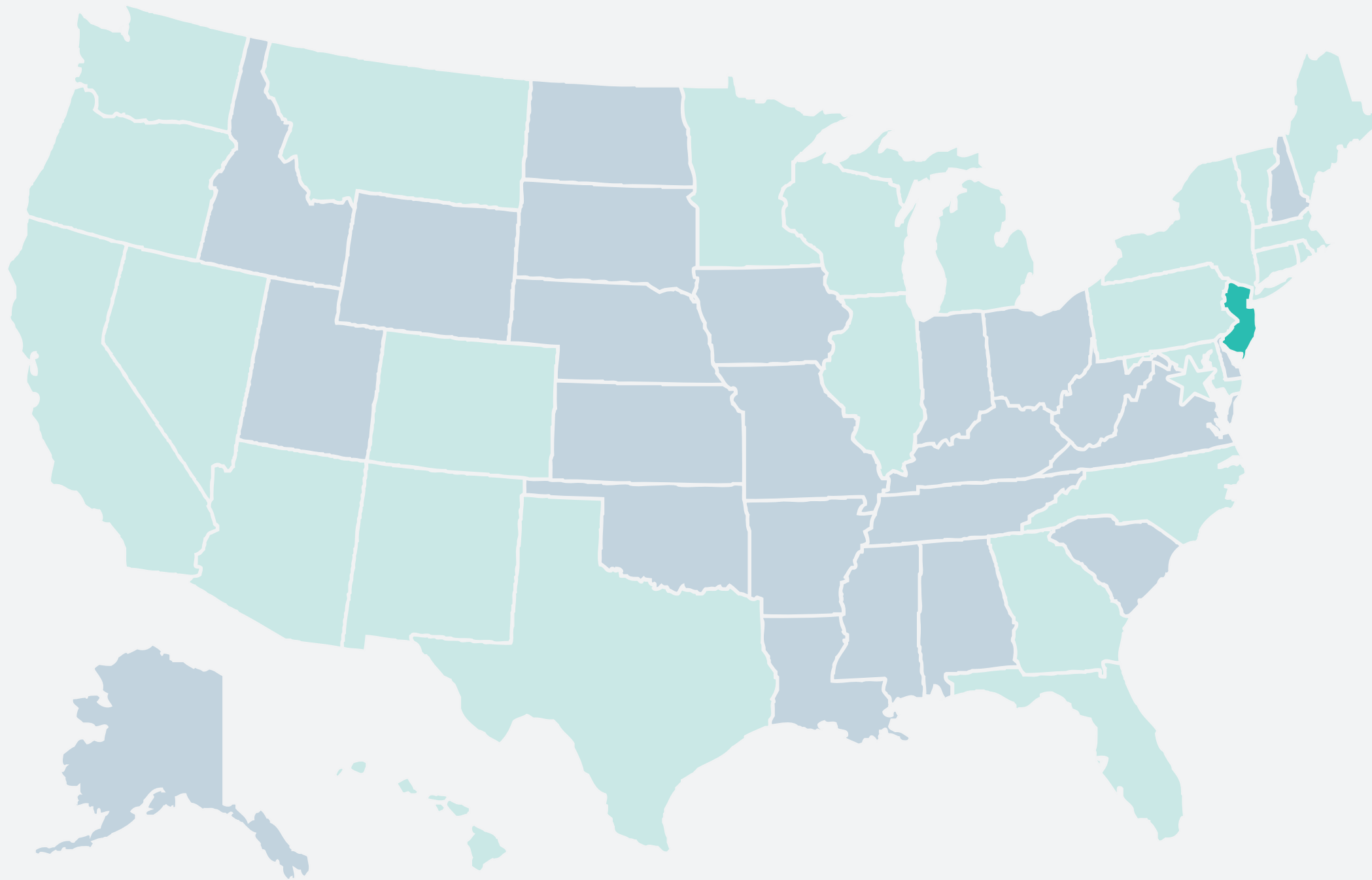
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## WINS IN NEW JERSEY

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.



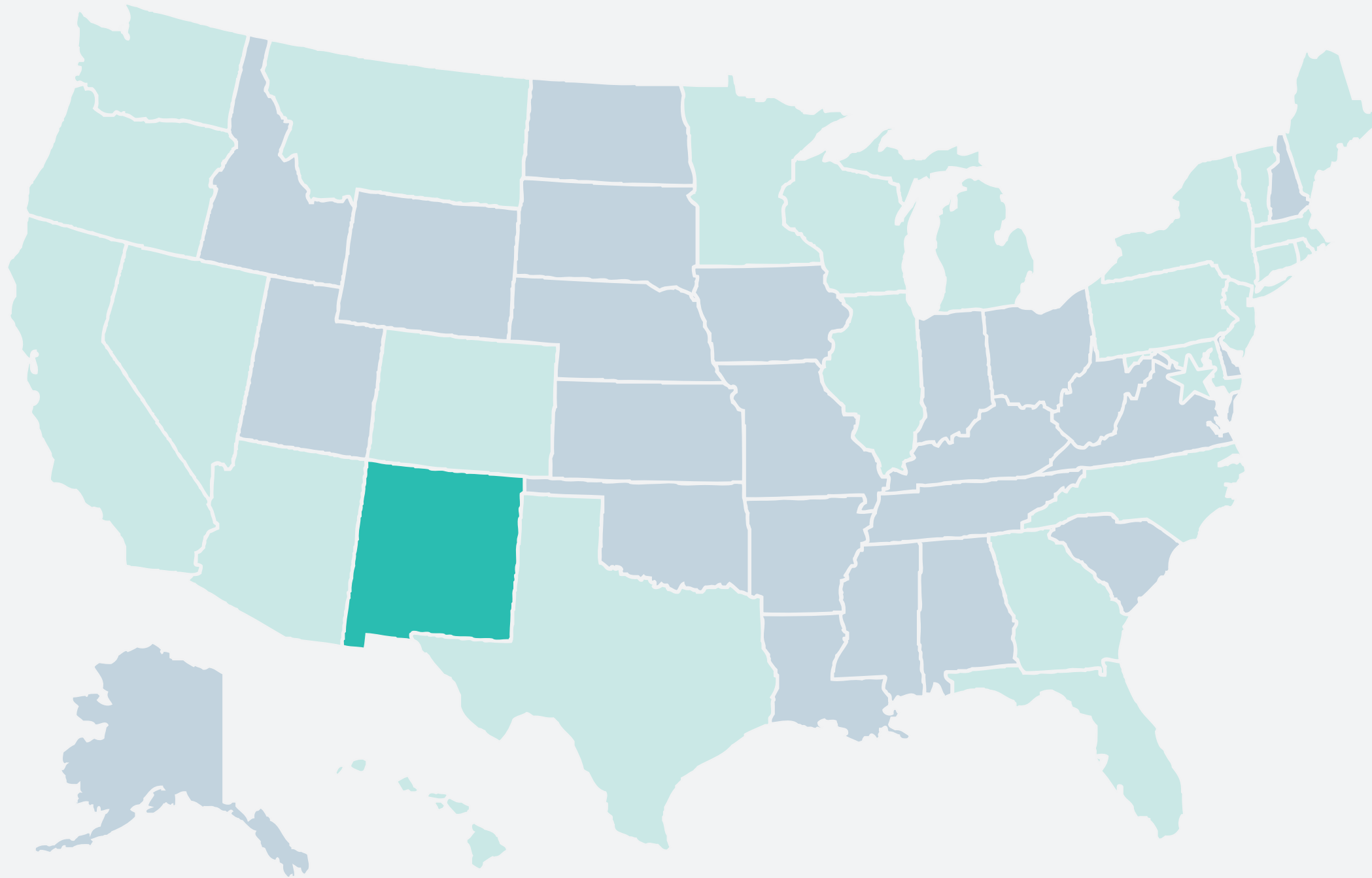
# 2018

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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

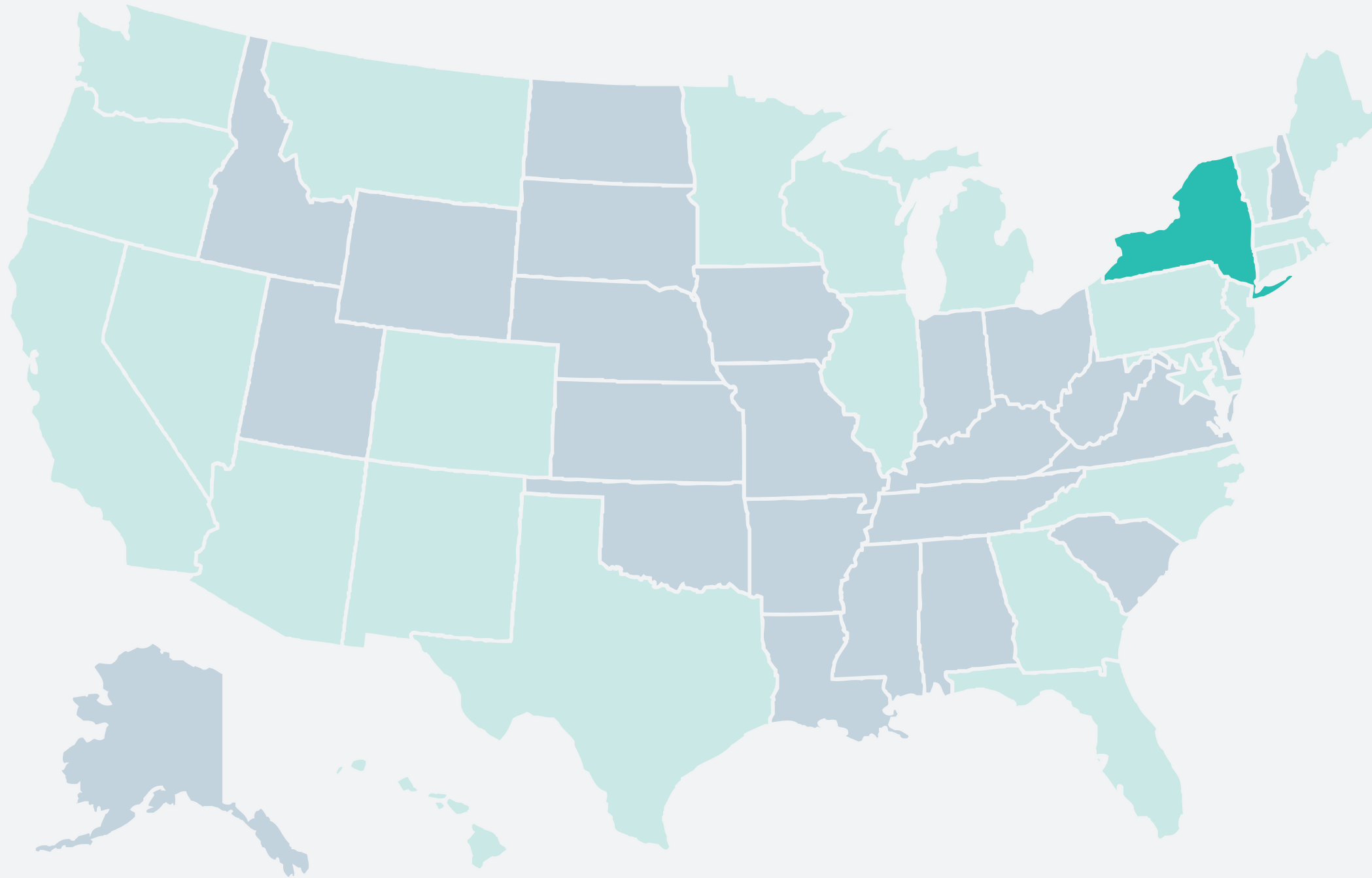
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## WINS IN NEW YORK

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.

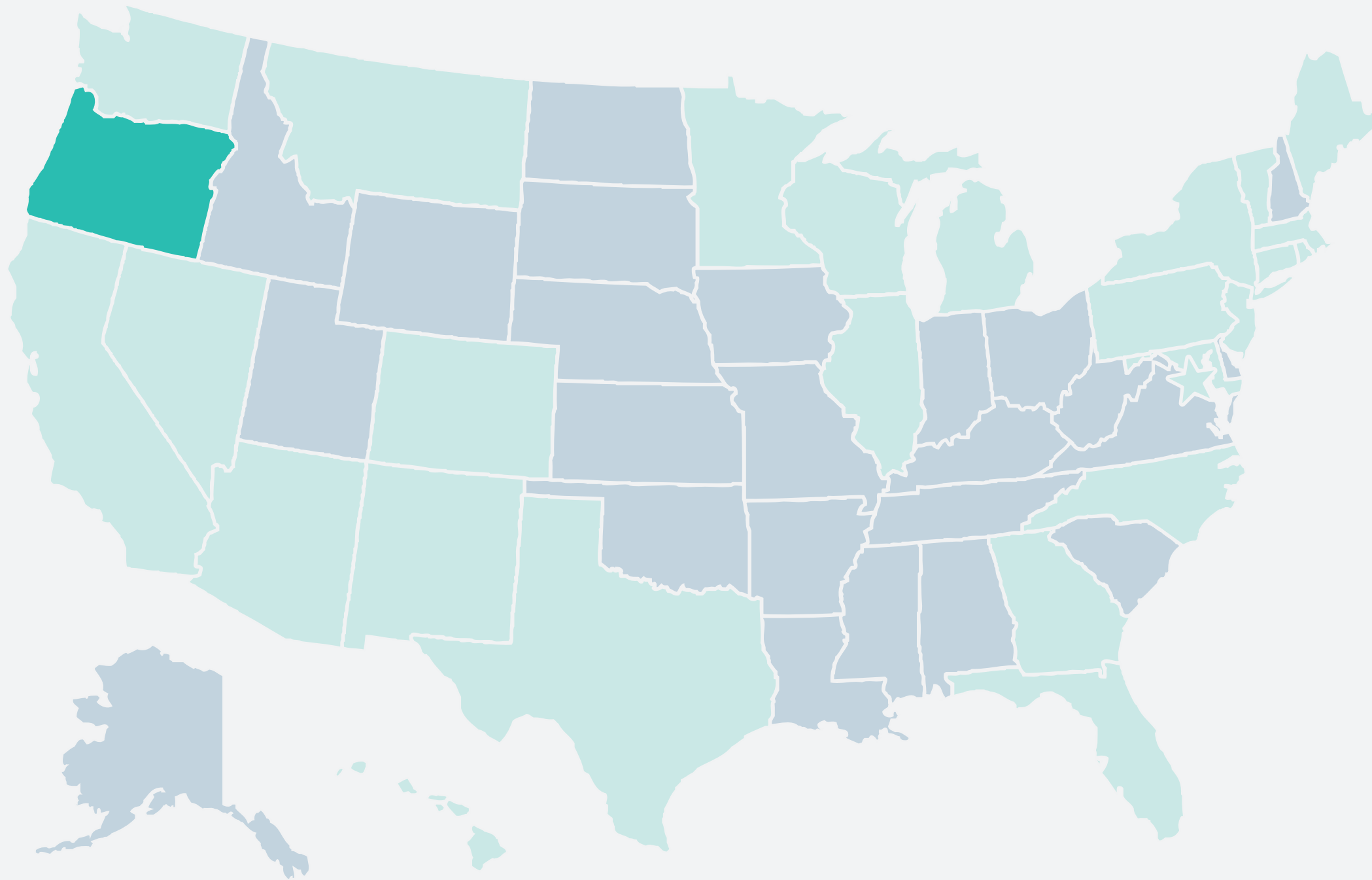


# 2018

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## WINS IN OREGON

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



# 2018

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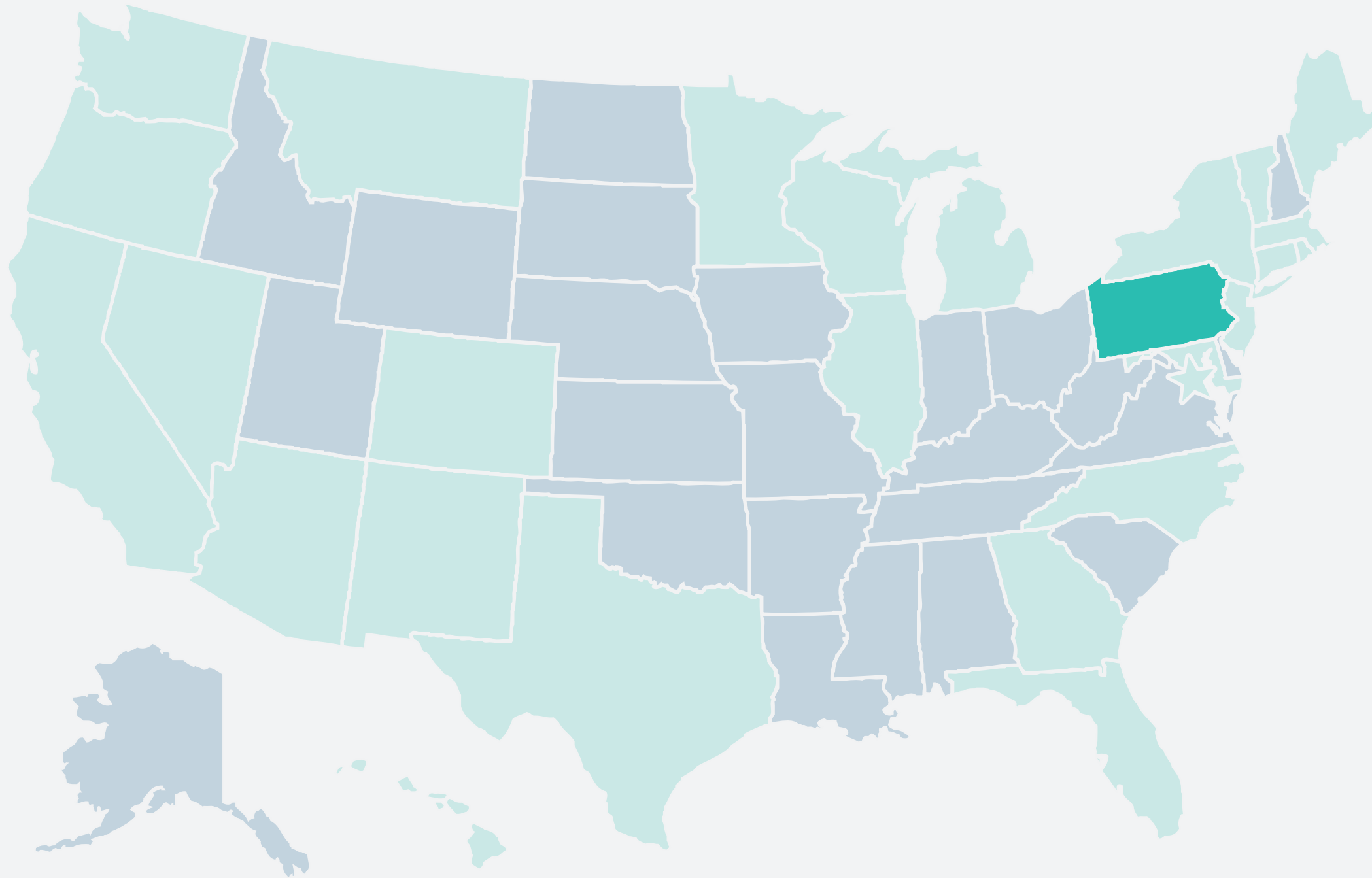
## WINS IN PENNSYLVANIA

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.



