

**FAMILY VALUES @ WORK**

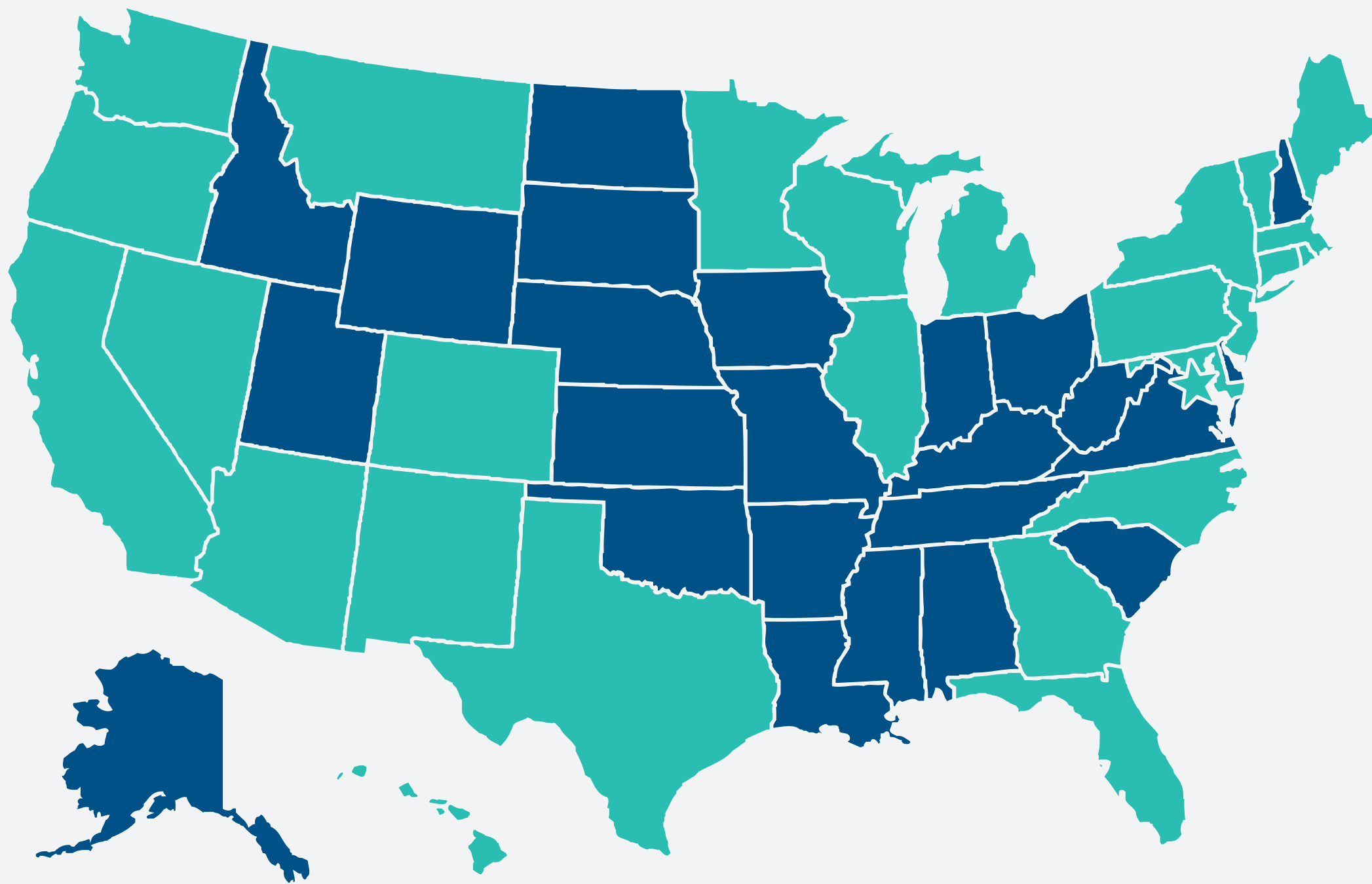
**17 YEARS  
OF CHANGING  
THE GAME**

# 2020

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## THIS YEAR

The network gets another paid leave win in Colorado—the first by ballot. Two more states, Colorado and New York, passed statewide paid sick days laws. 15 cities and states clarified or expanded existing laws to respond to the pandemic.

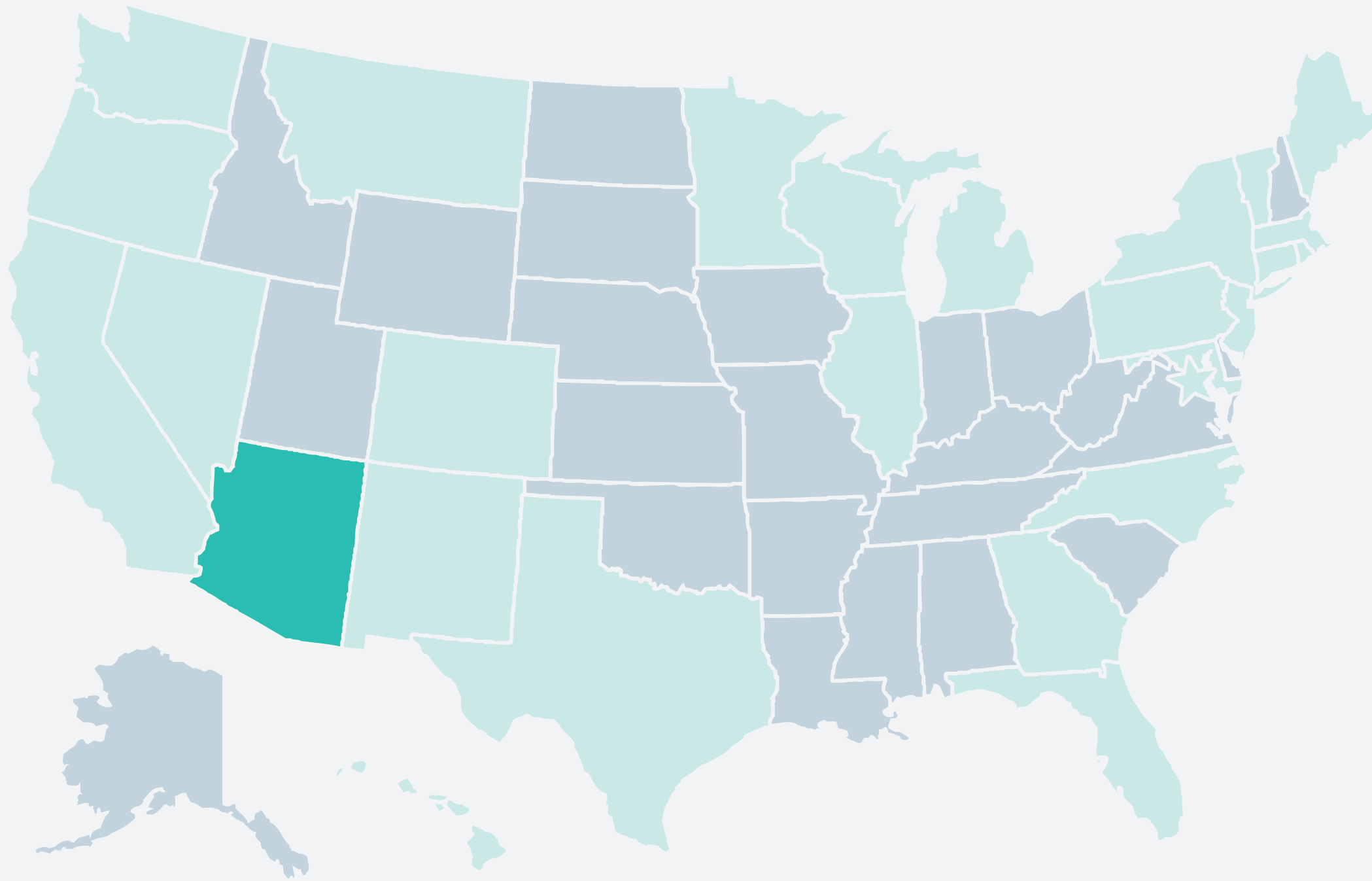


# 2020

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## WINS IN ARIZONA

Arizona groups initiated creative Know Your Rights education efforts, virtual town hall events in English and Spanish, scholarships for COVID-19 relief and offered information as part of a weekly food bank in addition to creating infomercials aimed at the LGBTQ+ community and gig workers.