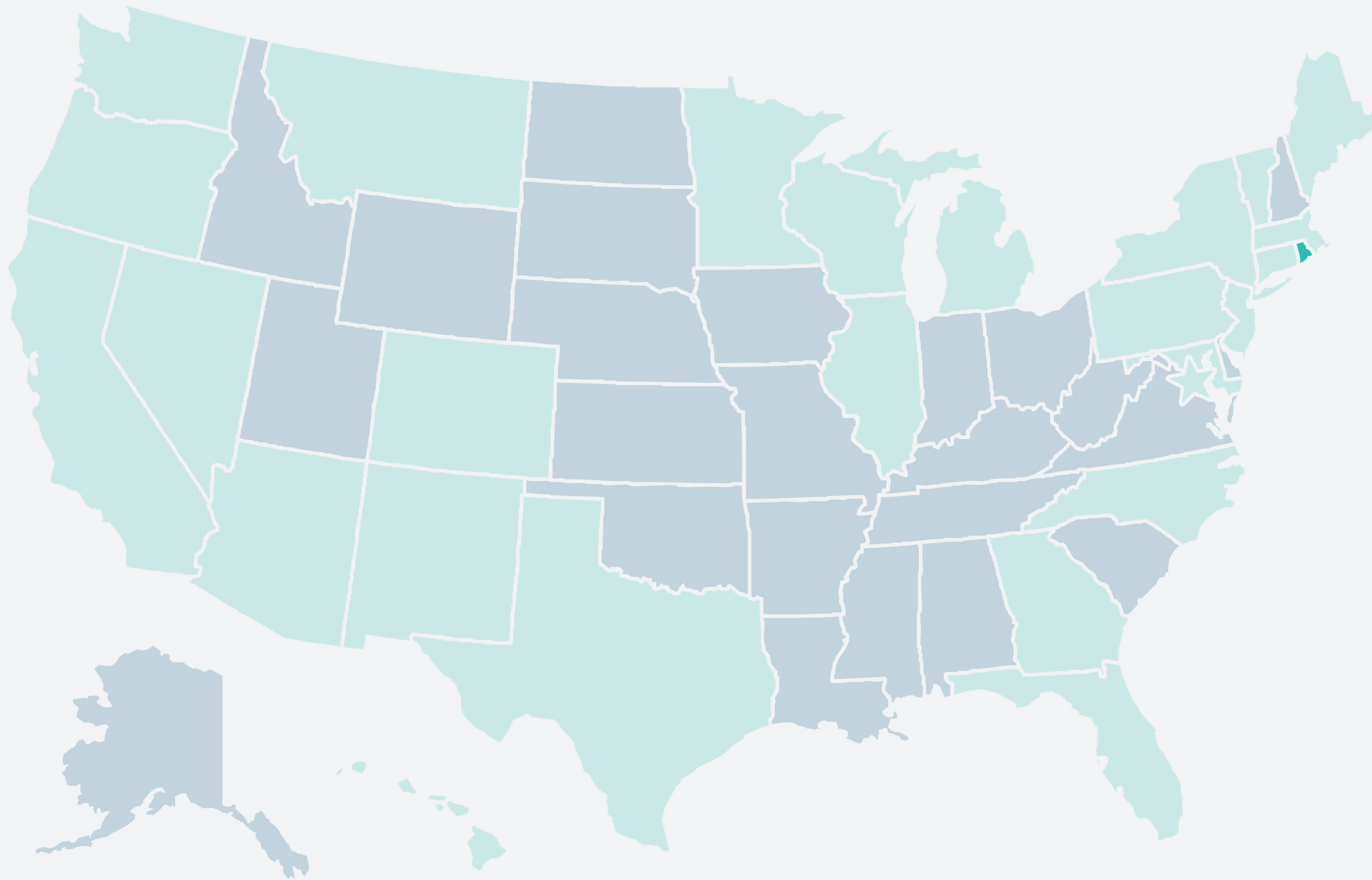
# 2018

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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

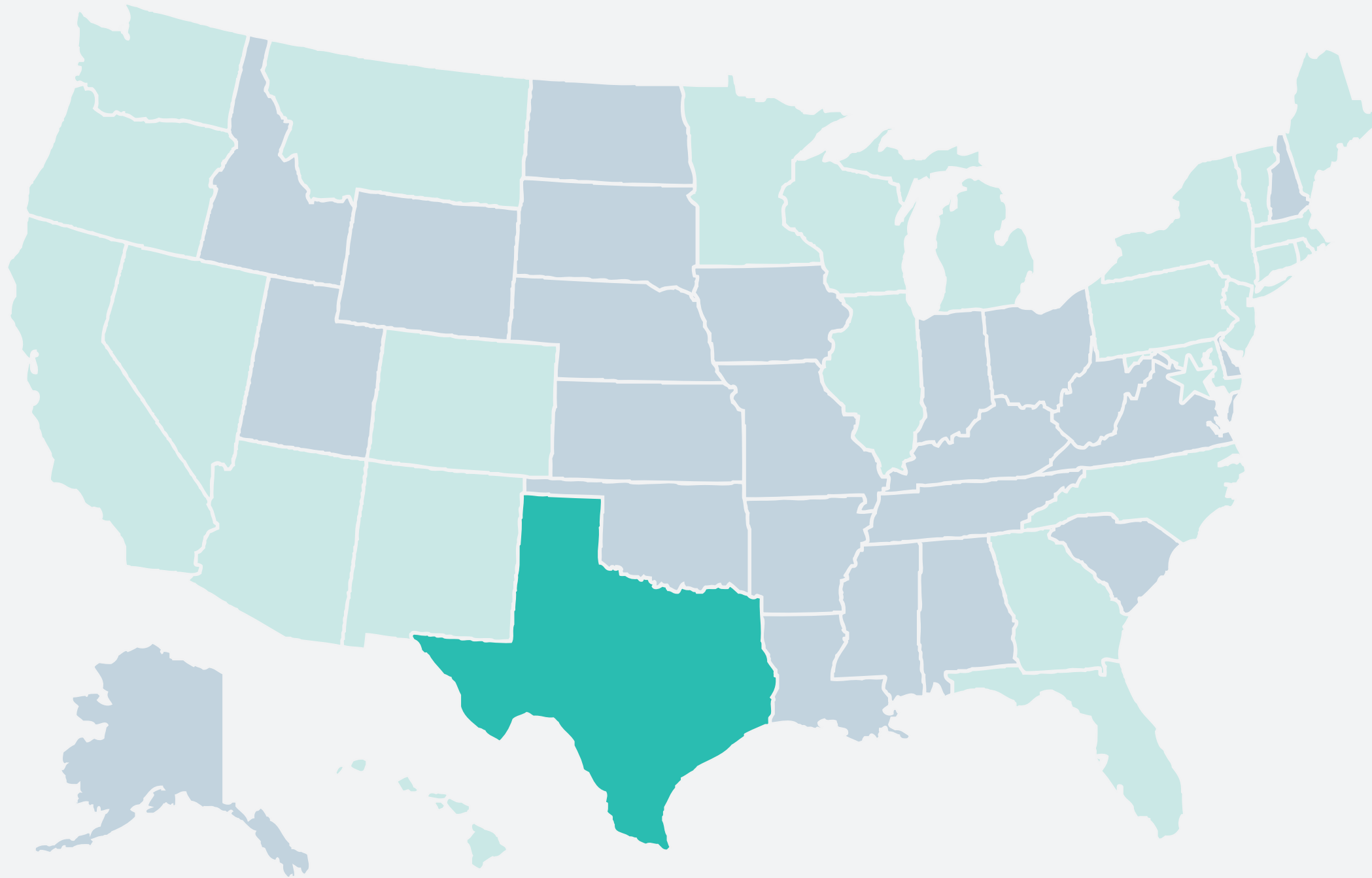
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## WINS IN TEXAS

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.



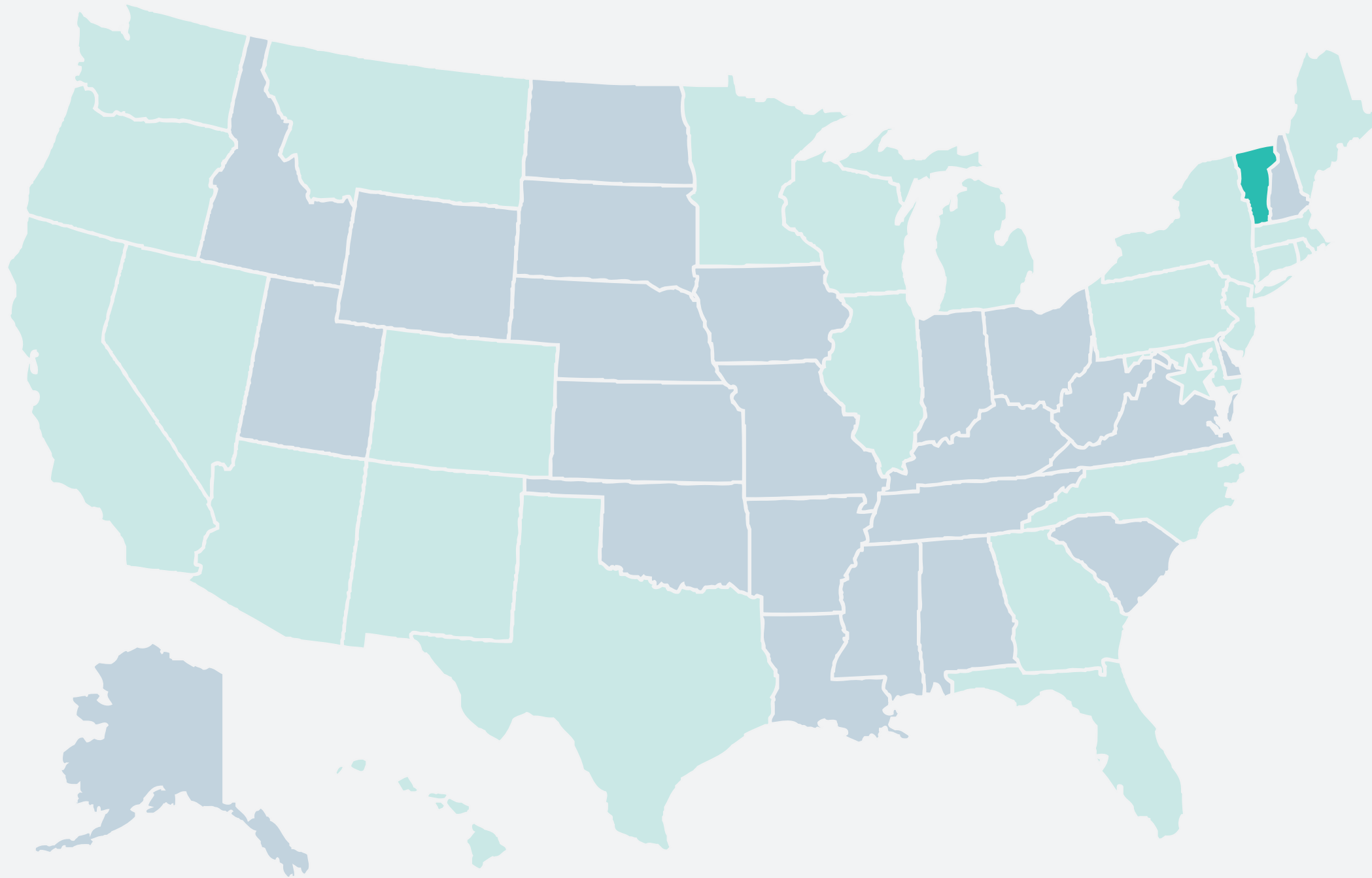
# 2018

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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.



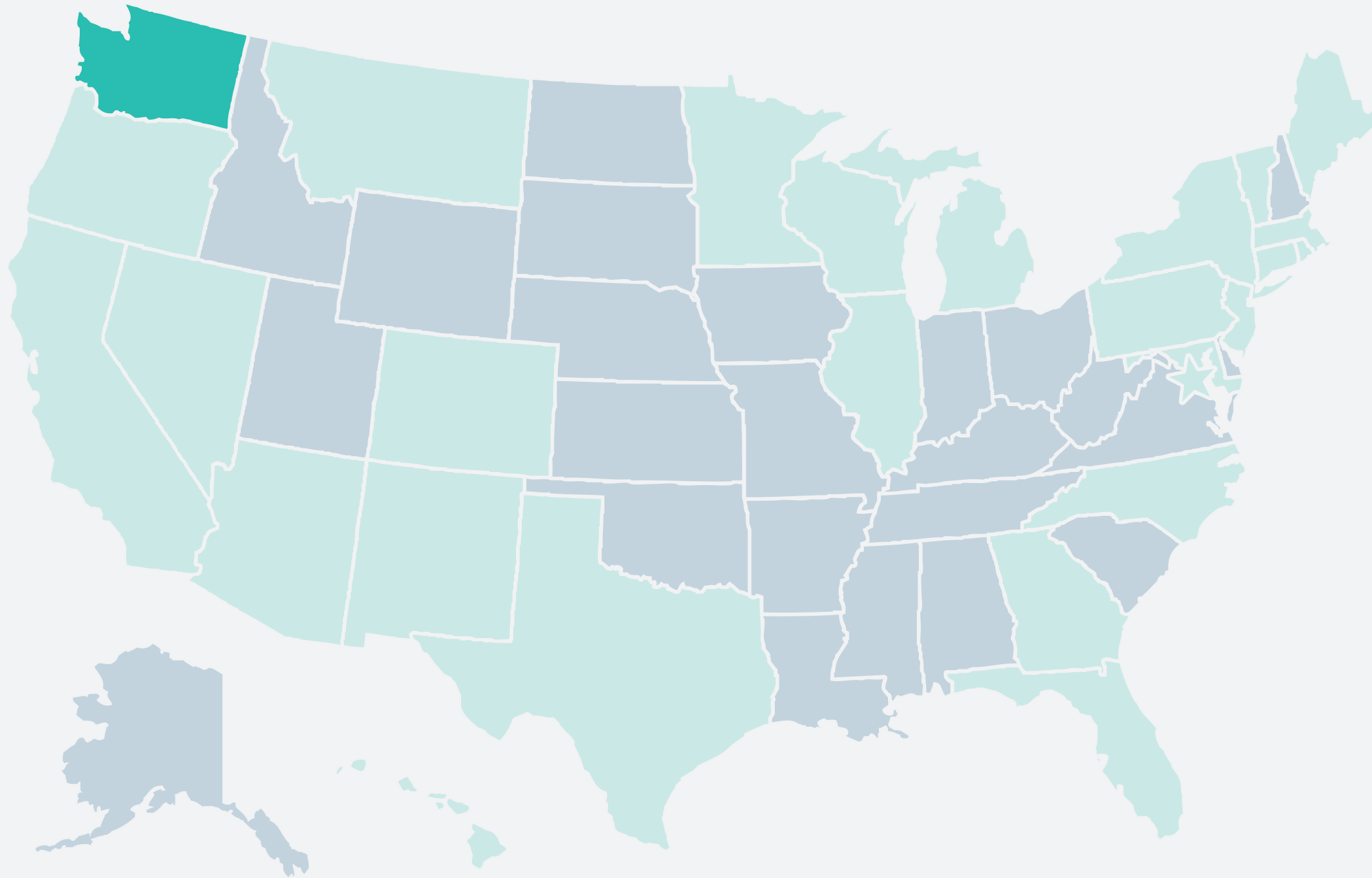
# 2018

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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

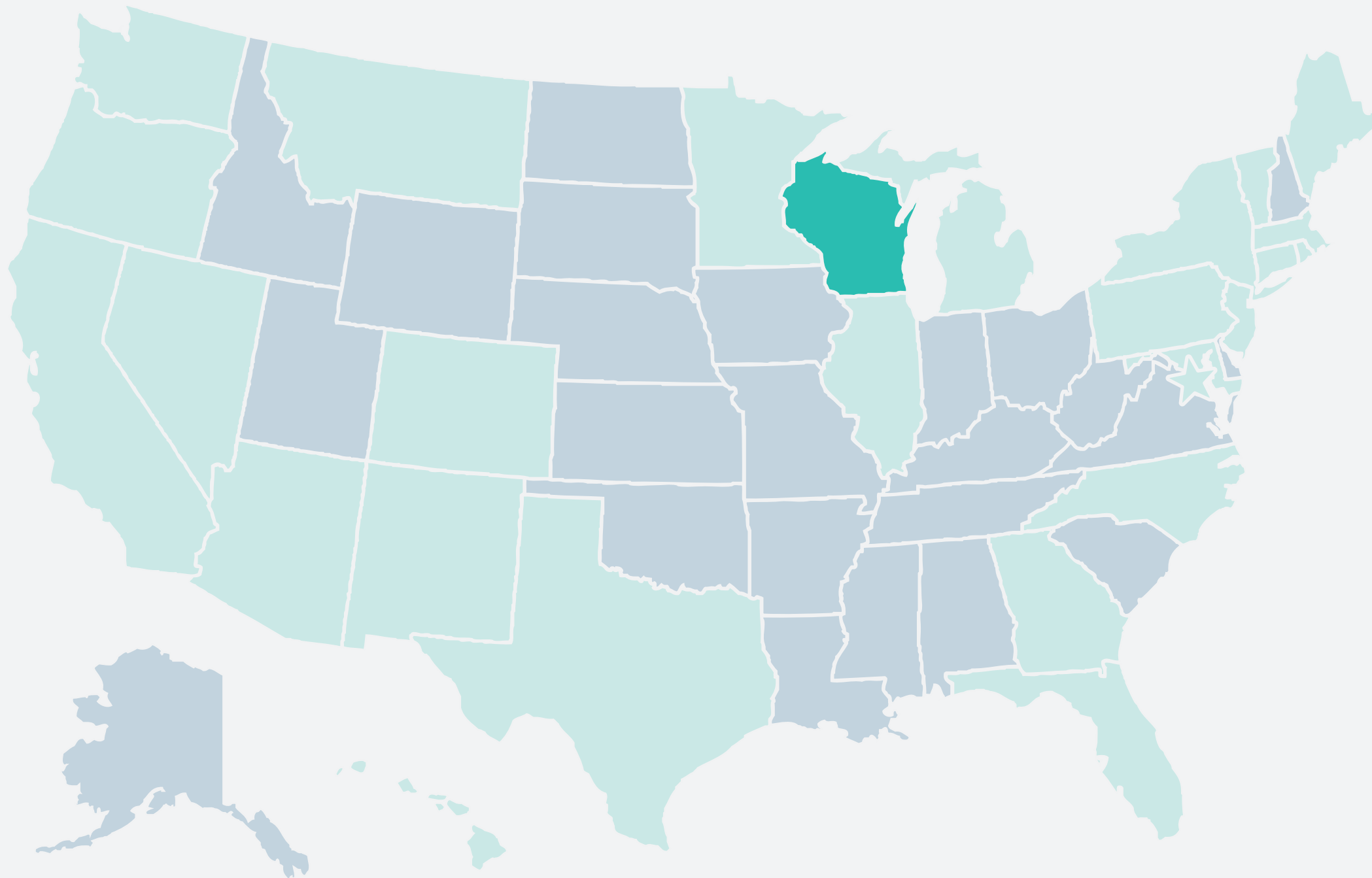
Legislature considers Paid Family Leave Insurance bill (WIFI) with support from more than 60 coalition partners.

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.