# 2020

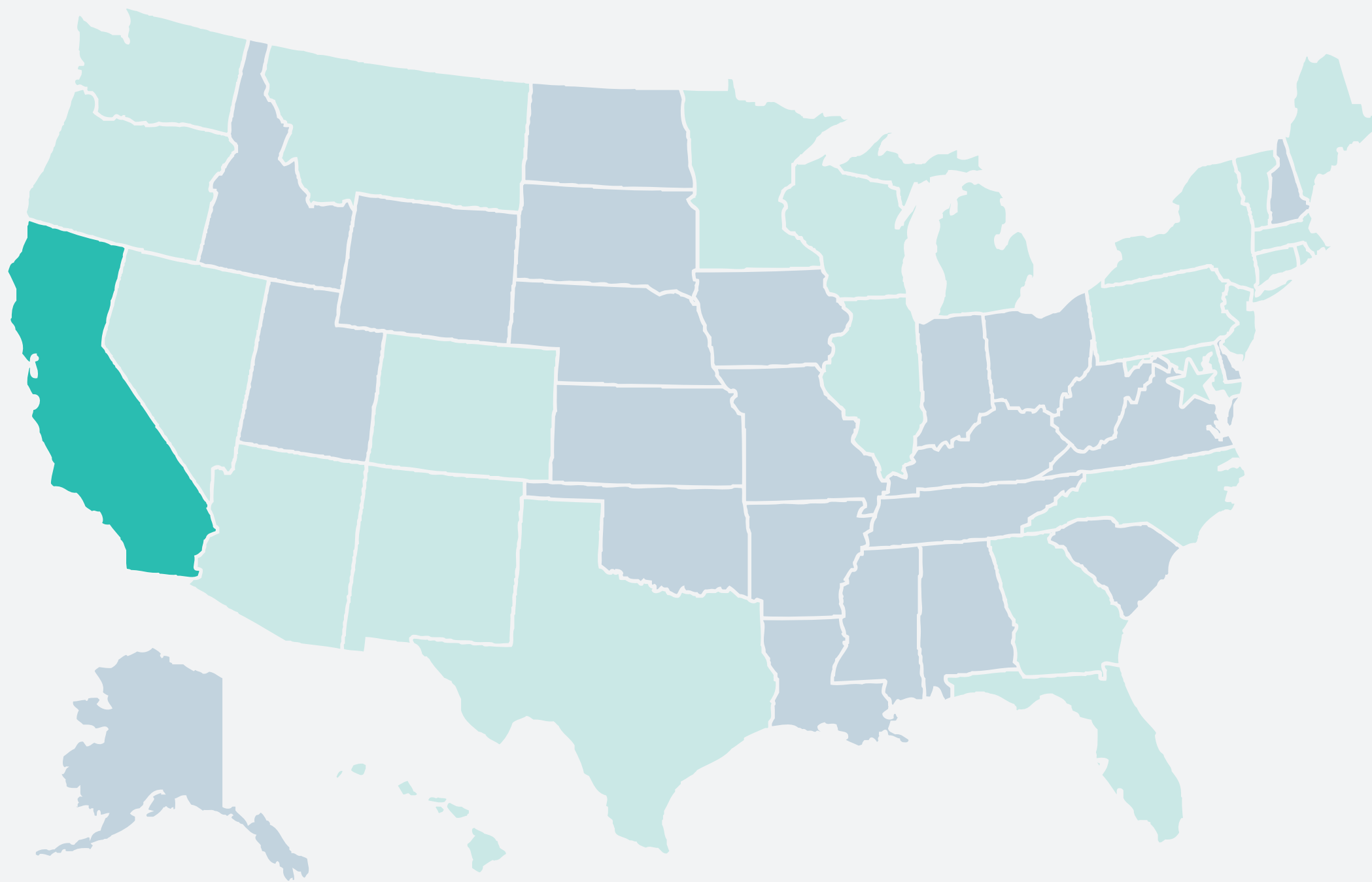
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## WINS IN CALIFORNIA

After a decade of organizing, California adds expanded job protections in the state paid leave law, impacting 6 million additional workers.

California legislature passes and governor signs a bill to add up to 80 hours of paid sick time for COVID-19-related reasons to groups excluded from federal FFCRA bill.

The California Work and Family Coalition organizes more than 100 groups of people to educate their state representatives on the need for these initiatives.



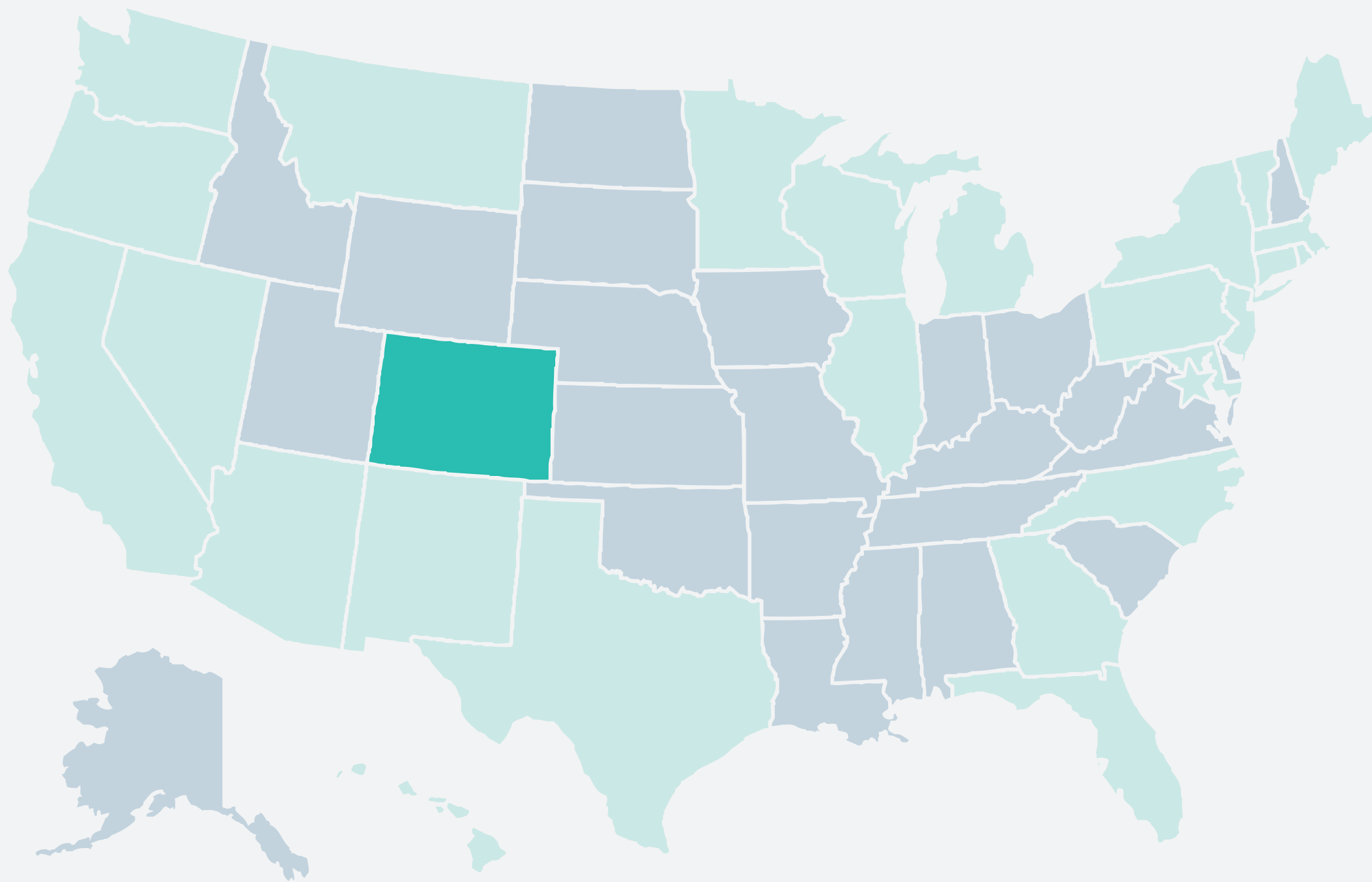
# 2020

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## WINS IN COLORADO

Colorado voters pass inclusive, comprehensive paid family and medical leave by ballot, the first state in the country where voters decide the issue.

Colorado legislature passes and the governor signs the Healthy Families and Workplaces Act, a permanent paid sick days law beginning in 2021. The law includes coverage until the end of 2020 for those needing time to deal with the coronavirus and left out of federal relief legislation.



# 2020

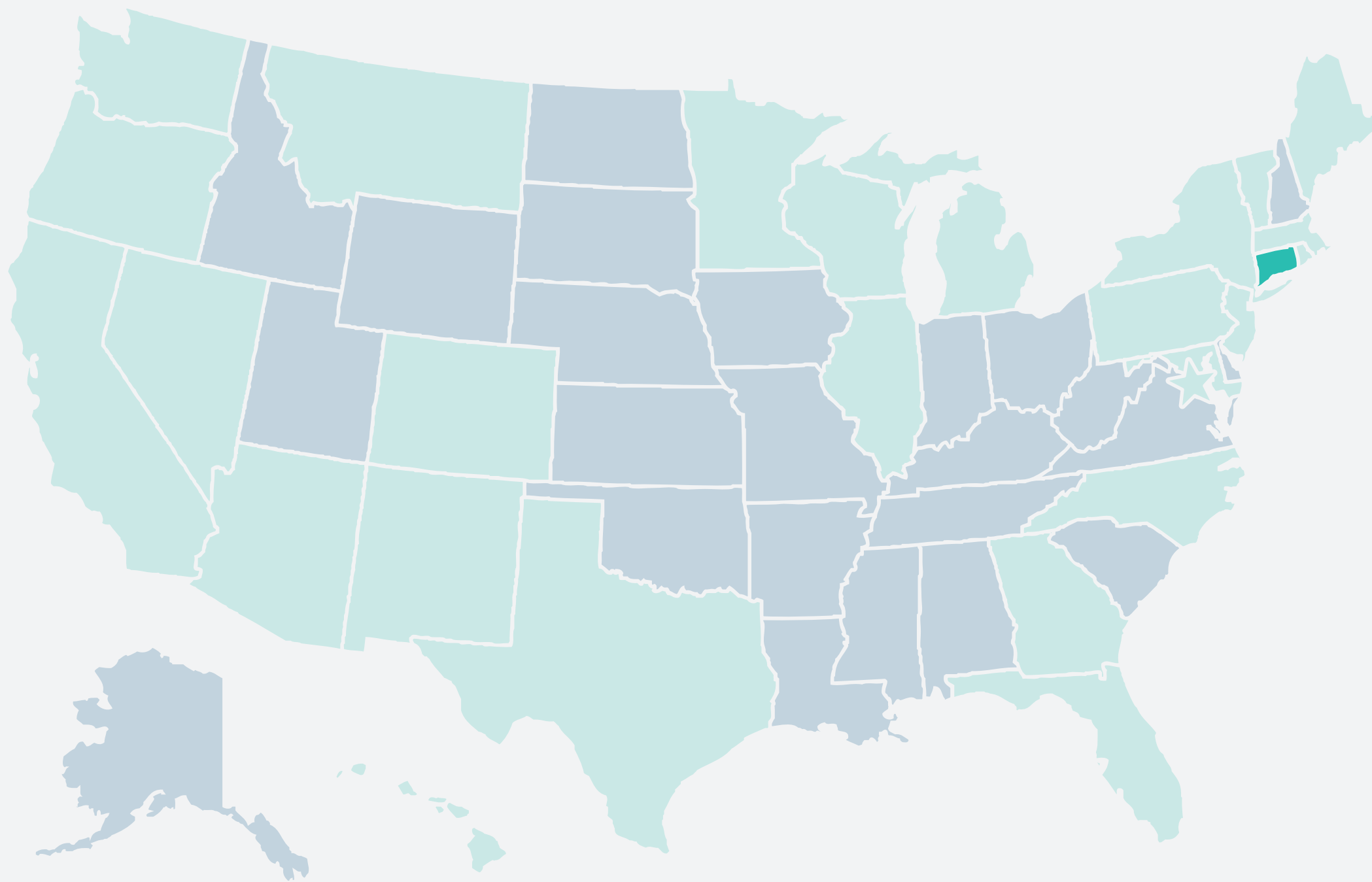
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## WINS IN CONNECTICUT

Connecticut Paid Family and Medical Leave Insurance Authority hires the agency's first CEO and launches a website, [ctpaidleave.org](http://ctpaidleave.org).

Connecticut lawmakers introduce, and the Labor & Public Employees Committee advances, legislation to provide fair scheduling practices to hourly workers and to increase protections for domestic workers.

Lawmakers introduce, and the Labor & Public Employees Committee advances, legislation to require employers to disclose salary ranges for vacant positions, and to prohibit discrimination based on natural or ethnic hairstyles (the CROWN Act).