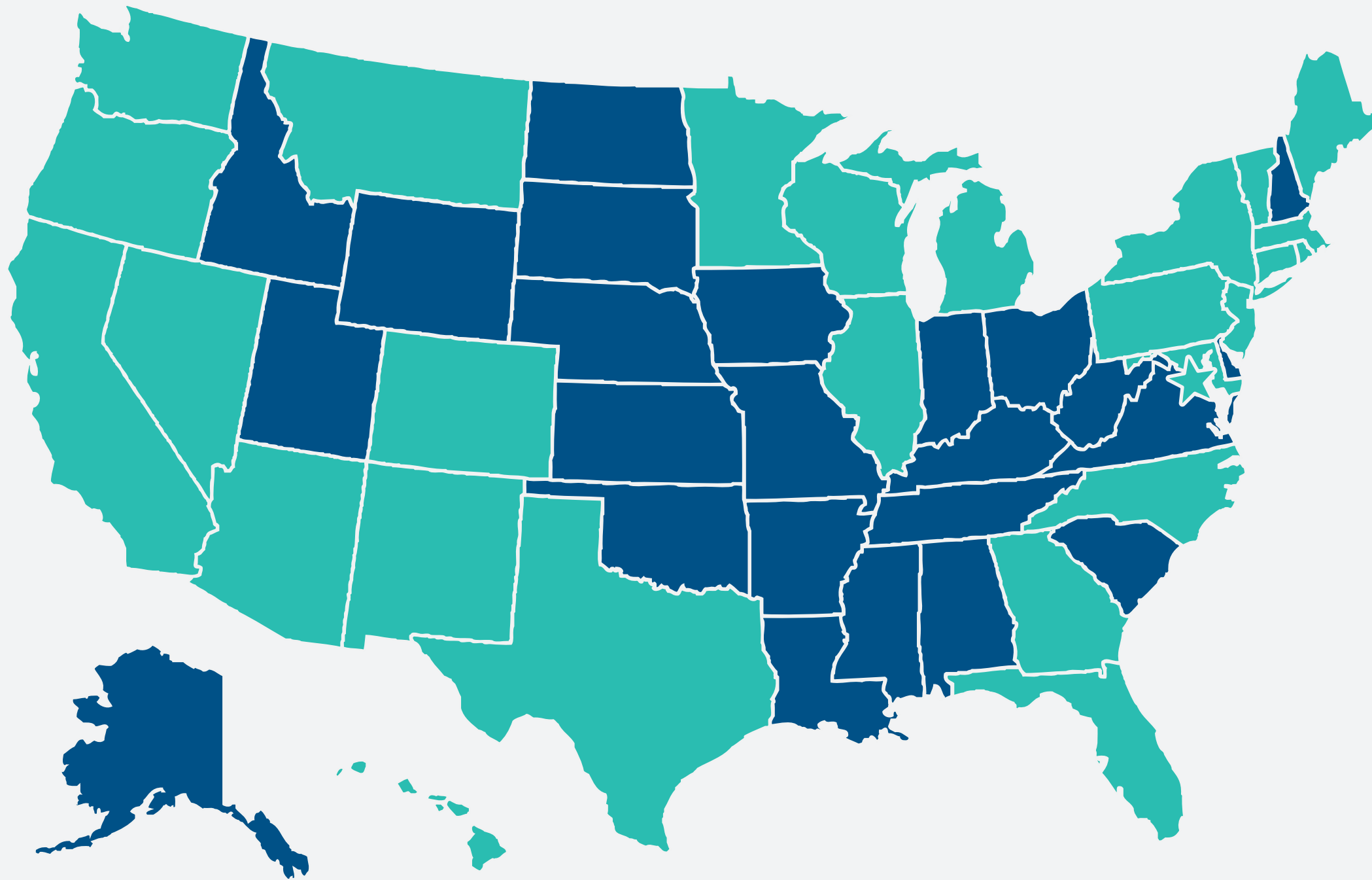
# 2019

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## THIS YEAR

The network gets two more paid leave wins in Connecticut and Oregon—the strongest in the country.

In just three years, the network tripled the number of states with paid leave programs.

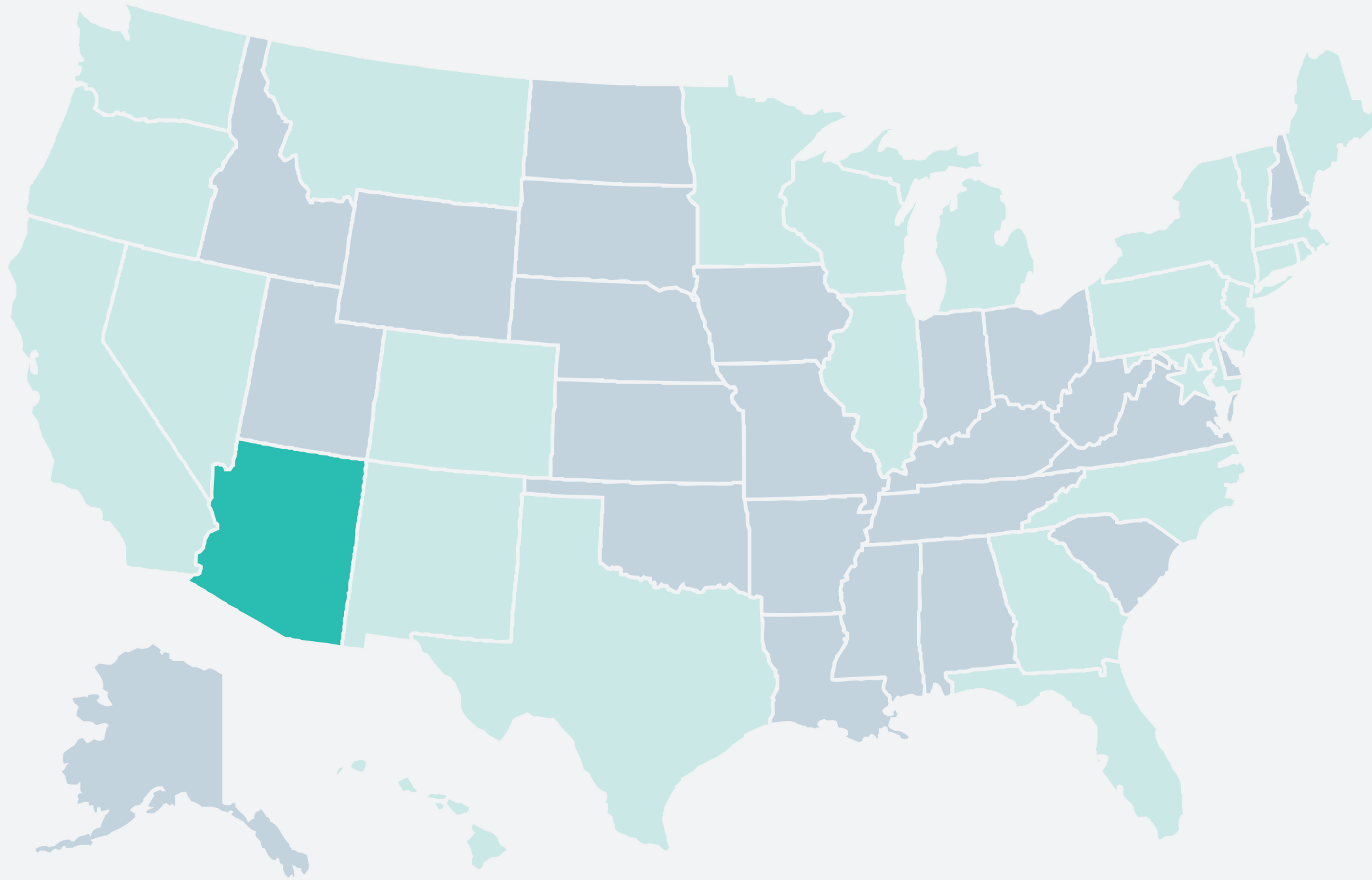


# 2019

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## WINS IN ARIZONA

The Arizona Supreme Court affirms that local governments can go beyond a statewide standard in minimum wages and benefits such as time off.



# 2019

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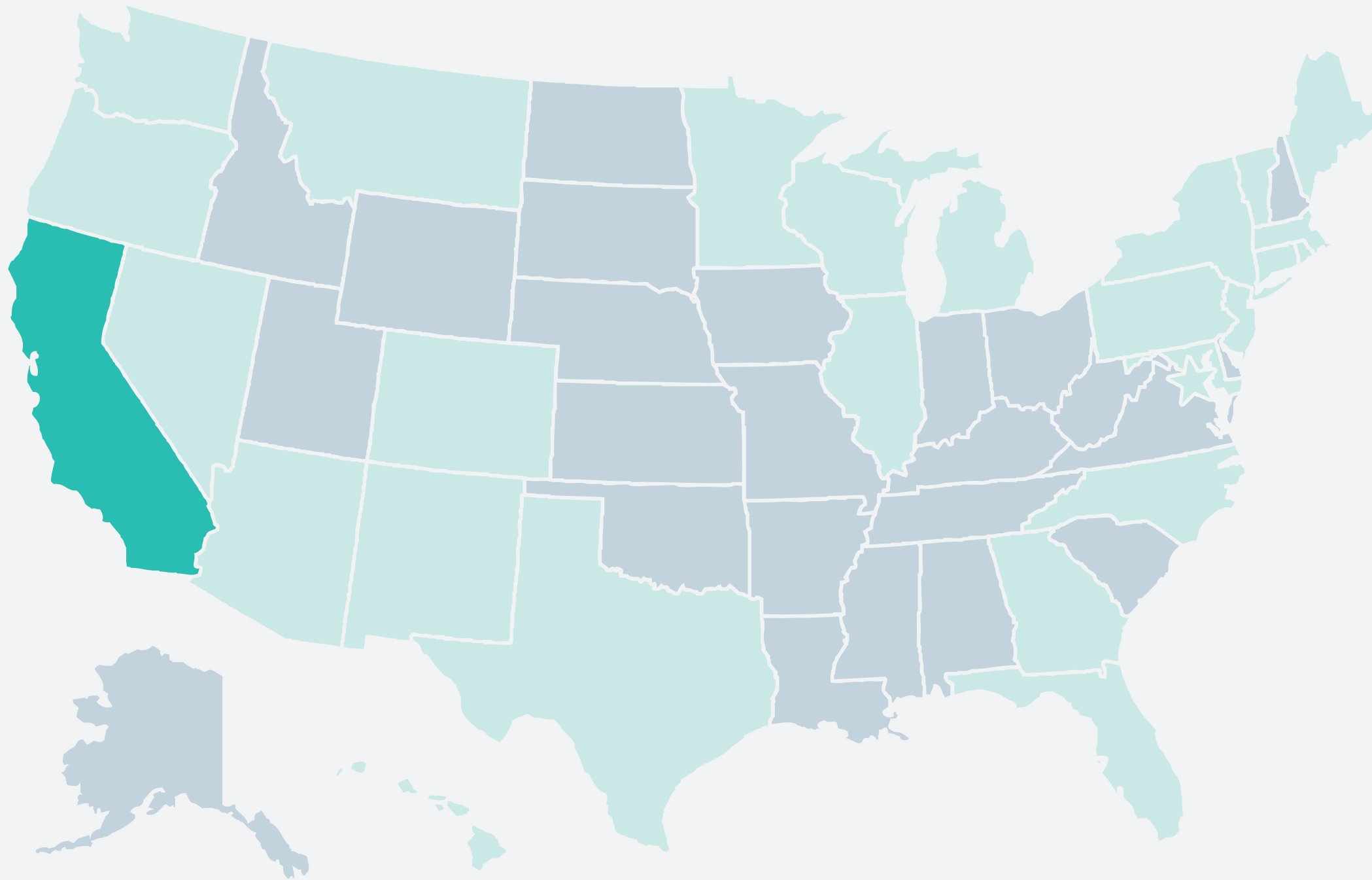
## WINS IN CALIFORNIA

The legislature passes and Governor Gavin Newsom signs a bill to Stop the Misclassification of Workers, enacting a new standard to protect the rights of many gig employees.

The Los Angeles City Council introduces an ordinance to have employers close the wage replacement gap for those using the state paid leave fund to bond with a new child.

Child care workers who provide services to families receiving state child care subsidies win collective bargaining rights.

The legislature passes and Governor Newsom signs the coalition's priority bill on lactation accommodations.



# 2019

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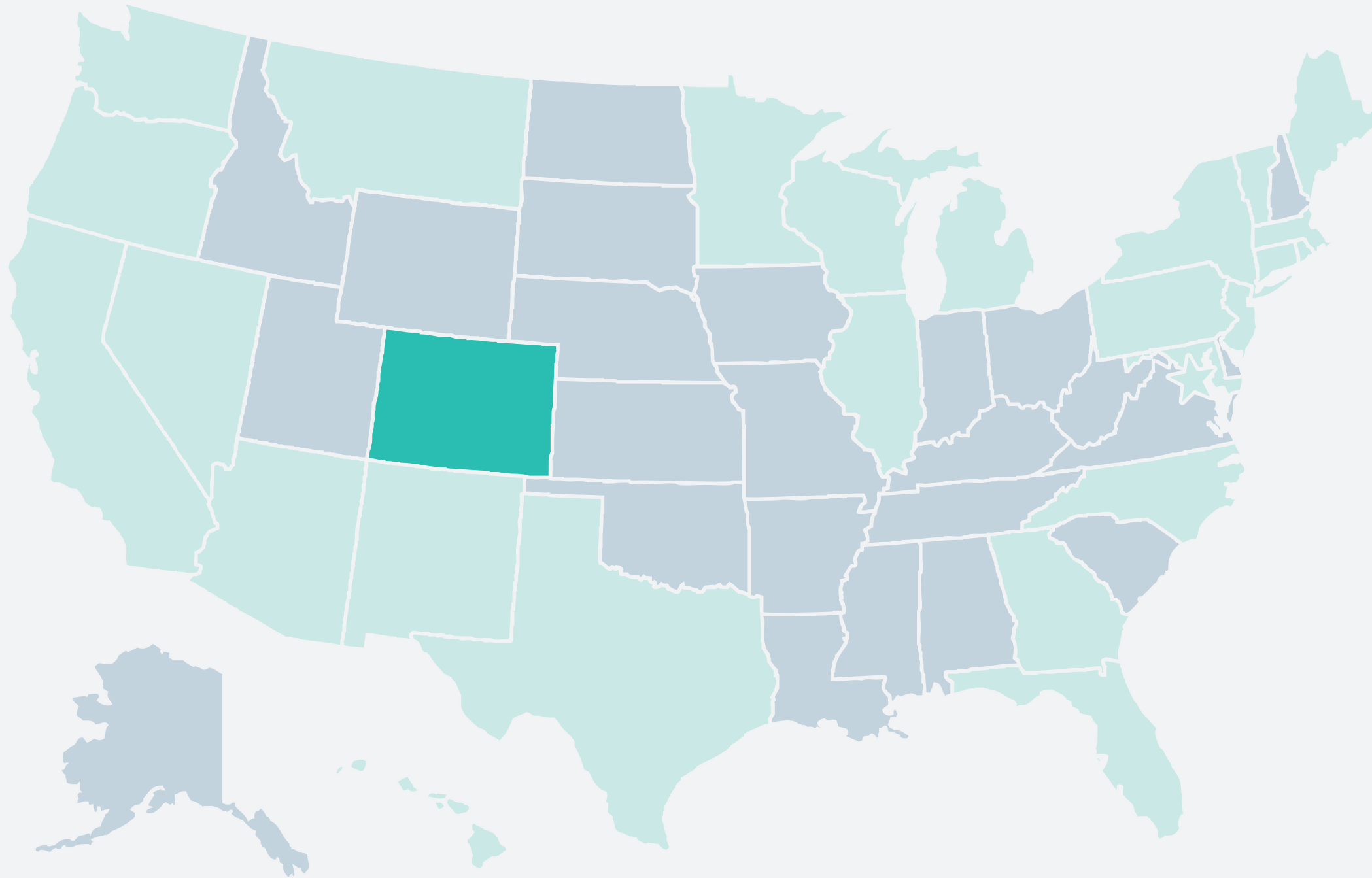
## WINS IN COLORADO

The legislature passes FAMLI Implementation Study Bill creating a task force to study the implementation and administration of a paid leave program in Colorado.

The Colorado FAMLI coalition blocks legislation that would have substituted tax credits to employers and savings accounts for effective access to paid leave.

The legislature passes and Governor Jared Polis signs Equal Pay for Equal Work in Colorado to implement common-sense prevention and transparency measures and strengthen ability to challenge pay disparities.

The legislature approves landmark bill to repeal preemption of local minimum wage laws.





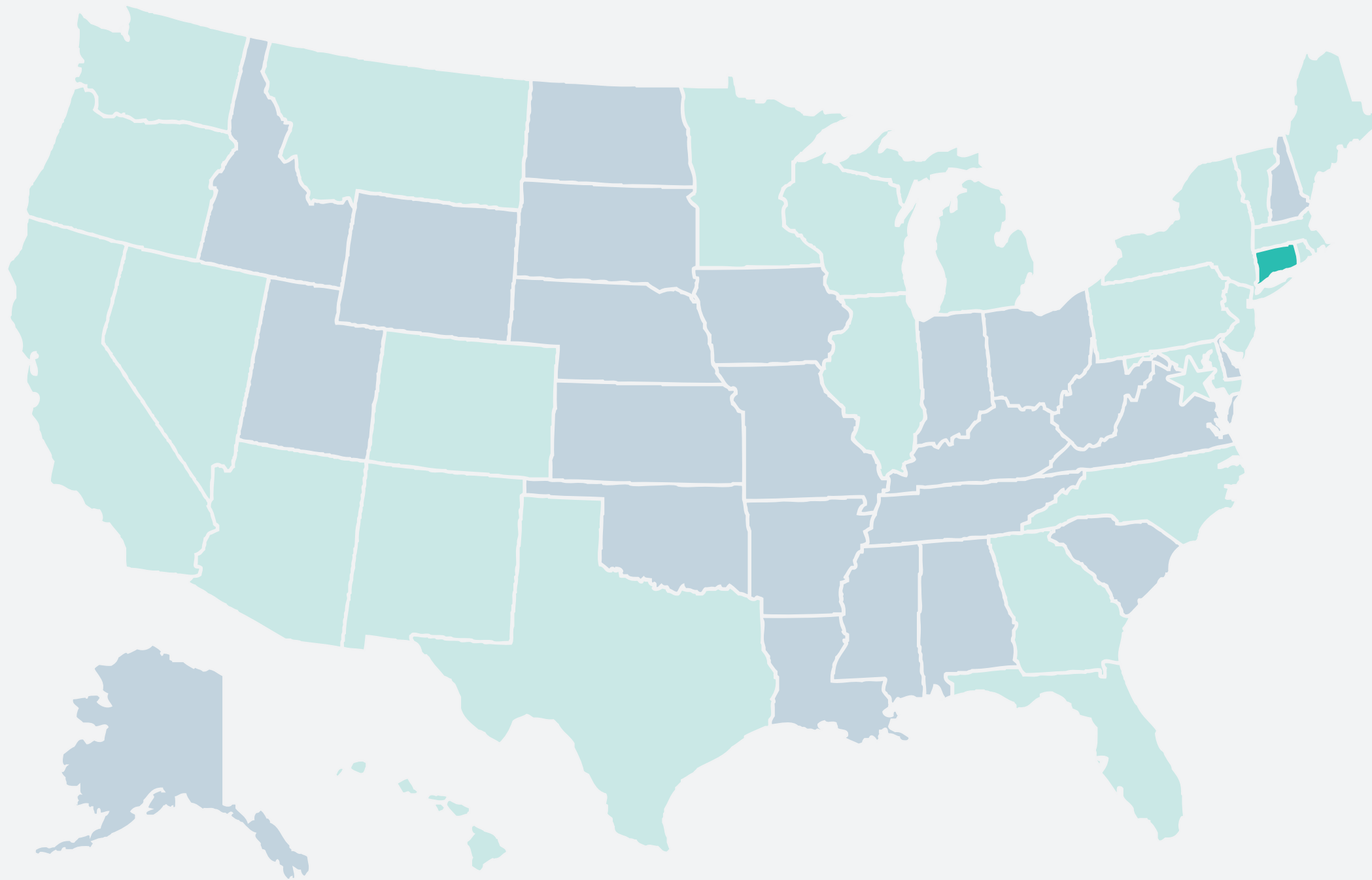
# 2019

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## WINS IN CONNECTICUT

The Connecticut legislature passes and Governor Ned Lamont signs paid family and medical leave legislation.