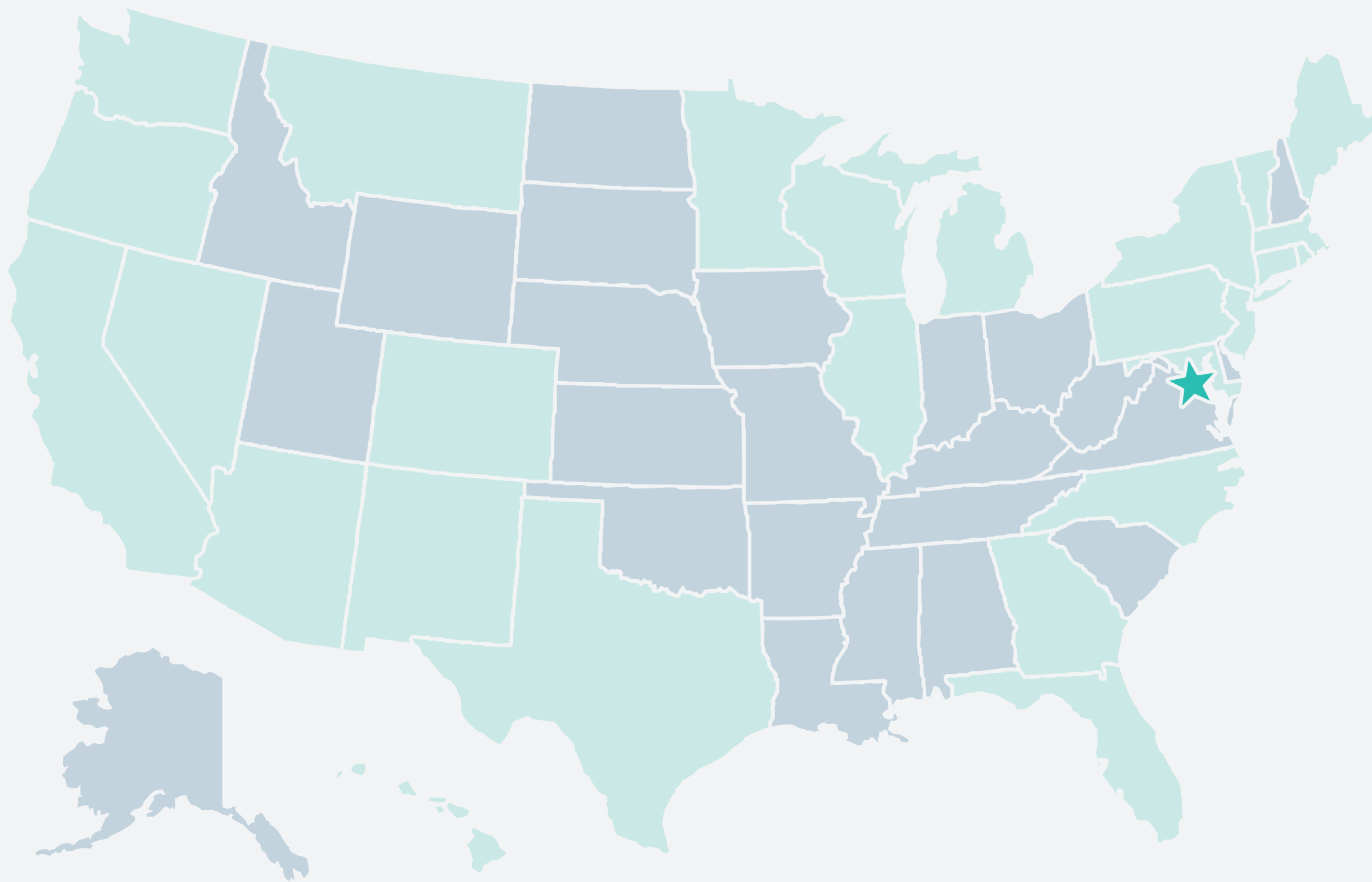
# 2020

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## WINS IN DISTRICT OF COLUMBIA

Jews United for Justice (JUFJ) leads the implementation of Paid Family Leave, which went into effect on July 1st.

DC Jobs with Justice, Many Languages, One Voice (MLOV), and JUFJ lead the successful fight for \$14 million for relief to undocumented residents, informal workers, and returning citizens left out of COVID-relief legislation.

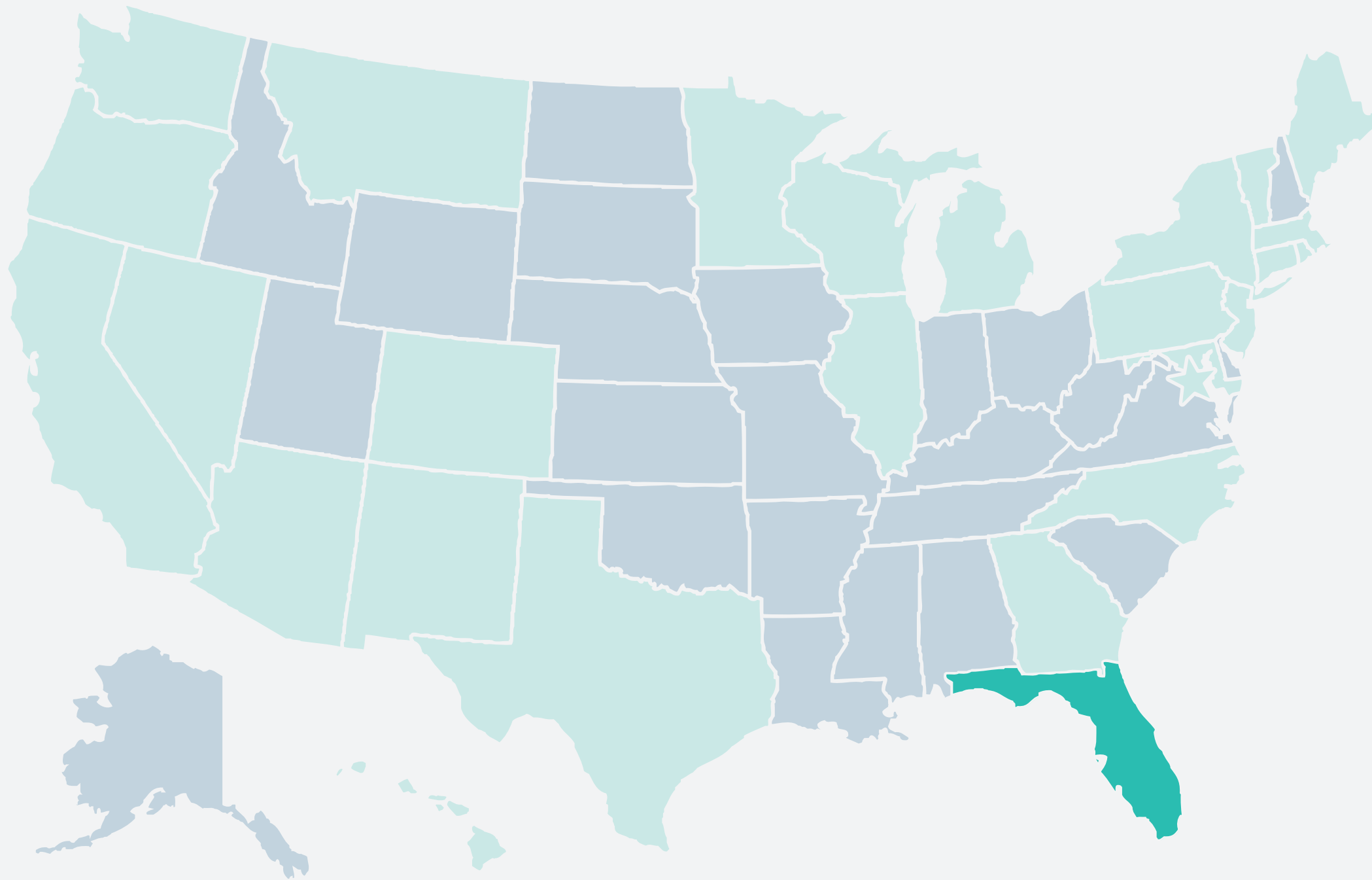


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## WINS IN FLORIDA

The Florida Coalition on Black Civic Participation disseminated information on workers' rights to paid leave under coronavirus legislation through Zoom calls with state legislators, billboards, snack bags, voter engagement and more.