The Connecticut legislature passes and Governor Ned Lamont signs legislation to raise the minimum wage to \$15 per hour by 2024.

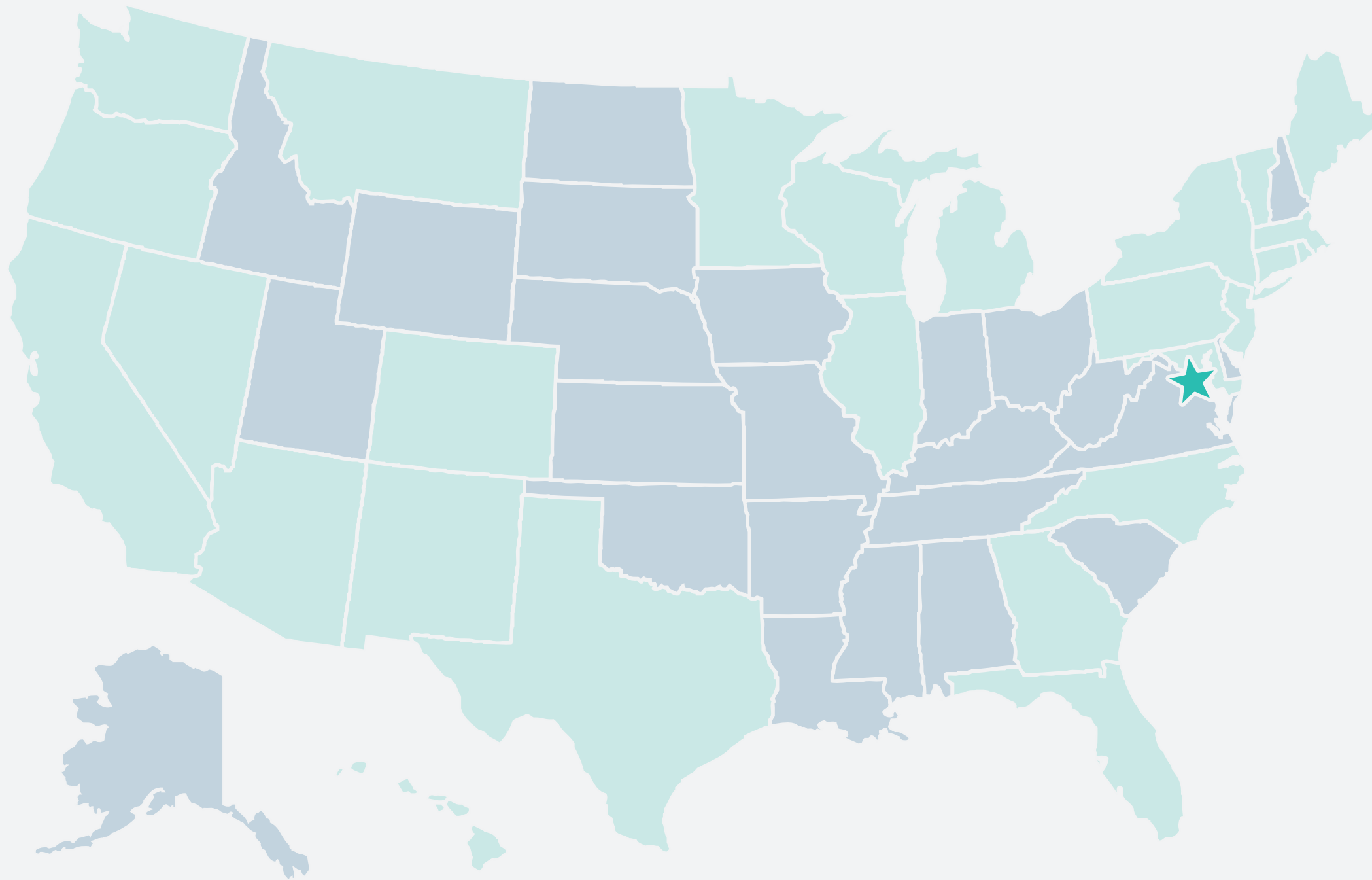


# 2019

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## WINS IN DISTRICT OF COLUMBIA

DC starts collecting premiums from businesses to fund paid leave for DC employees.



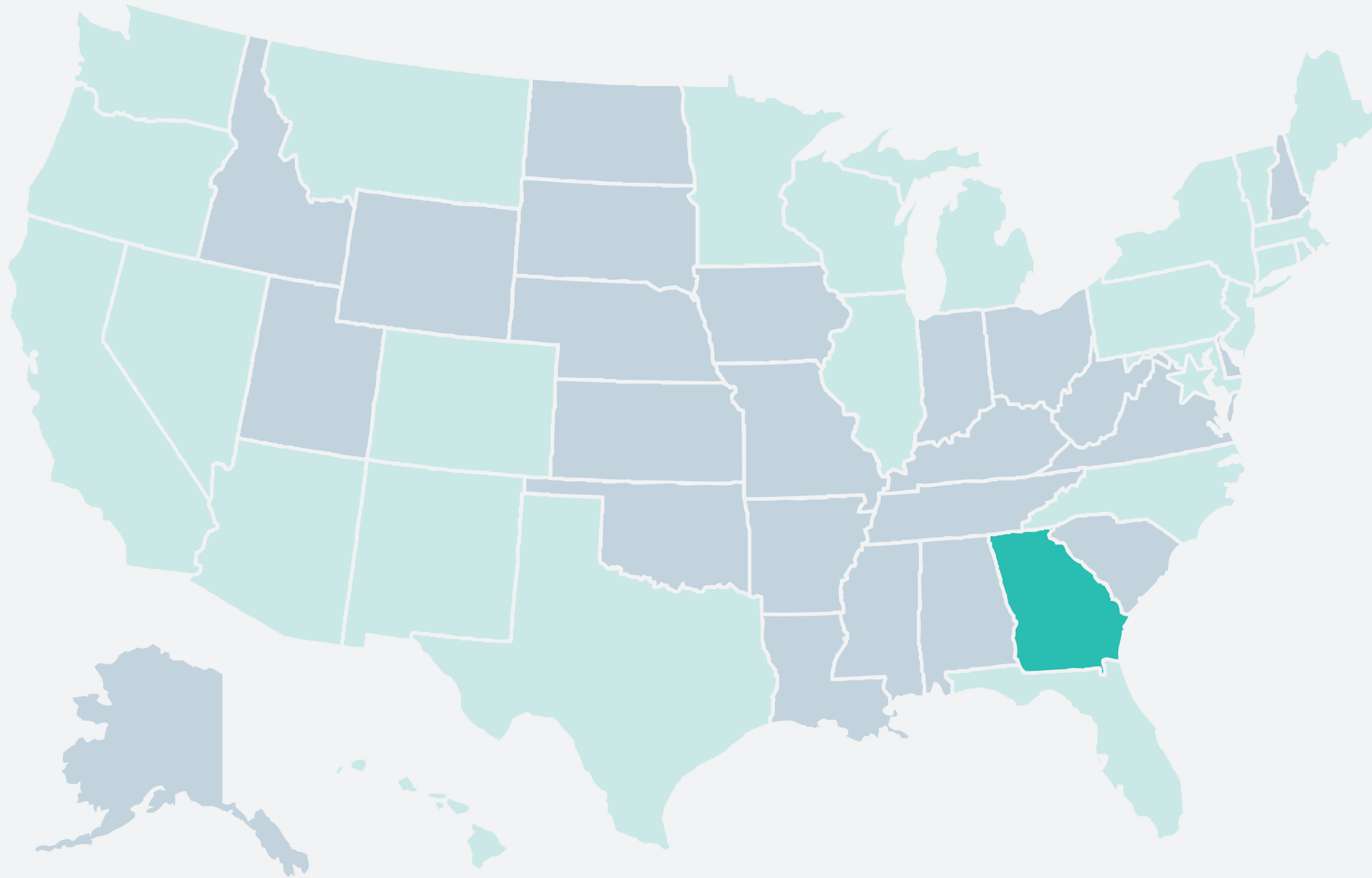
# 2019

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## WINS IN GEORGIA

The Georgia House of Representative establishes three weeks paid leave for House employees who welcome a new child through birth, adoption or foster care.

Legislators introduce Georgia Work Credit, the first bipartisan earned income tax credit bill in this state. Prospects are good for passage in 2020.

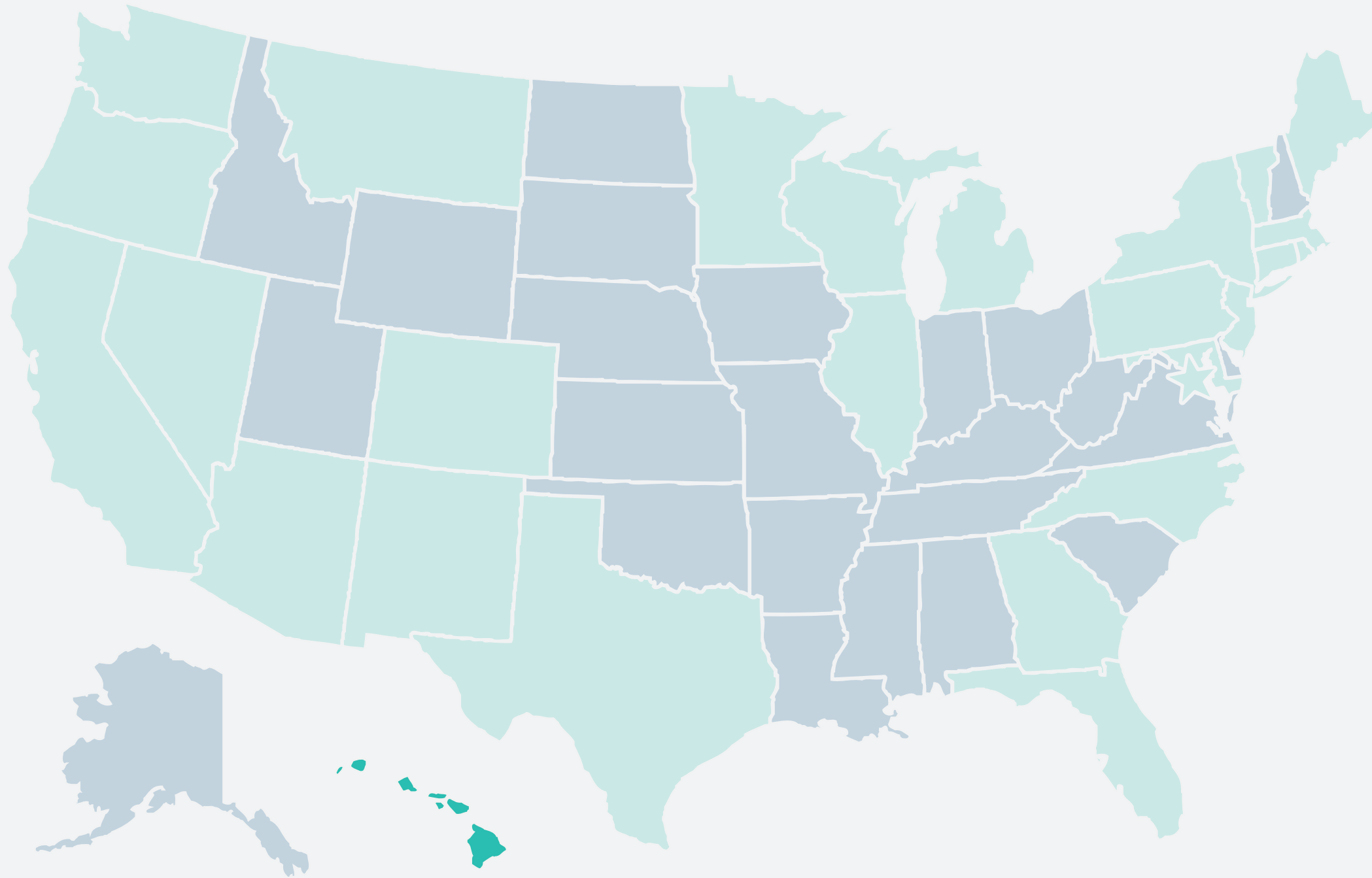


# 2019

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## WINS IN HAWAI'I

The Hawaii Working Families Coalition is strengthening its membership as they wait for the results of a study on how to implement a statewide paid leave program.



# 2019

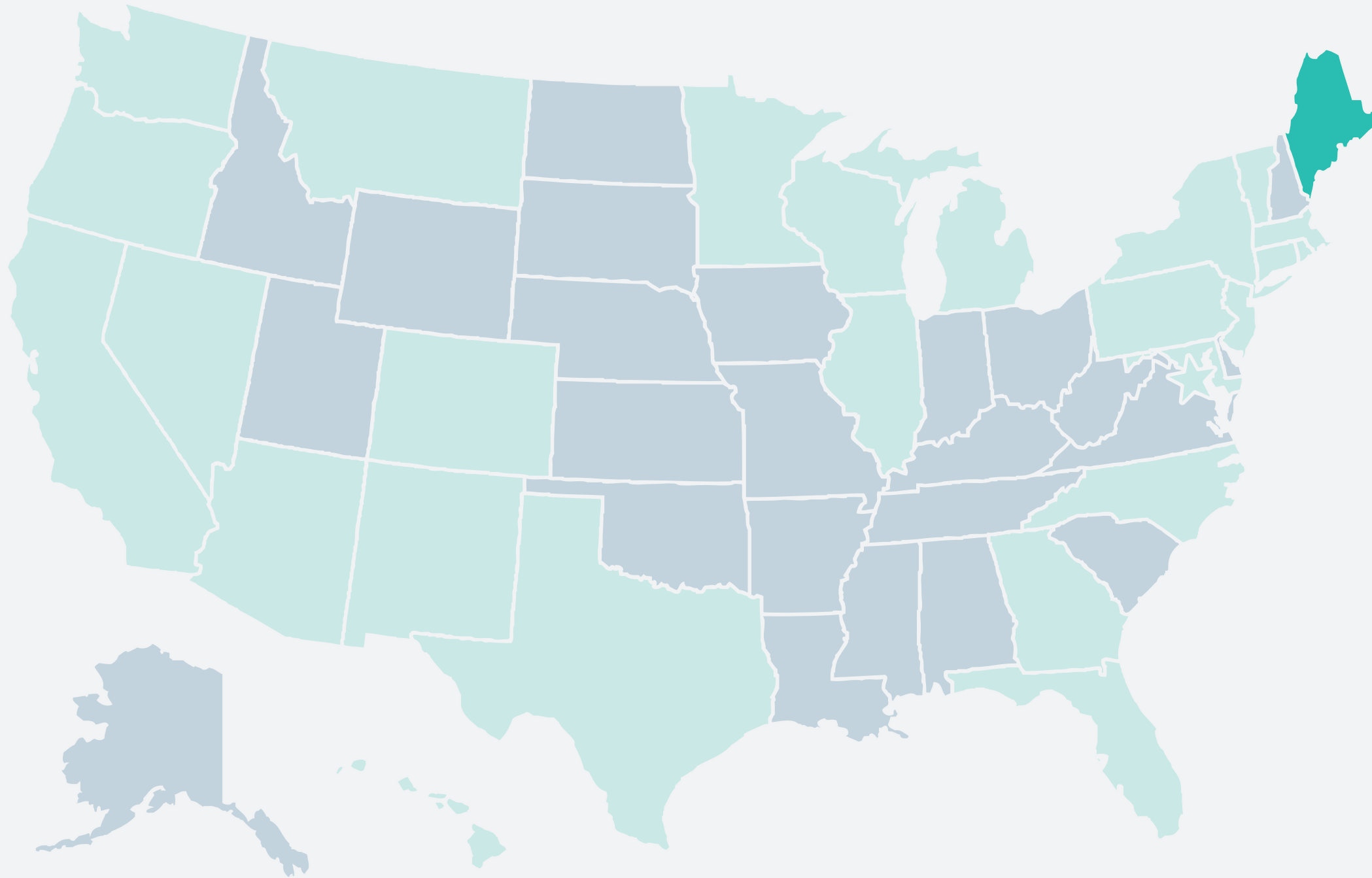
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## WINS IN MAINE

The Maine legislature passes the first statewide law establishing paid time off.

The Labor and Housing Committee passes bill to establish universal paid family and medical leave insurance program.

Maine Governor Janet Mills signs bill ensuring reasonable accommodations for pregnant workers.

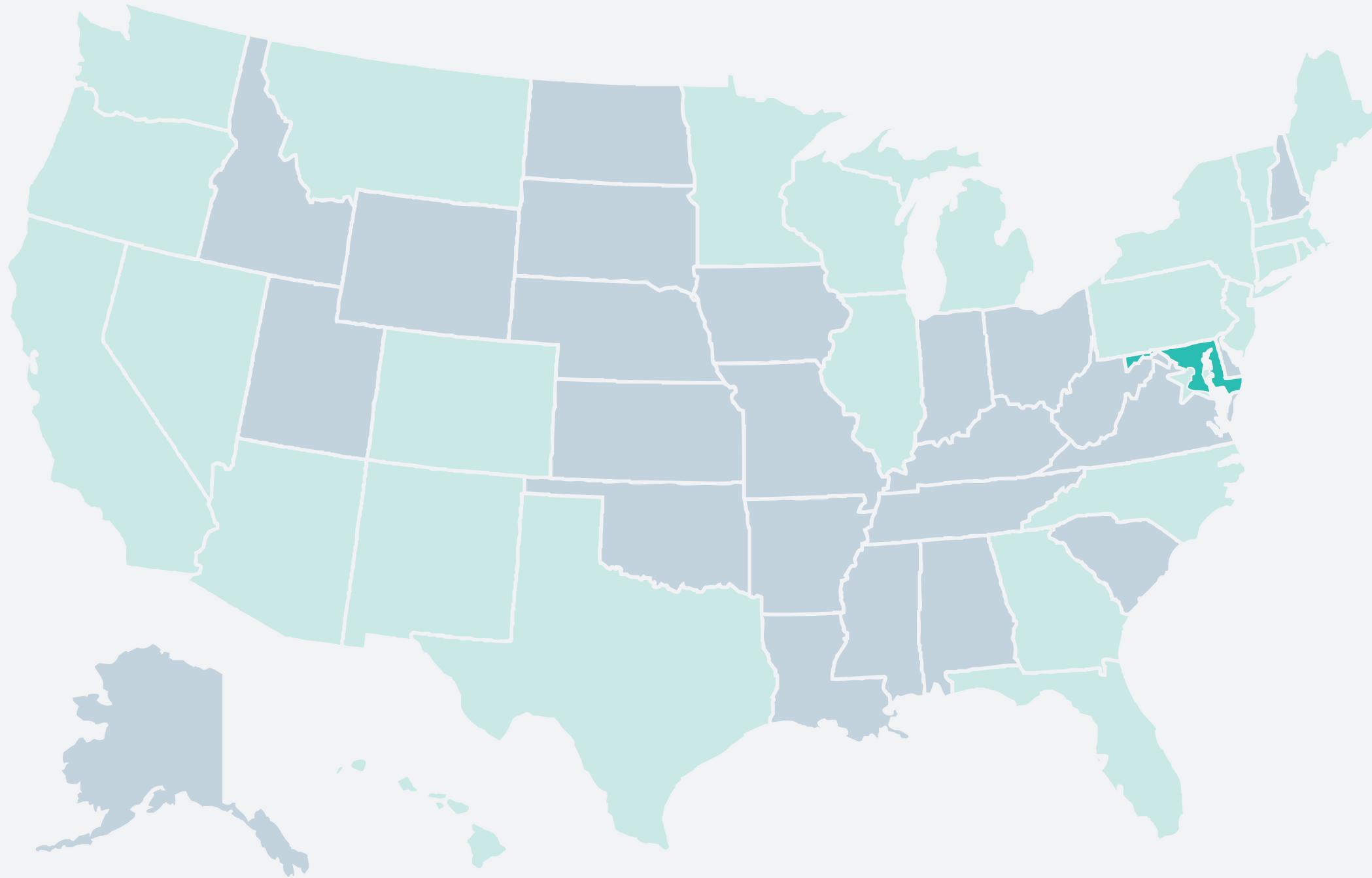


# 2019

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## WINS IN MARYLAND

The Working Matters Coalition defends the Maryland Healthy Working Families Act (paid sick days) against efforts to implement absence control policies in healthcare facilities and casinos and exempt substitute teachers.