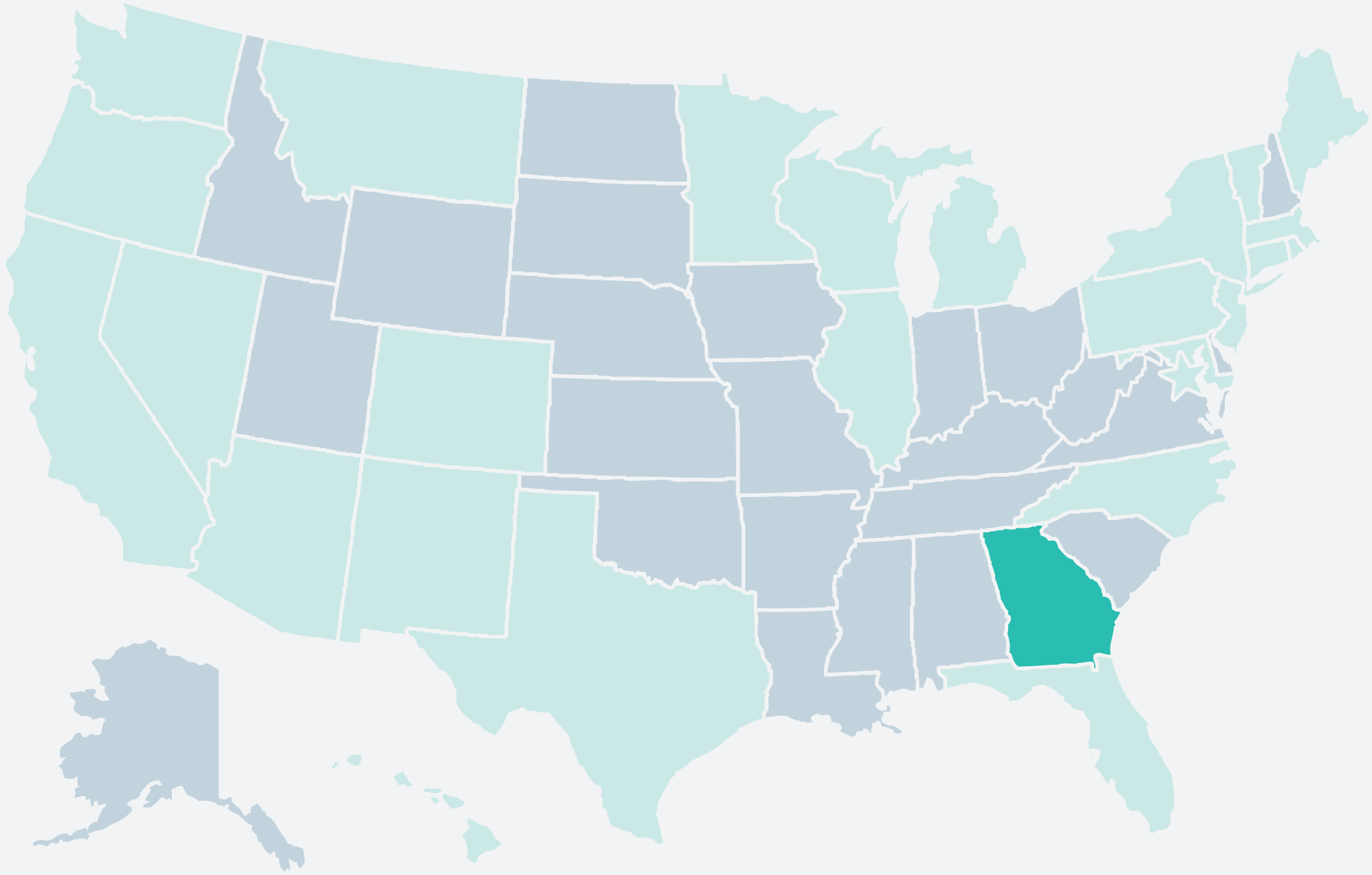
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## WINS IN GEORGIA

Legislature agrees that the Family Care Act will continue beyond the original sunset period.

Grassroots groups engage in record voter engagement.



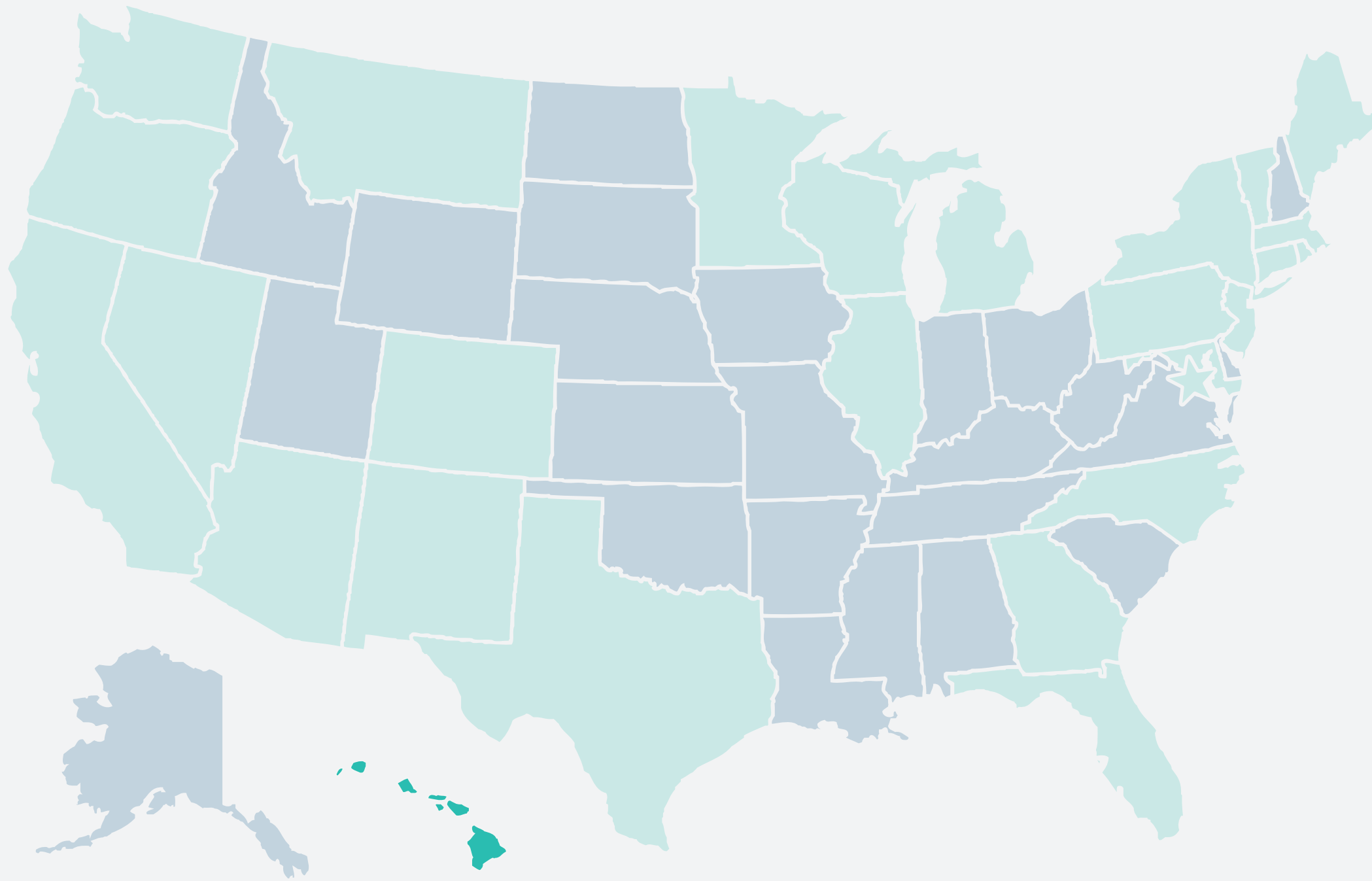
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## WINS IN HAWAI'I

Hawaii Children's Action Network leads the development of the first Feminist Recovery Plan as well as a Blueprint for the Use of COVID Funds to support working families.

The Network helps secure \$15 million to support child care providers and child care programs for school-aged children while schools are physically shut.



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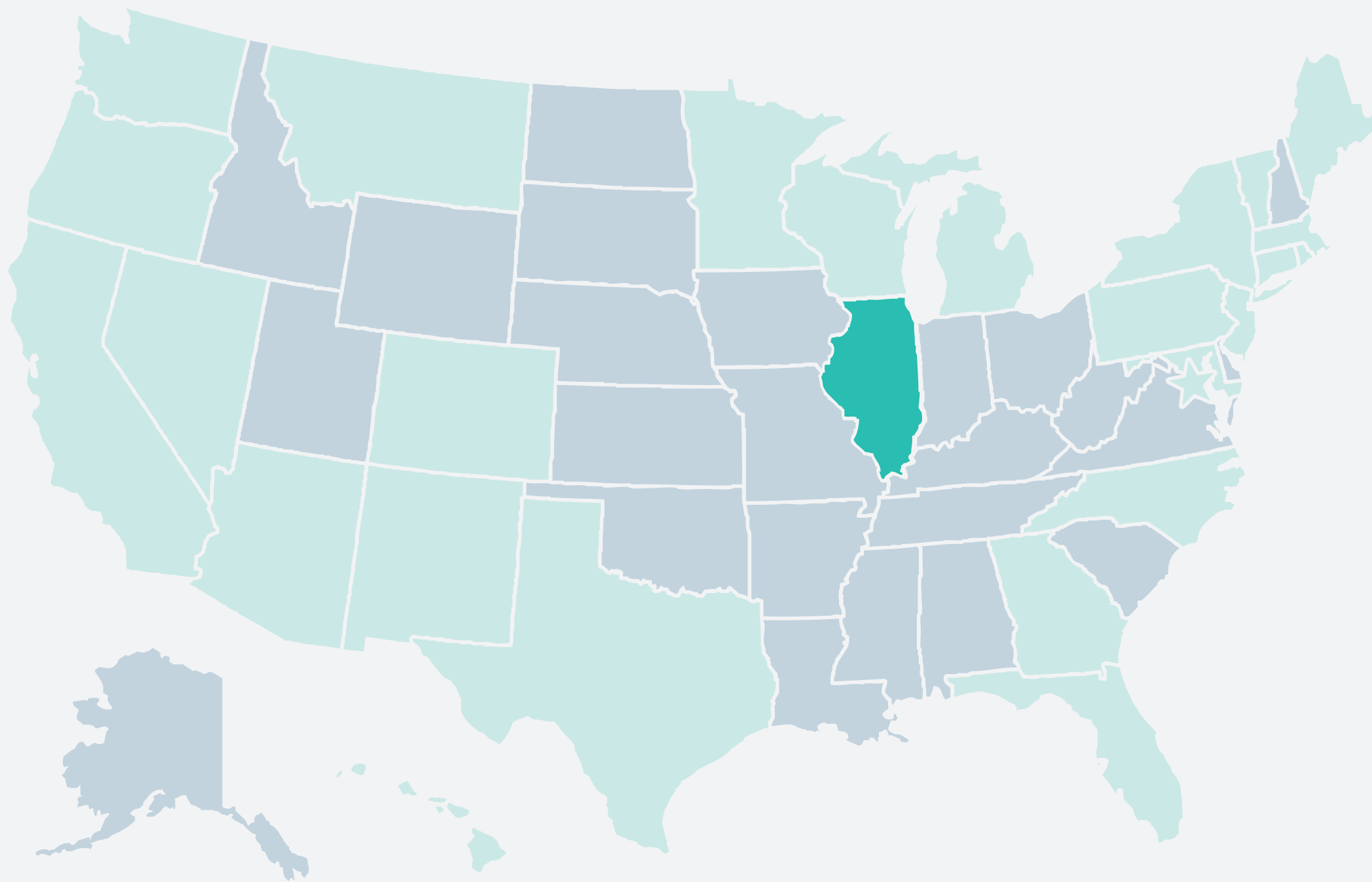
## WINS IN ILLINOIS

Chicago City Council accelerates the increase in the minimum wage to \$15/hour by 2021 and includes youth workers and workers with disabilities.

Illinois House Labor Committee passes paid sick days legislation.

Illinois Paid Family and Medical Leave Coalition launches.

City of Chicago implements the Fair Work Week Ordinance.



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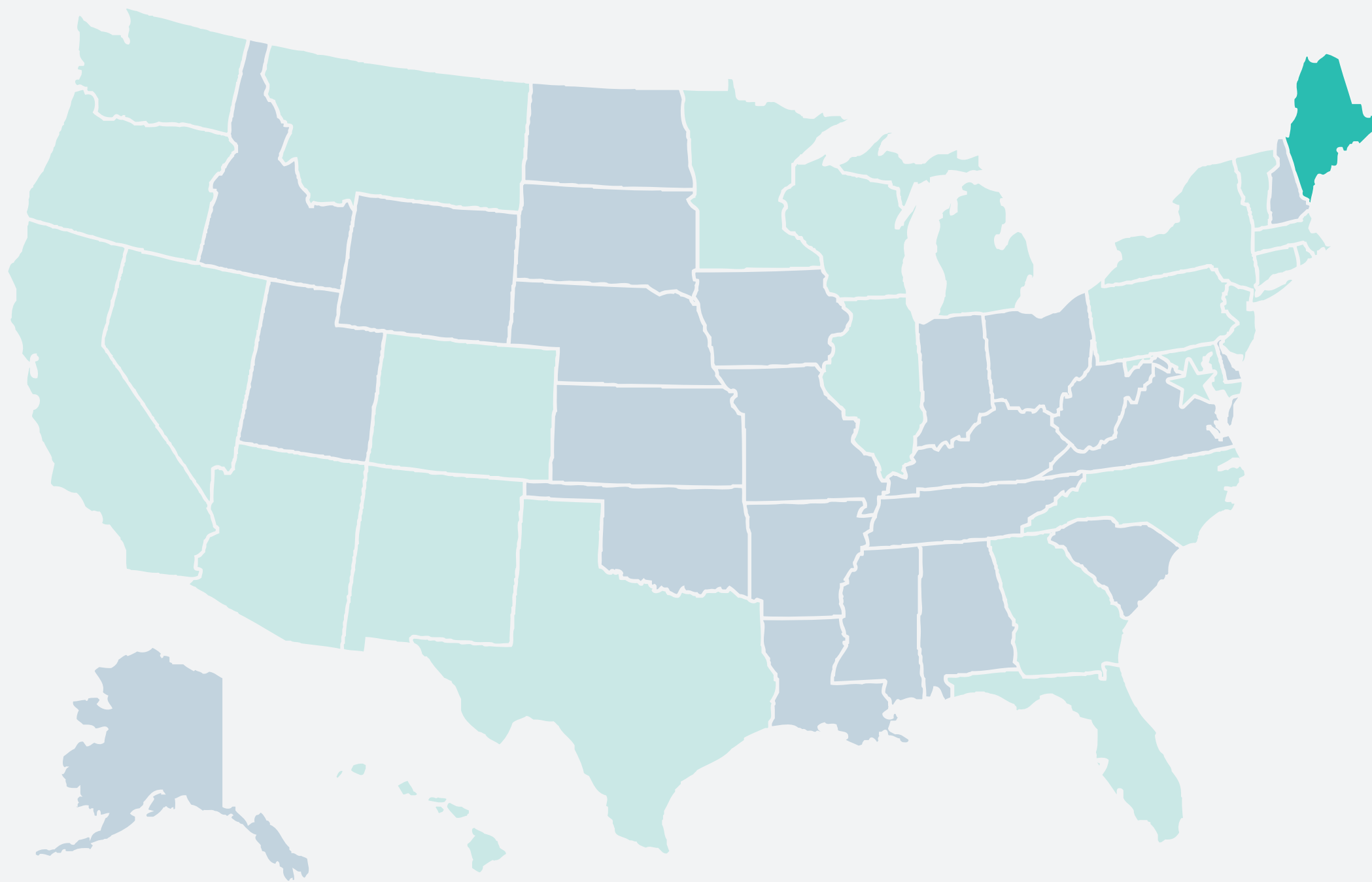
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## WINS IN MAINE