# 2019

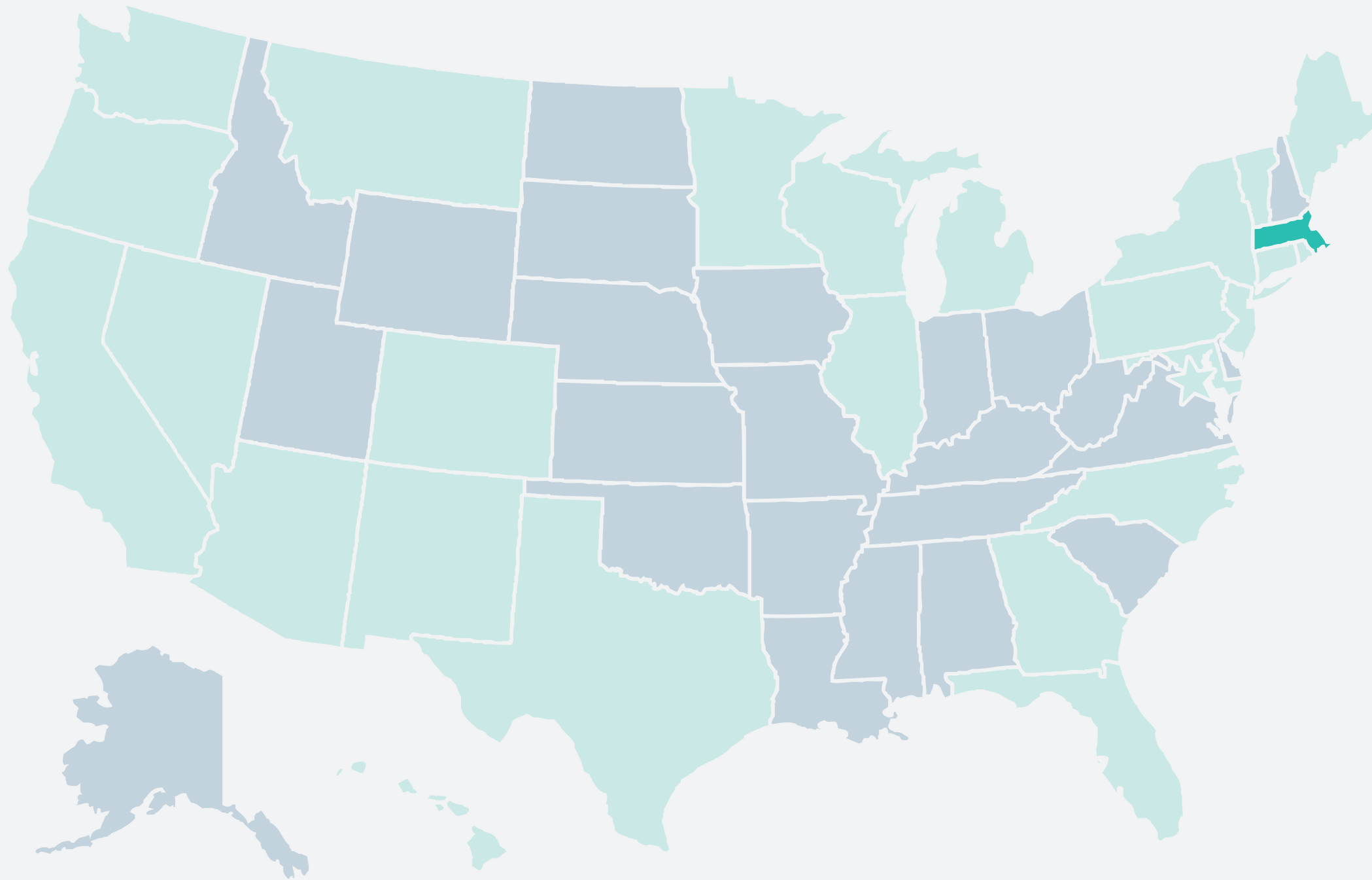
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## WINS IN MASSACHUSETTS

Massachusetts launches an Early Education and Childcare Coalition, including over 40 community, faith, labor, business, research, women's groups, parent advocates, legal advocates and providers.

Massachusetts introduces an Early Education/Childcare placeholder bill and receives 81 co-sponsors.

The Massachusetts Department of Paid Family and Medical Leave releases regulations and begins to implement PFML.



## MI Time to Care Coalition spurs lawsuit against illegal vote by lame duck legislature to gut the paid sick and safe time law.

## MI Time to Care Coalition spurs lawsuit against illegal vote by lame duck legislature to gut the paid sick and safe time law.



# 2019

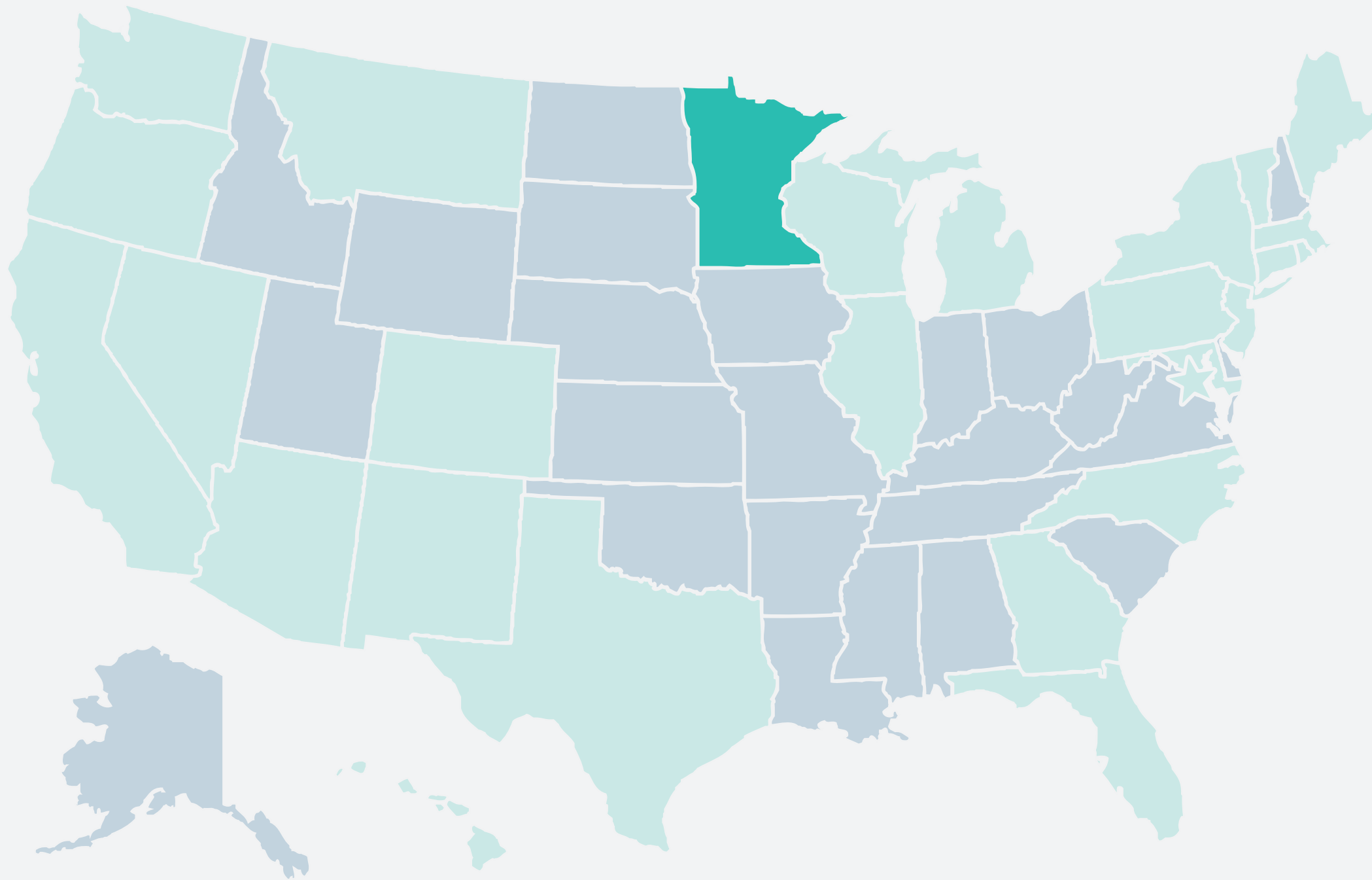
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## WINS IN MINNESOTA

Minnesota House passes paid family and medical leave and earned sick and safe time in the Jobs Omnibus Bill.

Governor Tim Walz includes \$68 million for paid family and medical leave in his proposed budget.

The Paid Time to Care Coalition successfully stops the Senate from taking away local earned sick and safe time laws from over 250,000 workers in Minneapolis, St. Paul and Duluth.



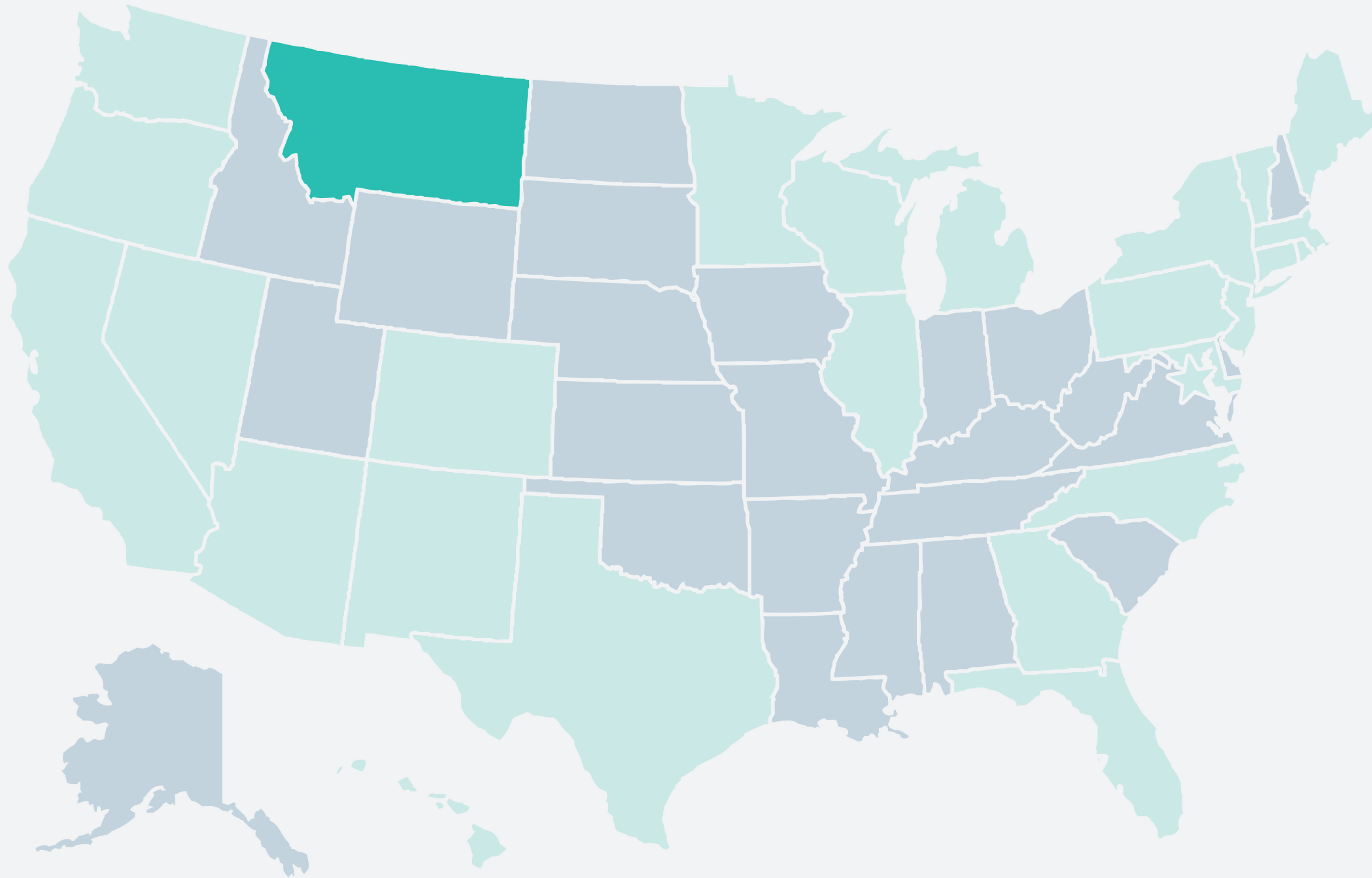
# 2019

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## WINS IN MONTANA

Paid family and medical leave bill receives a hearing with bipartisan support.

The legislature continues Medicaid expansion with support from the Time for Montana Coalition, which succeeds in exempting most participants from burdensome work requirements.



# 2019

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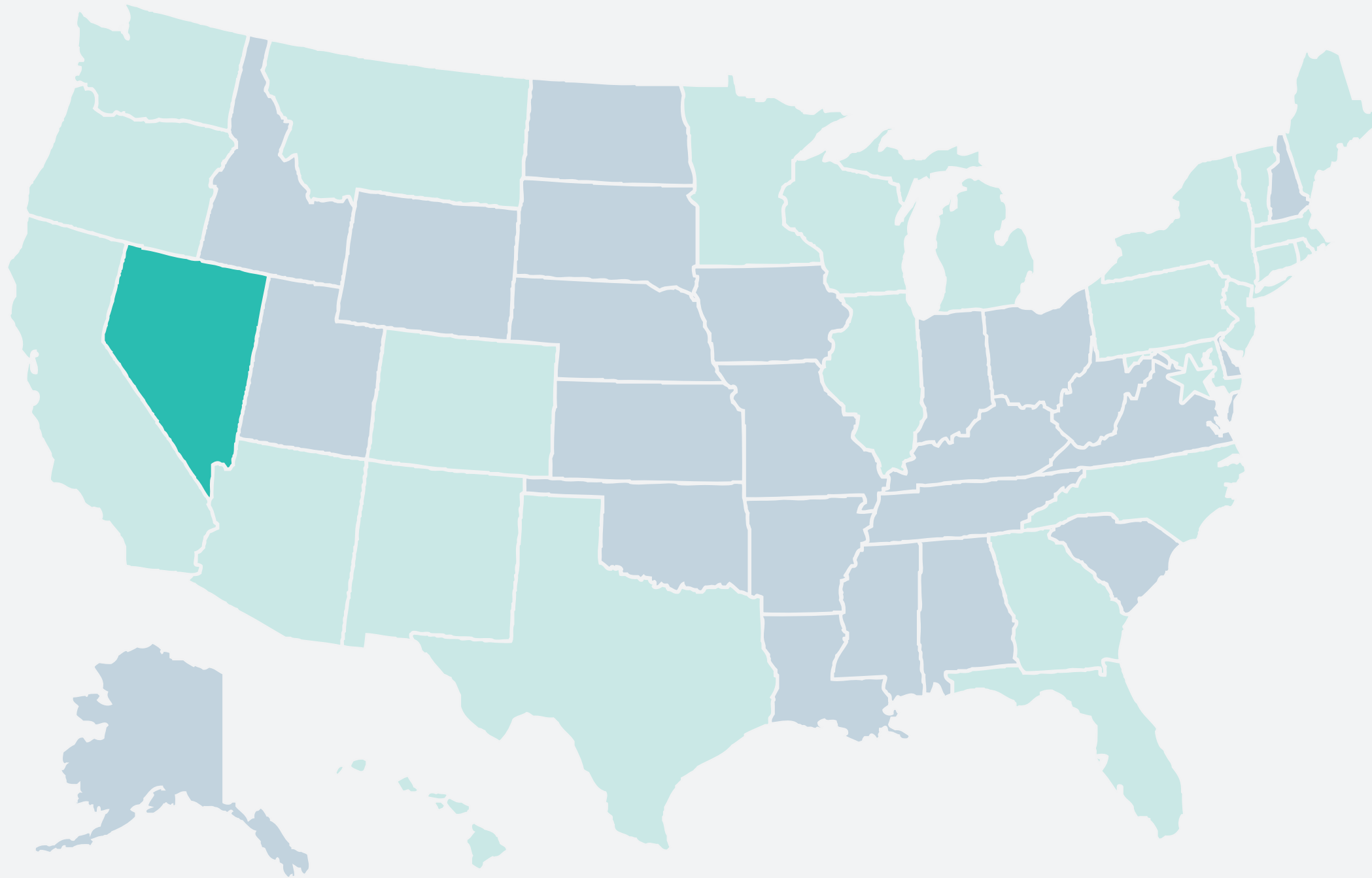
## WINS IN NEVADA

The legislature passes and Governor Steve Sisolak signs a paid time off law.

The legislature passes and Governor Steve Sisolak signs a law prohibiting an employer from requiring employee to be physically present at the workplace in order to call in sick.

Make It Work Nevada Ambassador Tameka Henry provides testimony on paid leave before the House Subcommittee on Labor & Families.

The legislature passes and Governor Steve Sisolak signs restoration of voting rights to formerly incarcerated people, higher minimum wage, and penalties for discrimination in pay.



# 2019

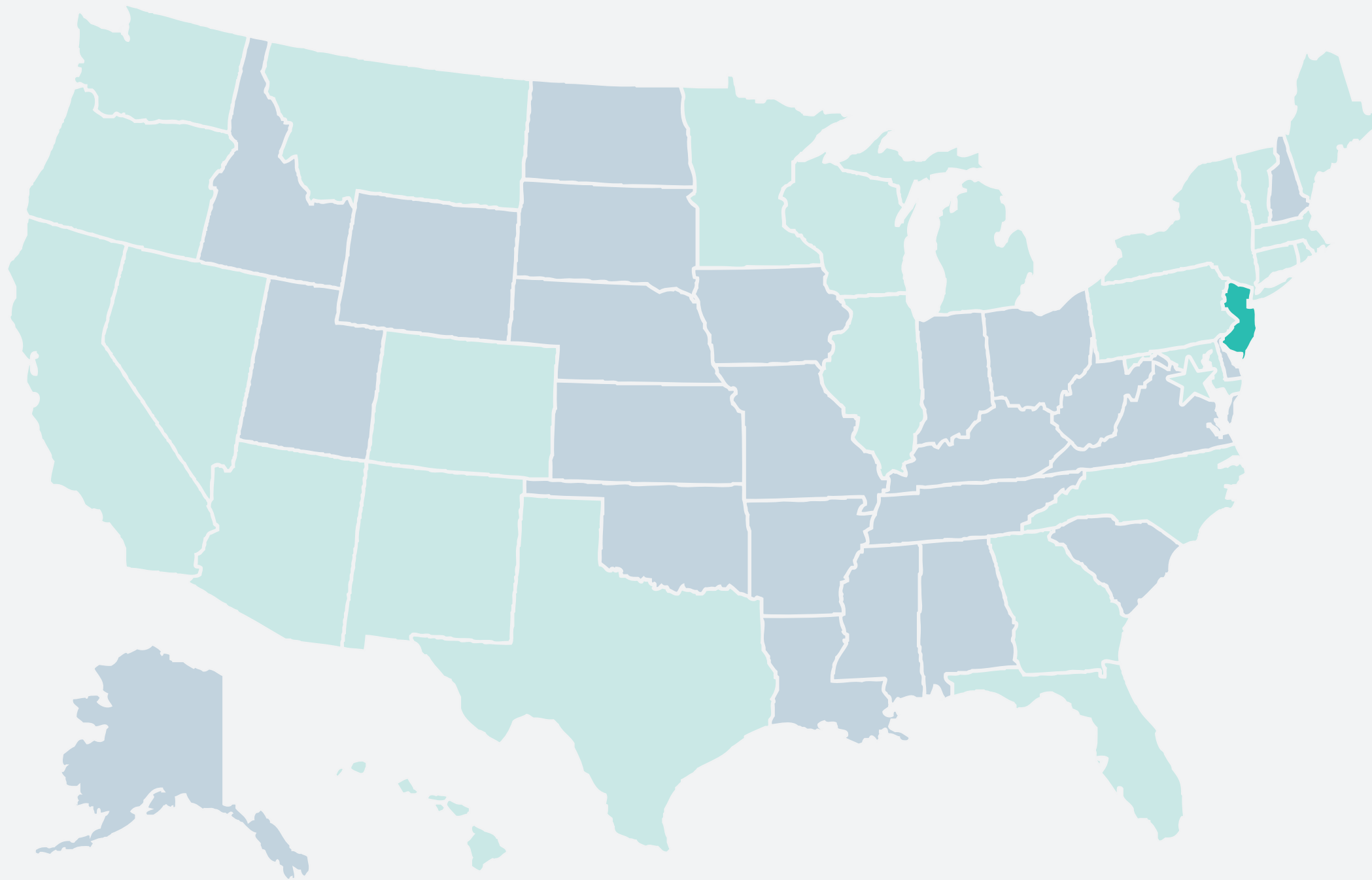
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## WINS IN NEW JERSEY

New Jersey expands paid family and medical leave program, becoming the first state with inclusive family definition for paid leave.

The NJ Time to Care Coalition forges a formal collaboration with the Department of Labor on education and outreach about the state paid leave programs.

New Jersey allocates \$1.7 million to education and outreach on laws on paid leave and earned sick days.



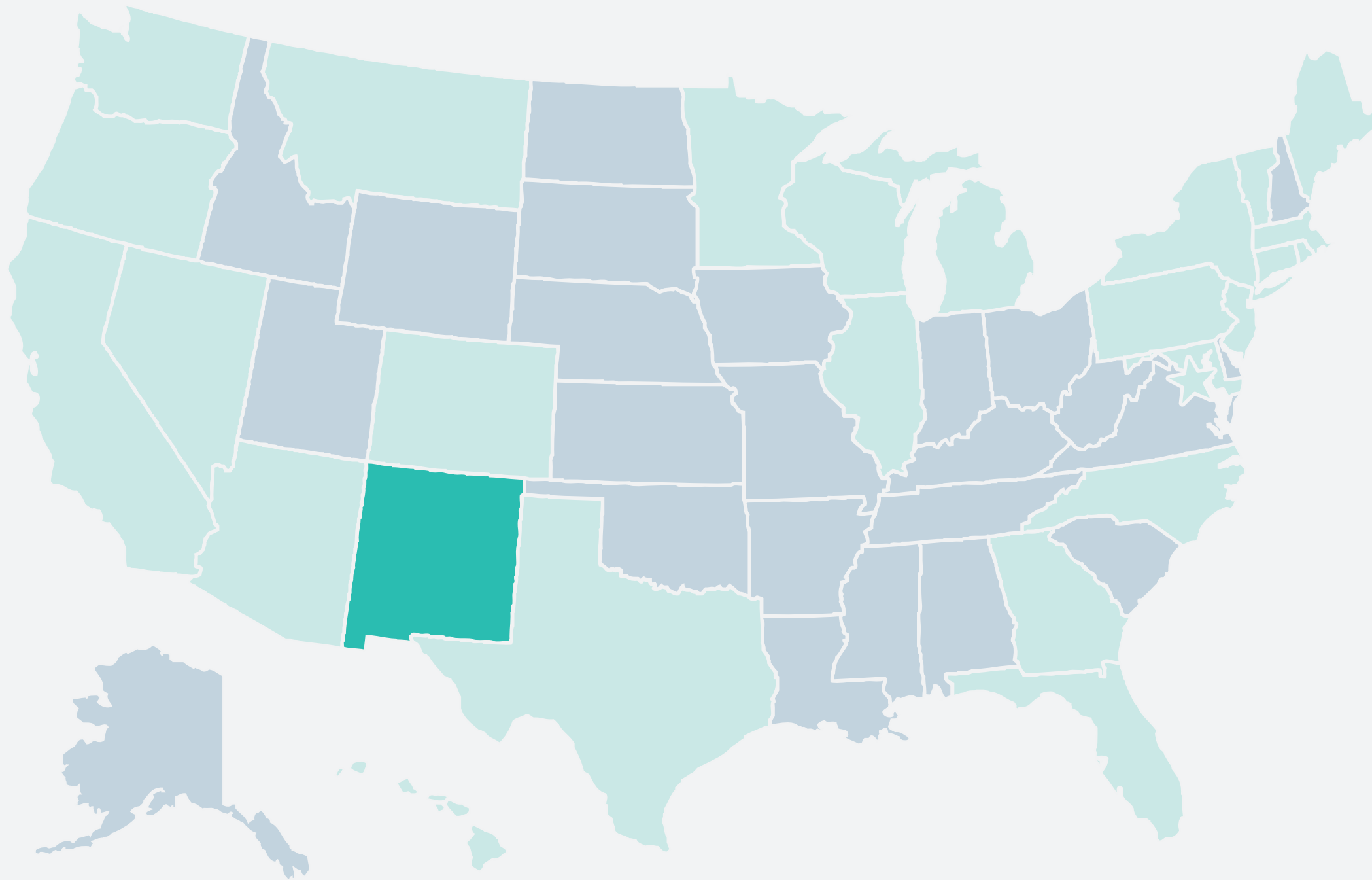
# 2019

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## WINS IN NEW MEXICO

The Bernalillo County Commission passes the first paid time off ordinance in New Mexico, covering all employers.

The state legislature considers bills to create a paid family and medical leave program.



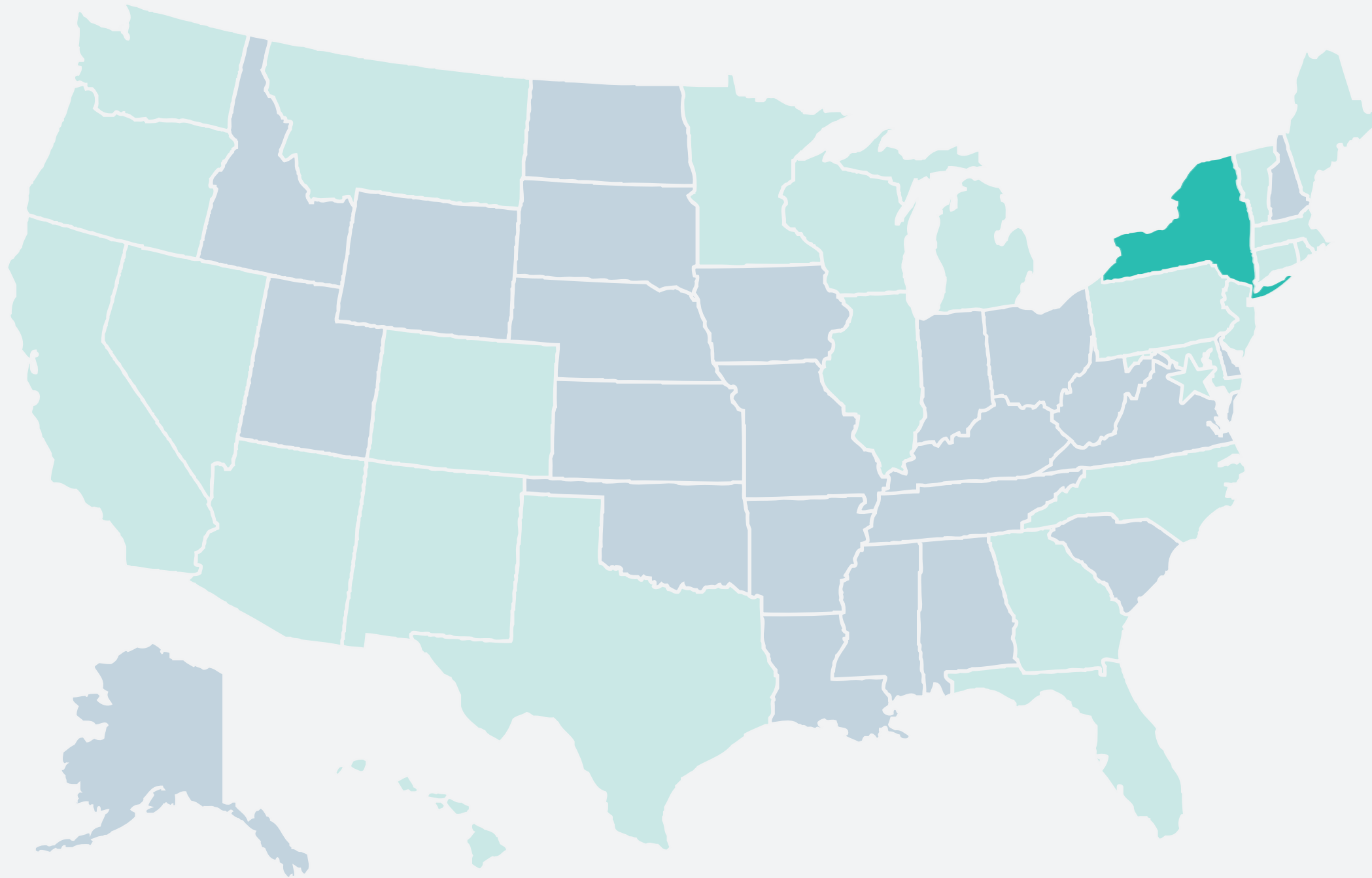
# 2019

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## WINS IN NEW YORK

Westchester County implements paid sick time law and passes new law guaranteeing 40 hours of paid safe leave.

Data shows New York State had the highest overall participation rate, usage by men and by workers caring for ill family members of all first-year, state-paid family leave programs.



# 2019

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## WINS IN NORTH CAROLINA

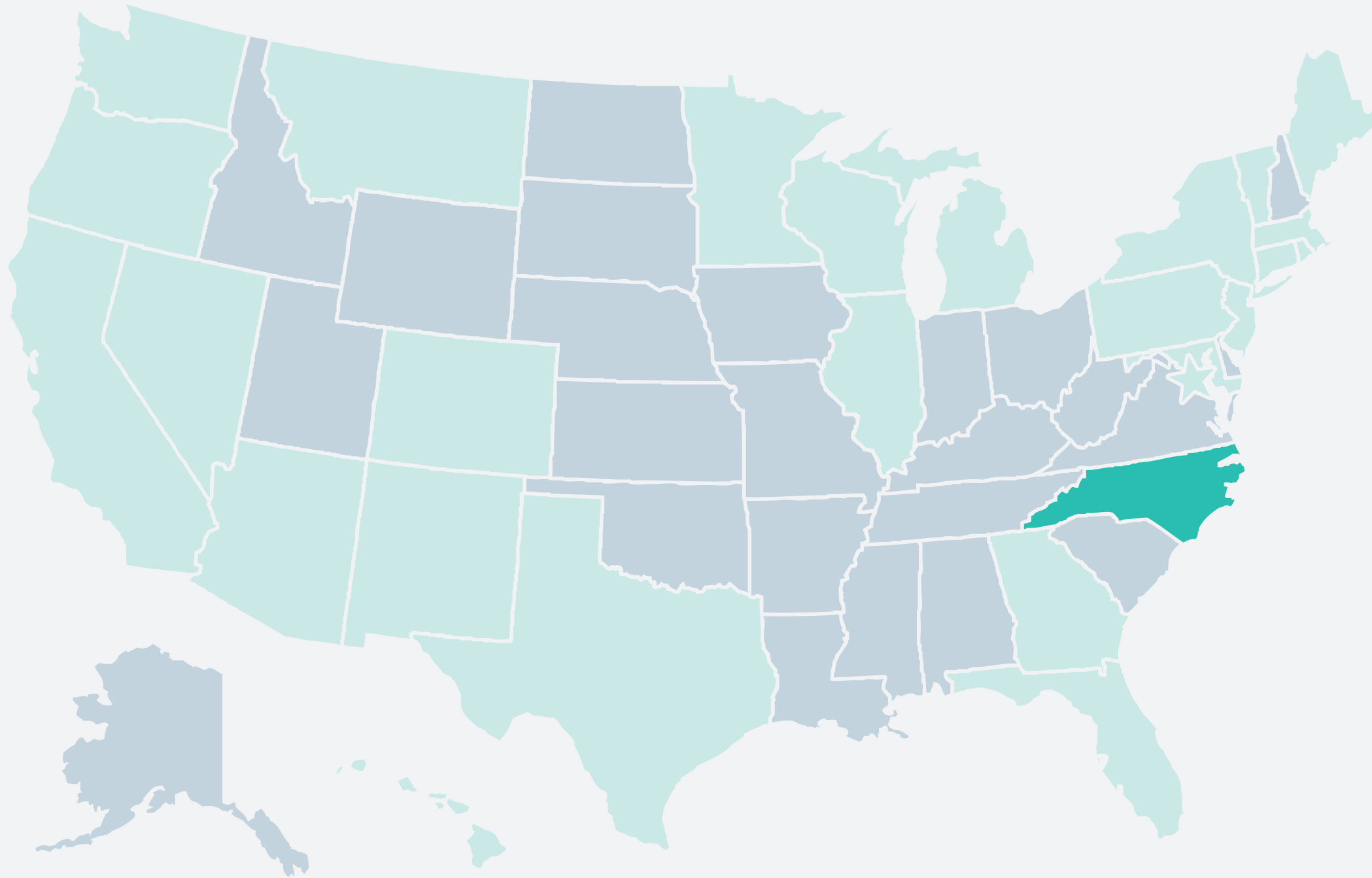
Governor Roy Cooper signs executive orders providing paid new child leave, workplace pregnancy accommodations and pay equity for state employees.

New Hanover County and City of Wilmington pass paid new child leave policies for municipal employees.

The Senate introduces a pregnancy accommodations bill with bipartisan support.

The House committee passes a kin care bill with unanimous, bipartisan support.

The House introduces a comprehensive paid family and medical leave bill.

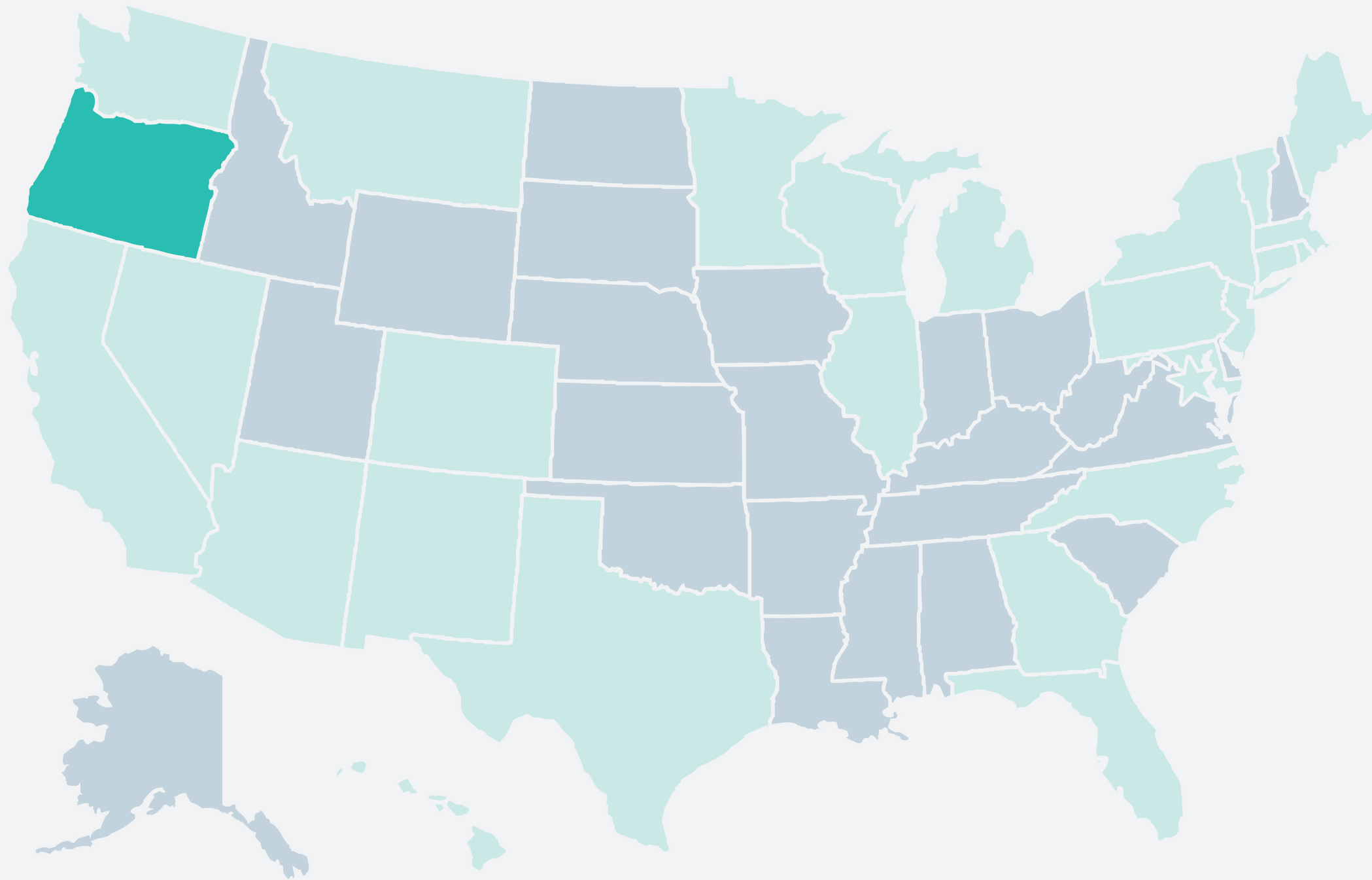


# 2019

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## WINS IN OREGON

Oregon legislature passes and Governor Kate Brown signs a paid family and medical leave bill, the most inclusive to date.