The Maine speaker of the House and the chair of the Labor and Insurance Committee sponsor legislation for paid family and medical leave.

The Labor and Insurance Committee passes the bill out of committee days before the legislature adjourns for the session due to COVID.

The Administration supports the bill by committing up to \$200,000 to staff and fund a study of the program needs.



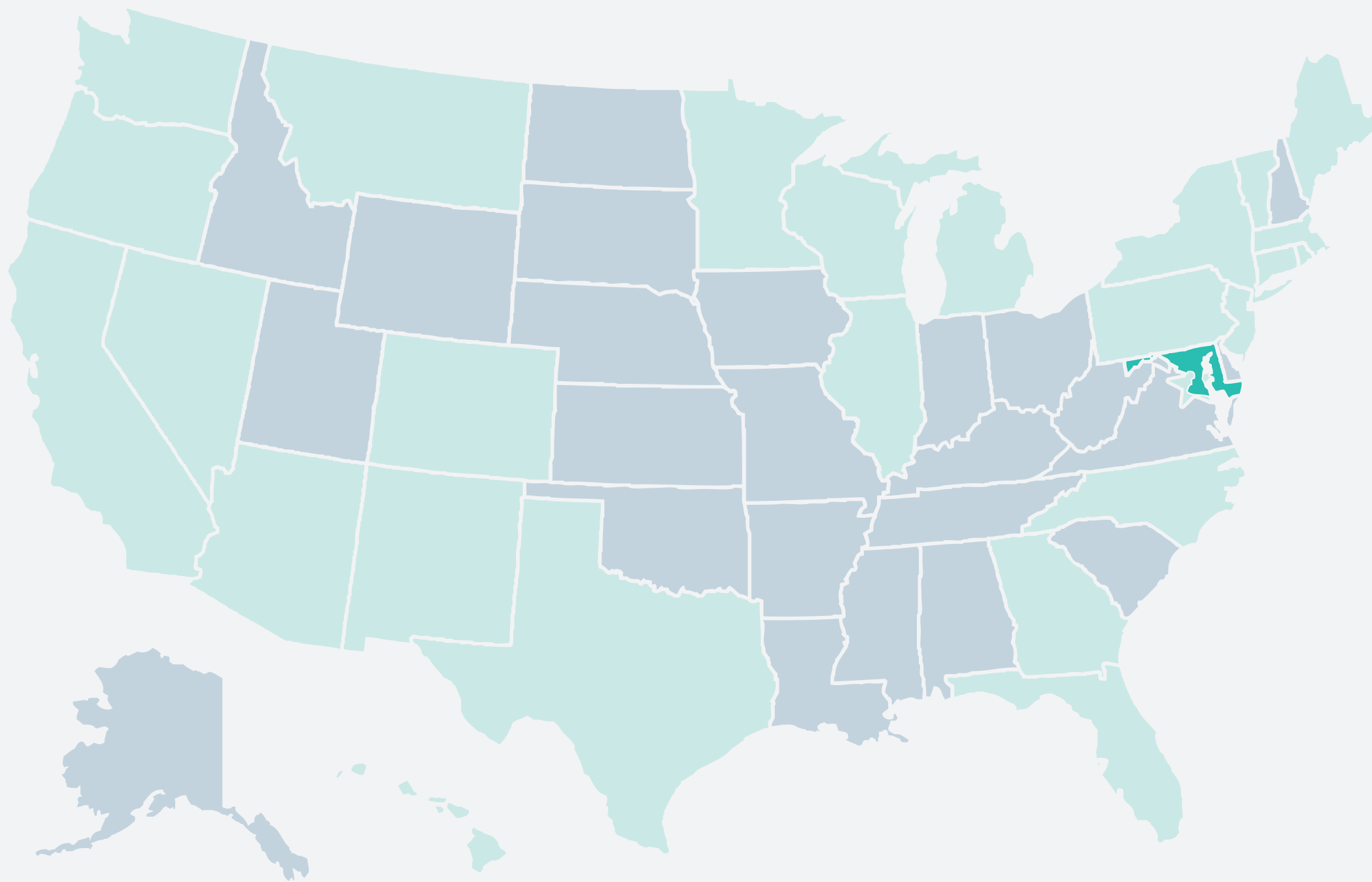
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## WINS IN MARYLAND

Working Matters Maryland successfully beats back three separate bills designed to weaken the statewide paid sick days law and raises awareness of the need for additional protections during a public health emergency.

The Maryland legislature amends the state's Equal Pay Act to protect workers from retaliation when they inquire about their own pay.