# 2019

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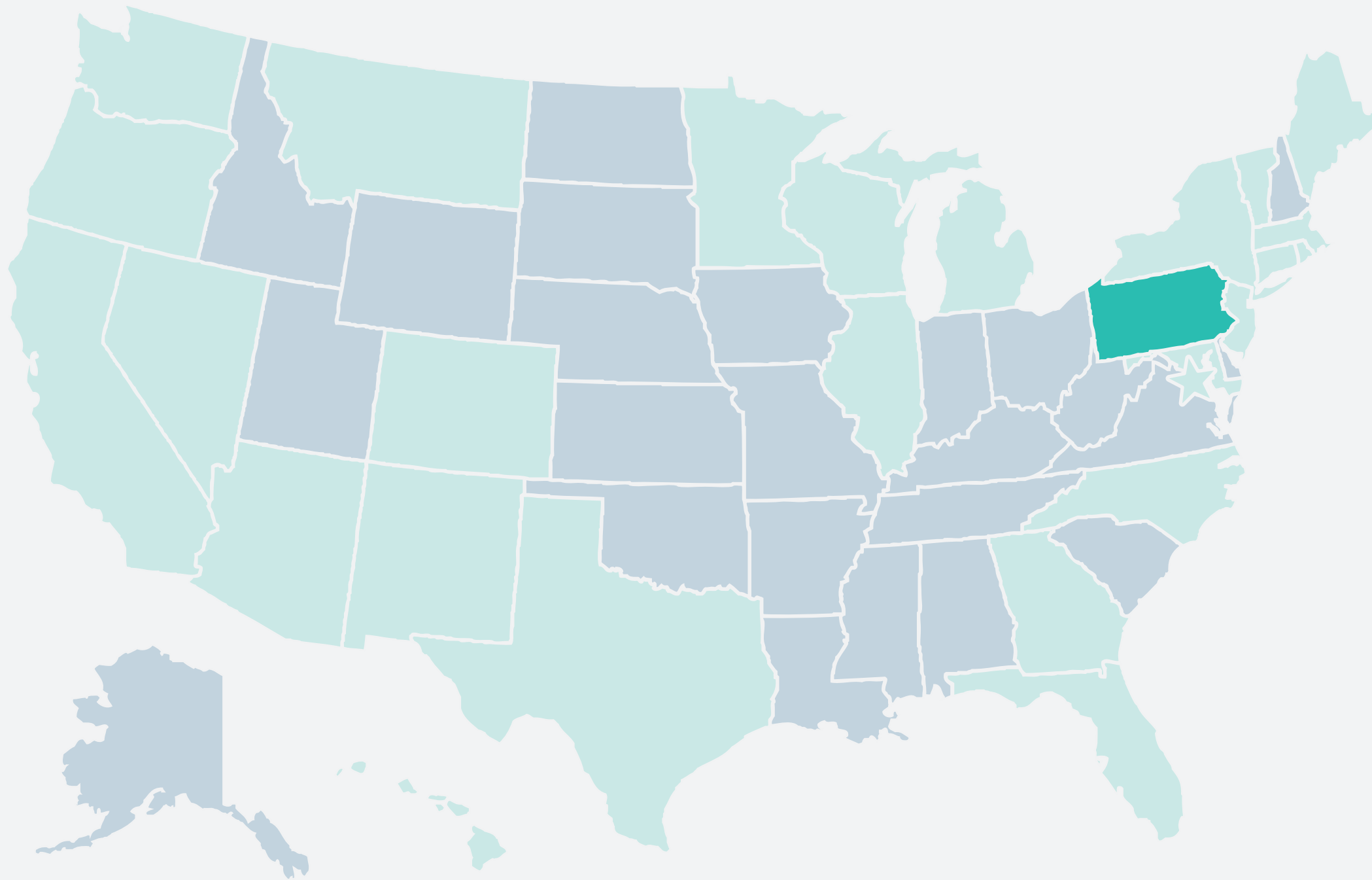
## WINS IN PENNSYLVANIA

Philadelphia passes the Fair Workweek law.

Philadelphia council members introduce the Domestic Workers Bill of Rights (including paid sick days for domestic workers).

The House and Senate introduce a bipartisan paid family and medical leave insurance bill.

The Supreme Court upholds 2015 Pittsburgh paid sick days law.



# 2019

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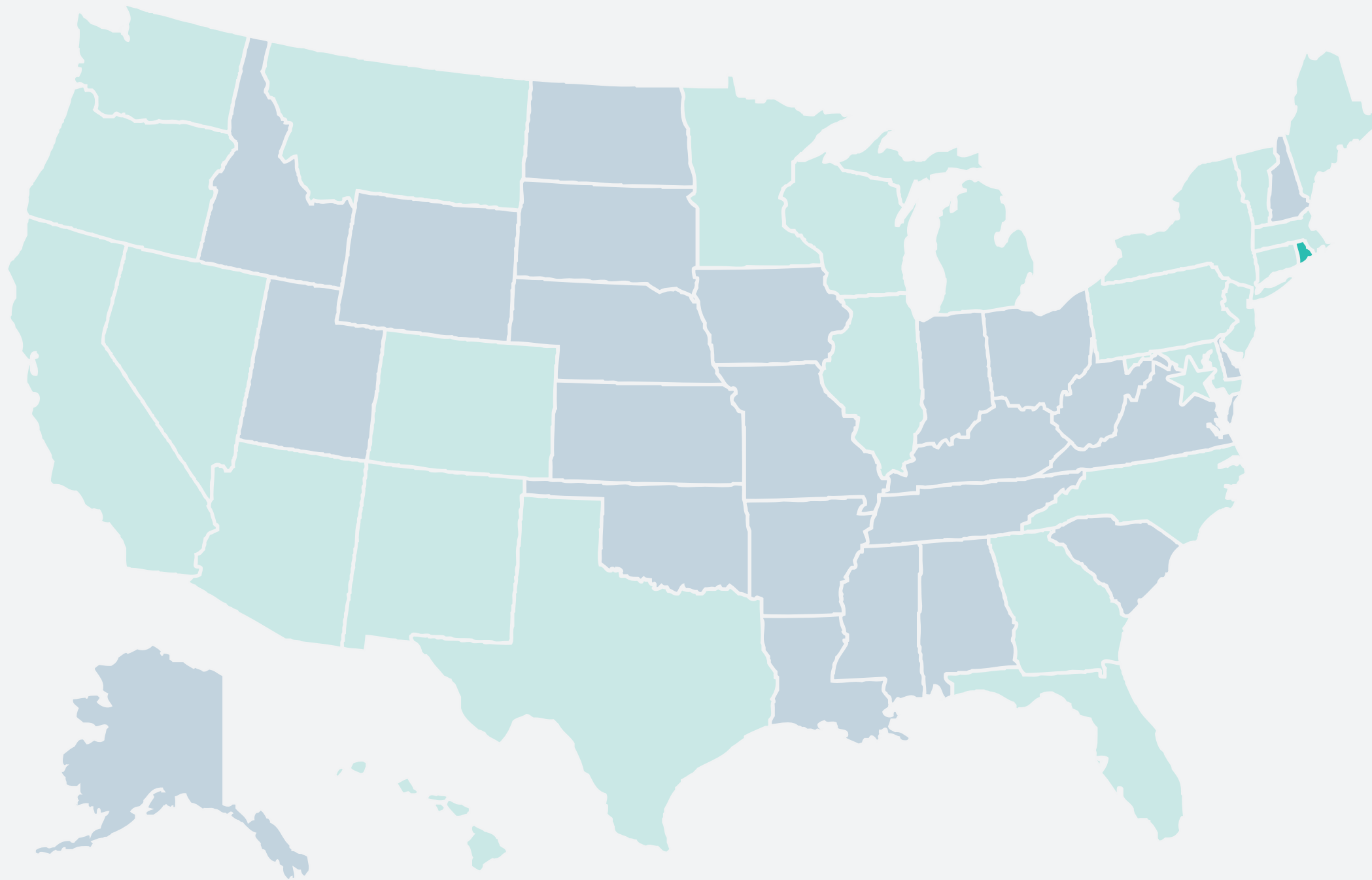
## WINS IN RHODE ISLAND

Both chambers pass and Governor Gina Raimondo signs the Reproductive Health Care Act, codifying Roe v Wade into state law.

The House and Senate introduce legislation to improve the state's paid family leave program (TCL) by raising reimbursement rates for lower-income workers and increasing number of weeks to 8.

The Senate passes an increase to the state's Earned Income Tax Credit, raising it to 20 percent of the federal credit.

The House and Senate introduce legislation to raise the state's minimum wage to \$15 an hour by 2028.



# 2019

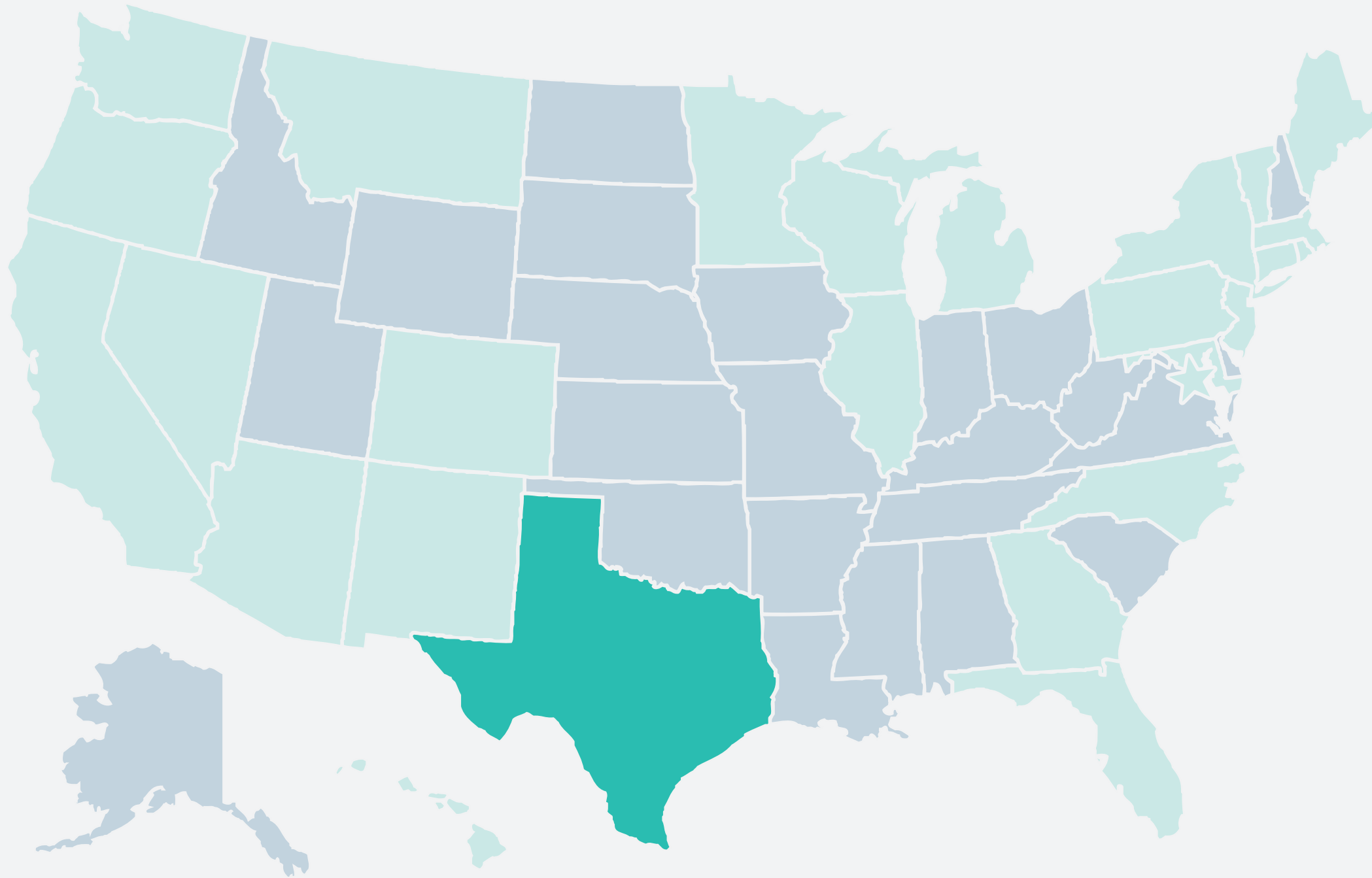
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## WINS IN TEXAS

Dallas City Council passes a paid sick and safe days ordinance and becomes the first Texas city to implement the law.

The Working Texans for Paid Sick Time Coalition blocks multiple bills that would take back local paid sick days laws.

The San Antonio coalition preserves strong Sick and Safe Leave Ordinance.



# 2019

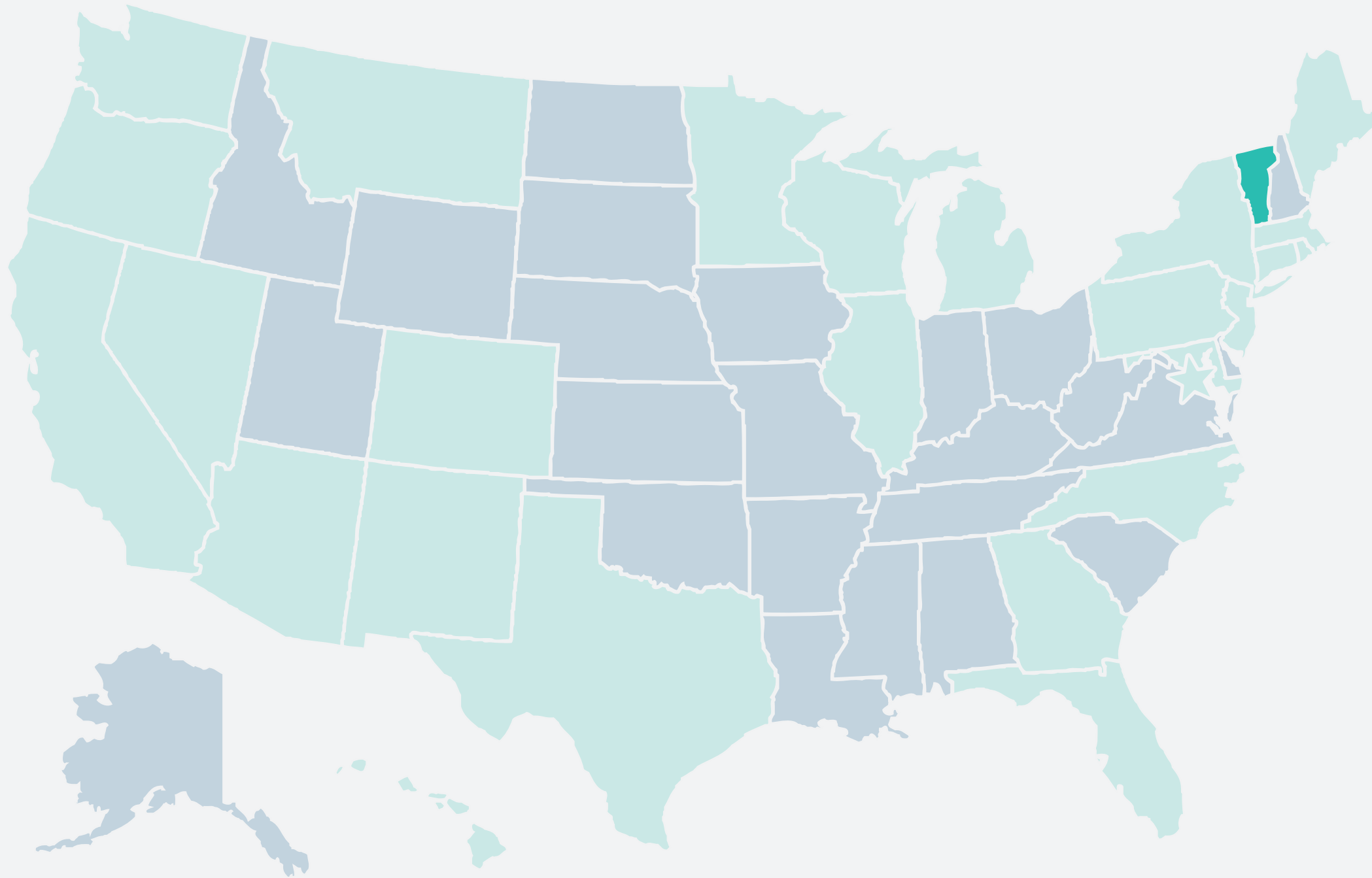
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## WINS IN VERMONT

The House and Senate pass versions of the paid family and medical leave bill for the second year in a row.

The budget bill, signed by Governor Phil Scott, includes a childcare support package that funds Vermont's Childcare Financial Assistance Program and support for childcare workers.

The legislature passes and Governor Phil Scott signs a reproductive rights bill, codifying the right to choose an abortion and prohibiting governmental entities from interfering or denying that right.



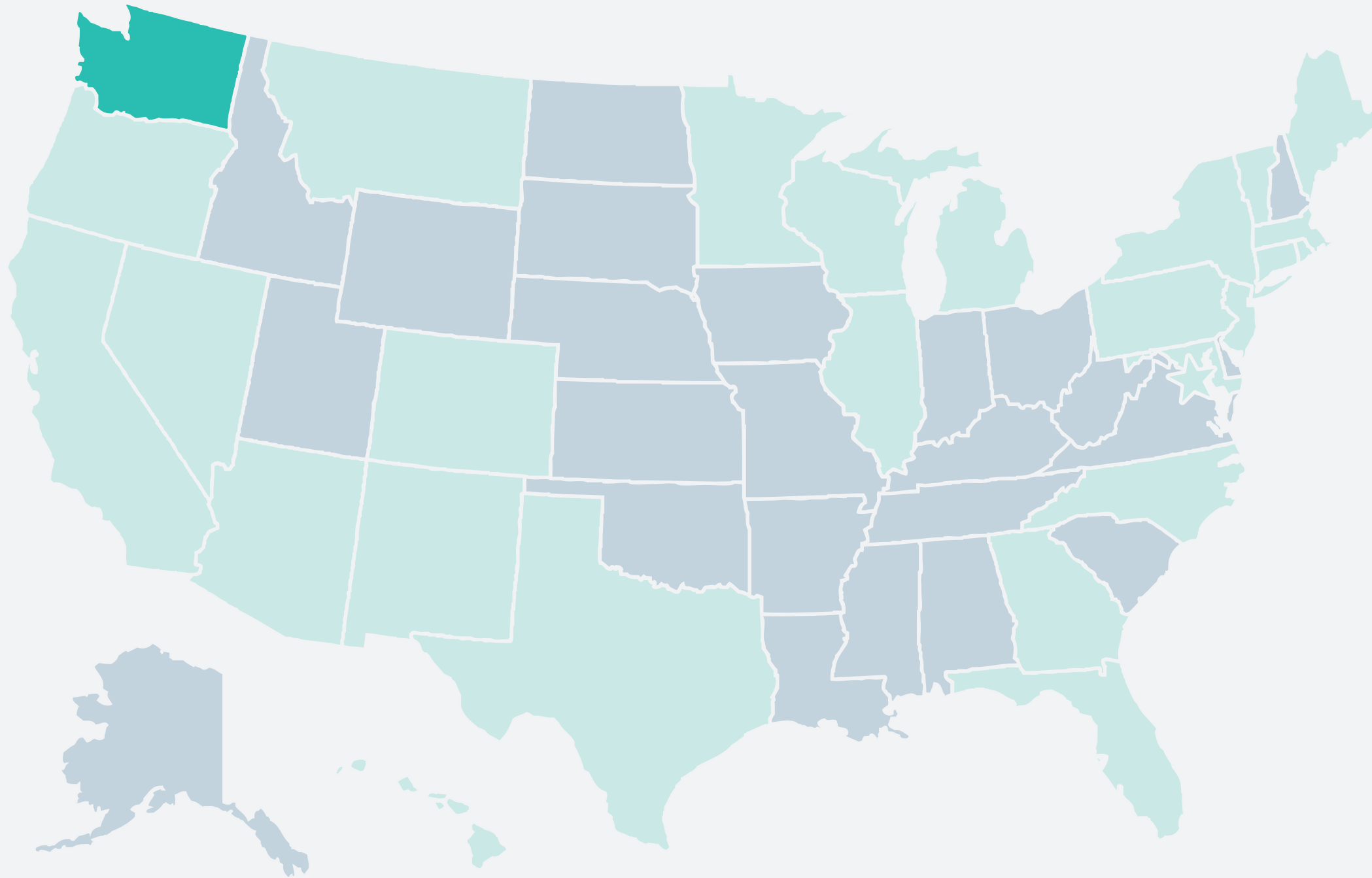
# 2019

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## WINS IN WASHINGTON

The State successfully launches premium collection for Paid Family and Medical Leave.

The Dept of Labor & Industries proposes rule change to guarantee paid sick and safe days, overtime and minimum wage protections to all employees earning less than \$70,000.



# 2019

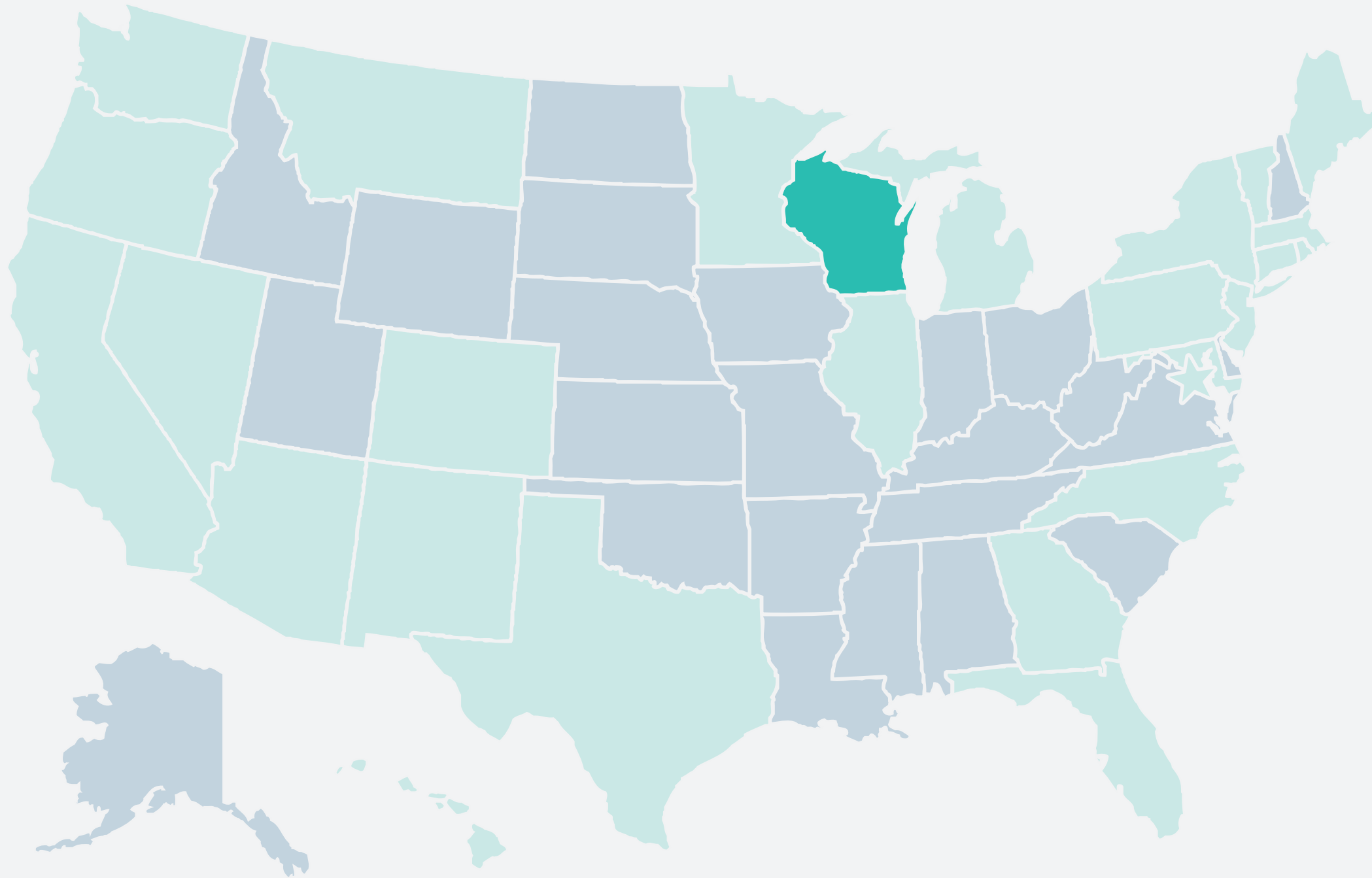
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## WINS IN WISCONSIN

Racine Common Council introduces a Social Responsibility Ordinance, providing incentives for city contractors to voluntarily adopt paid leave.

9to5 and the UW LaFollette Institute release a comprehensive report on need for paid leave in Wisconsin.

9to5 members Fidel and Maria Hernandez speak in DC at the introduction of the federal FAMILY Act.



# 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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Marilyn Watkins  
Helen Weingarten  
Lisa Williams  
Yarrow Willman-Cole  
Dean Zemel  
Jeff Zorn



GCAS 2019

# MESSAGES FOR WENDY AND ELLEN



**From our first meeting of 8 states back in 2003,  
to a majority of states and growing, you have led this  
movement to ESD wins in 50 jurisdictions, and FMLI wins in 9 states  
and D.C., with grace, humor, integrity, and strategic brilliance.**

**We honor your incredible leadership today and look  
forward to working with you in your new role. And we are so  
excited to continue to have Wendy in leadership who has guided  
us so masterfully for many years. We are lucky to have you  
2 strong, amazing women leading this movement.**

**FROM THE “ORIGINAL 8”!! MARILYN, NETSY, DONNA, EILEEN, MONICA, SARAH, CINDIA, DEBBY**

“”

**Ellen - From that swimming pool where we hatched FV@W, you grew a powerhouse network that honors mutual support, inclusiveness, diversity, collaboration and winning. Today I honor you, dear friend.**

LOVE, NETSY

“”

**I'm proud and honored to be able to  
work for such an amazing organization and  
to do so alongside both of you. Thank you  
both for your leadership and wisdom!**

**MARIANNE BELLESORTE**

“”

**Proud to support your  
great work and leaders!**

SUZETTE GARDNER

“”

**The National Employment Law Project (NELP)  
is proud to support FV@W and the immeasurable  
contributions of Ellen and Wendy.**

CAITLIN CONNOLLY, NELP

“”

**Thanks for your work!**

LARRY BROWN, WASHINGTON STATE LABOR COUNCIL

“”

**The Opportunity Agenda congratulates  
Family Values at Work and its trailblazing  
2019 awardees. Thank you for your work!**

**ELLEN BUCHMAN, THE OPPORTUNITY AGENDA**



“”

**Thank you Ellen and Wendy for your leadership  
and commitment to economic justice for women!  
Looking forward to working with you on the next phase  
of your journey w/Family Values @ Work.**

**MELANIE CAMPBELL, NATIONAL COALITION ON BLACK CIVIC PARTICIPATION**

“”

**Congrats to Ellen, whose dedication over so many years has transformed the way we think about women, work and families..Wendy has big shoes to fill and is up to that task and then some!**

**ELLEN CHESLER, THE ROOSEVELT INSTITUTE**

“”

**Thank you for your inspirational  
and tireless work!**

AMANDA BALLANTYNE, MAIN STREET ALLIANCE

“”

**To Wendy and Ellen in honor  
of your leadership and legacy!**

LINDA GARCIA BARNARD, 9T05

“”

**If there were an Olympics for Organizing,  
Ellen Bravo would win it. I know that Wendy Chun-Hoon  
will carry this communal spirit into the future where  
Ellen and I cannot be. There is no greater gift than  
knowing that the work continues.**

**GLORIA STEINEM**



**Ellen and Wendy - you both lead with heart, passion, wisdom and vision. I feel so lucky to have known, learned from, worked with and been inspired by you for so many years. You have built a values-driven advocacy powerhouse that has helped fuel so many wins, and I am so grateful for all you have both done and will continue to do to make the U.S a more just place for women and families.**

**JULIE KASHEN**



**The passing of the torch from Ellen to Wendy only fuels the brightly burning flame that Family Values @ Work has become, a beacon of light and leadership for all of us who believe passionately and deeply in the value of care and the essential foundation that strong families provide for all of us.**

**ANNE-MARIE SLAUGHTER**





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 this year's Game Changer honorees. 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

Evelyn DeJesus  
EXECUTIVE VICE PRESIDENT

American Federation of Teachers, AFL-CIO • 555 New Jersey Ave. N.W. • Washington, DC 20001 • 202-879-4400 • [www.aft.org](http://www.aft.org)



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



AFTunion



@AFTunion



AFTunion







# Congratulations, Game Changers!

Community Change joins Family Values at Work in celebrating this year's Game Changer Awards honorees. Thank you for doing the hard work of showing up and "changing the game" for workers across the country.

Dorian Warren, President  
Lorella Praeli, Vice-President  
Mary Lassen, Managing Director  
Deepak Pateriya, Chief of Staff

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





Congratulations, Game Changers!

You inspire us all.

All of us at the Center for Parental Leave Leadership send our deep gratitude to Ellen Bravo for her tireless work on behalf of all working families. As you pass the torch to Wendy, we are grateful to both of you for the incredible network you've built. Paid leave would not be happening without you both!

- RETAIN™ Coaching
- Employee & Manager Education
- Strategic Consulting
- Assessment & Screening



CENTER FOR  
Parental Leave  
Leadership

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

**CONGRATULATIONS,**  
Family Values @ Work, on your  
big wins this year!

**Kudos to Ellen, a true  
champion of working people,  
and to Wendy, leading us into  
the next chapter.**

WORKING  
AMERICA  
AFL-CIO

Thank you, Ellen, for  
your devoted  
leadership  
&  
congratulations to  
Wendy and the  
Gamechangers!







*salutes*

# **Family Values @ Work**

## **2019 Game Changer Awards**

*and congratulates*  
**AWARDEES**

**Senator Julie Kushner & Rep. Robyn Porter**  
*Policy Champions*

**Caring Across Generations**  
*Community Partner*

**Margarita del Cid & Marilyn Washington**  
*Worker Activists*

**Washington State Labor Council, AFL-CIO**  
*Labor Champion*

**Ben Verhoeven & Kathy Weeks**  
*Business Champions*

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

We proudly support WORKSAFE at  
[www.worksafe.org](http://www.worksafe.org)

<http://www.kazanlaw.com/about-kazan-law/our-foundation/>



**"Family is an important value to me, and in the Latinx community. Supporting families through times of crisis with social insurance programs like Paid Family Medical Leave, helps small business owners like me retain good employees. It would also give me a way to express my commitment to family values as an employer.**

**- Ana Martinez, Owner of Ana's Service & Catering, Oregon**

**Main Street Alliance congratulates Family Values @ Work and this year's Game Changers Award recipients: Sen. Julie Kushner & Rep. Robyn Porter, CT; Caring Across Generations; Ben Verhoeven & Kathryn Weeks, Peoria's Garden, OR; Margarita del Cid, Dallas, TX & Marilyn Washington, San Antonio, TX; Washington State Labor Council, AFL-CIO**







**Planned Parenthood Federation of America is proud to sponsor Family Values at Work's 2019 Game Changer Awards.**

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

Policy Champion: **CT State Sen. Julie Kushner and Rep. Robyn Porter**

Business Champion: **Ben Verhoeven and Kathryn Weeks**

Worker Activists: **Margarita del Cid and Marilyn Washington**

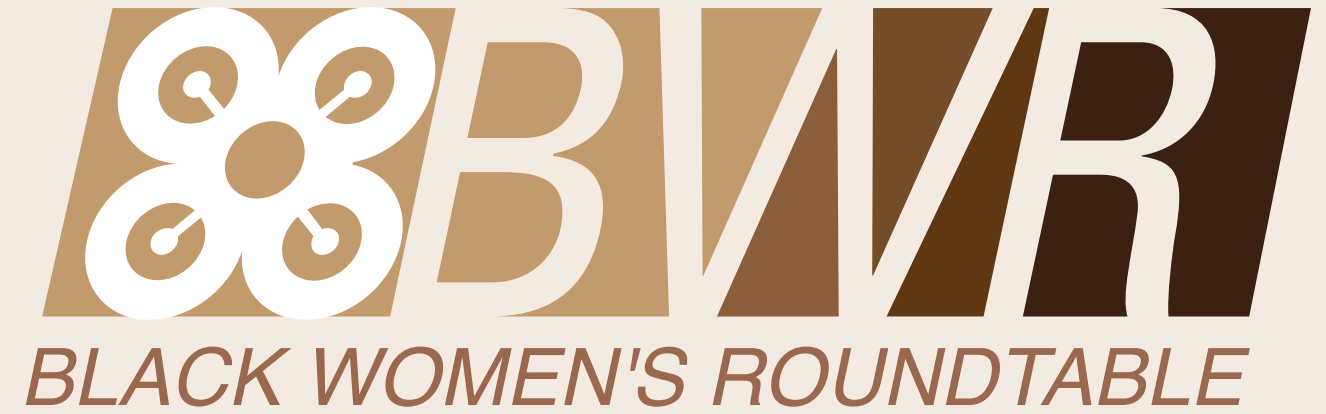
Labor Champion: **Washington State Labor Council, AFL-CIO**

Community Partner: **Caring Across Generations**

**Thank you for your commitment to family values and activism for our communities.**

 **Planned Parenthood®**

CLASP thanks Ellen for her deep commitment to social and economic justice and her visionary leadership of Family Values @ Work. Wendy's a fierce and passionate leader who's dedicated to equity, justice, and the value of caregiving. We congratulate and welcome her as FV@W's new Executive Director. Here's to many more years of continuing our shared work!



A signature program of the National Coalition on Black Civic Participation

*Congratulations to the 2019 GameChanger Honorees, Family Values @ Work, and Labor Project for Working Families for your continued leadership and commitment to working families and women.*

***Policy Champions:***

*Connecticut State Senator Julie Kushner and Connecticut Representative Robyn Porter*

***Business Champions:***

*Ben Verhoeven & Kathryn Weeks, owners of Peoria Gardens, Albany, OR.*

***Community Partner:***

*Caring Across Generations*

***Labor Champion:***

*Washington State Labor Council, AFL-CIO*

***Worker Activists:***

*Marilyn Washington, San Antonio, TX and Margarita del Cid, Dallas, TX*

**NATIONAL  
DOMESTIC  
WORKERS  
ALLIANCE**



**CONGRATULATIONS  
TO THE 2019  
GAMECHANGER  
AWARD HONOREES!**





*The Rockefeller Family Fund congratulates the Game Charger awardees and thanks Family Values @ Work for their years of partnership.*

*Congrats to Sen. Julie Kushner, Rep. Robyn Porter, Ben Verhoeven and Kathryn Weeks, Maragrita del Cid, Marilyn Washington, the Washington State Labor Council of the AFL-CIO, and Caring Across Generations.*



a **VOICE** for working America

**Anthony M. Perrone**  
International President

**Shaun Barclay**  
International Secretary-Treasurer

**Paul R. Meinema**  
Executive Vice President

**Stuart H. Appelbaum**  
Executive Vice President

**Milton L. Jones**  
Executive Vice President

## **CONGRATULATIONS**

**The United Food and Commercial Workers International Union proudly supports the Family Values @ Work 2019 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**

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

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

We are proud to partner with you in this effort!



**ZERO to THREE**  
Early connections last a lifetime

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







*Thank you Ellen Bravo for your 16 years of vibrant leadership & congratulations Wendy Chun-Hoon! We look forward to our continued work together.*

--

*The National Women's Law Center*

MomsRising congratulates and thanks GameChangers Wendy Chun-Hoon and Ellen Bravo, all of the award winners, and the entire Family Values @ Work team for their inspired work.



MomsRising.org | MamásConPoder.org



The Opportunity Agenda  
congratulates  
Family Values at Work  
and its trailblazing  
2019 awardees.

Thank you for your work!

The Institute for Women's Policy Research  
is pleased to join  
**Family Values @ Work**  
to honor its **2019 GameChangers**  
for their efforts to support women  
and their families.



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

 /IWPRResearch

 /@IWPRResearch

# congrats, FV@W game changers!

we congratulate

**Conn. State Sen. Julie Kushner and Rep. Robyn Porter**

**Ben Verhoeven and Kathryn Weeks**

**Margarita del Cid and Marilyn Washington**

**Washington State Labor Council (AFL-CIO)**

**Caring Across Generations**

for being game changers in our fight for

paid family and medical leave

and paid sick days





the work and family legal center

A Better Balance is proud to partner with Family Values @ Work in the fight for inclusive paid leave policies. Congratulations to the staff of FVAW and tonight's Game Changers. We salute your leadership on workplace justice issues!



**CITIZEN!**  
**ACTION!**  
OF NEW YORK

*Thank You Ellen, Wendy, and Family Values @ Work*  
*Our Partners in the Fight for Worker and Gender Justice*





# CONGRATULATIONS TO FAMILY VALUES @ WORK AND ALL THE GAME CHANGER AWARDEES!

We Appreciate You,

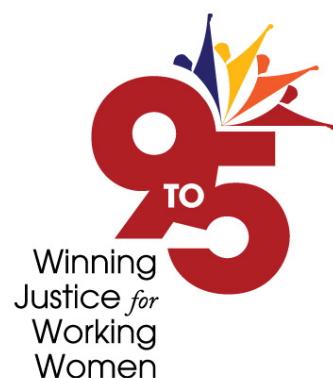


[UNITED4RESPECT.ORG](https://www.united4respect.org)

## Congratulations, Ellen!

*Thank you for  
your leadership  
and inspiration  
through the years.*

*We love you!*



*Congrats!*

**Ellen and Wendy**



Thank you and Family Values @ Work for building the movement that made possible New Jersey's wins for Earned Sick Days and Paid Family Leave (and recent expansion)!

We thank you from the bottom of our hearts for your dedication and support!



## Women Employed salutes Ellen Bravo & Wendy Chun-Hoon

Thank you for your leadership and vision.

WE have been proud to partner with you and Family Values @ Work to advance equity for all.





**With admiration and gratitude to**  
**FV@W**  
**and appreciation to all the honorees**

**JEWS UNITED**  
**FOR JUSTICE**

working locally for social justice, racial equity, and  
vibrant democracy in DC and Maryland

**jufj.org**

**The Communications Workers of America is proud to support  
Working Families/Family Values @Work.**

**Congratulations to this year's Game Changers!**

**Policy Champions**

Connecticut State Senator Julie Kushner and  
Representative Robyn Porter

**Business Champions**

Ben Verhoeven and Kathryn Weeks

**Worker Activists**

Margarita del Cid and Marilyn Washington

**Labor Champion**

Washington State Labor Council, AFL-CIO

**Community Partner**

Caring Across Generations

**CWA**

**Chris Shelton, President**

**Sara Steffens, Secretary-Treasurer**





# 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 A. GEBRE  
Executive Vice President