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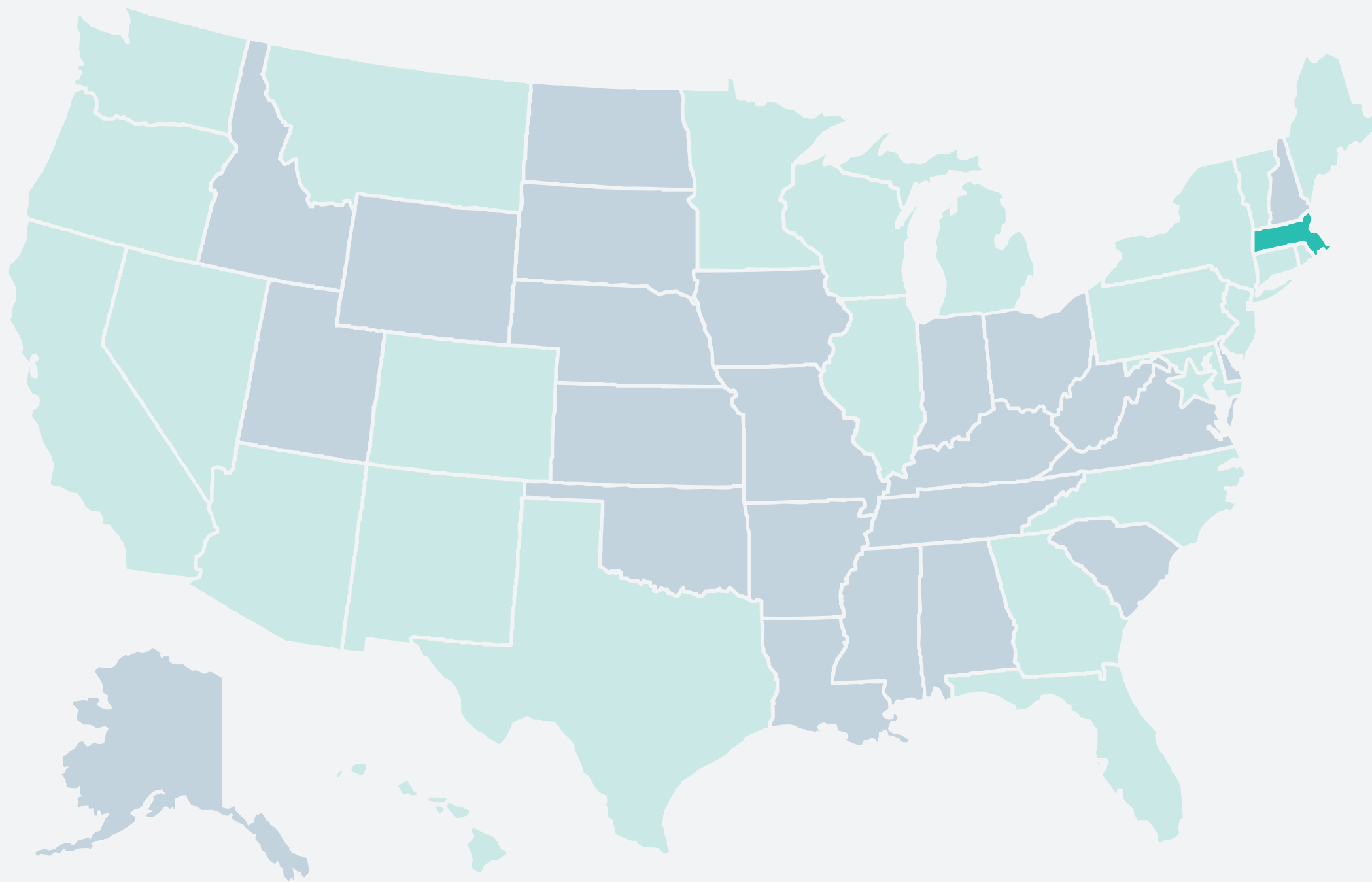
## WINS IN MASSACHUSETTS

Common Start coalition establishes 5 chapters, highlighting parent, caregiver and early educator experiences, in gateway cities across the state.

Common Start produces a draft policy for introduction in January 2021 promoting affordable, accessible, high-quality education and care in Massachusetts.

Raise Up Massachusetts launches a public health table and a community table to help get out information for Paid Leave implementation.

Raise Up Massachusetts launches Emergency Paid Sick Time Campaign in the spring to cover the gaps in FFCRA and produces a weekly Know Your Rights series.



# 2020

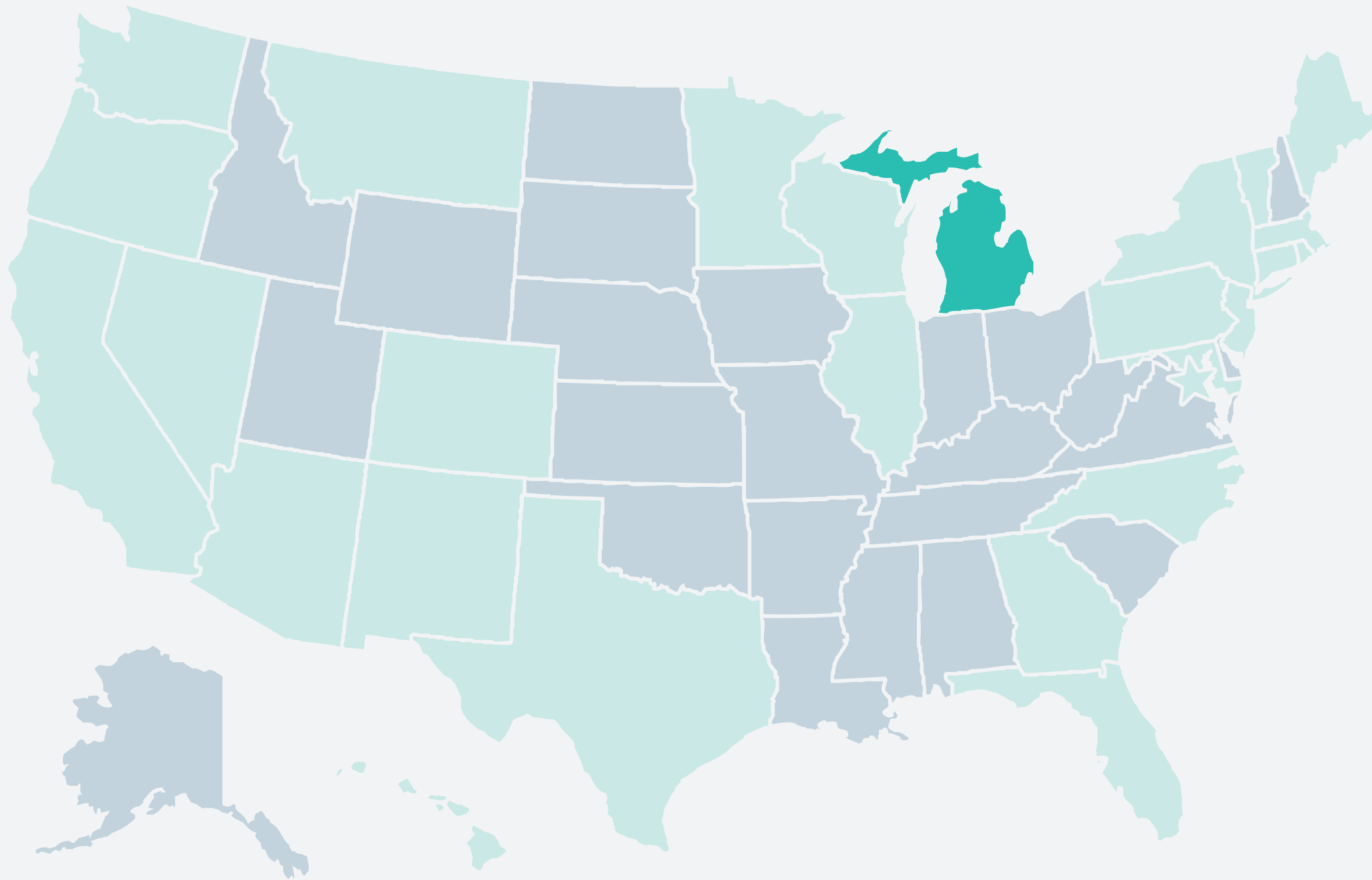
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## WINS IN MICHIGAN

State Senator Erika Geiss introduces the Emergency Paid Sick Leave bill to provide protection during pandemics and natural disasters. The bill would include all families and those dealing with domestic violence.

The MI Paid Leave for All coalition launches with more than 20 organizations.

Mothering Justice launches the “Other Mother” campaign to build support for informal caregivers.



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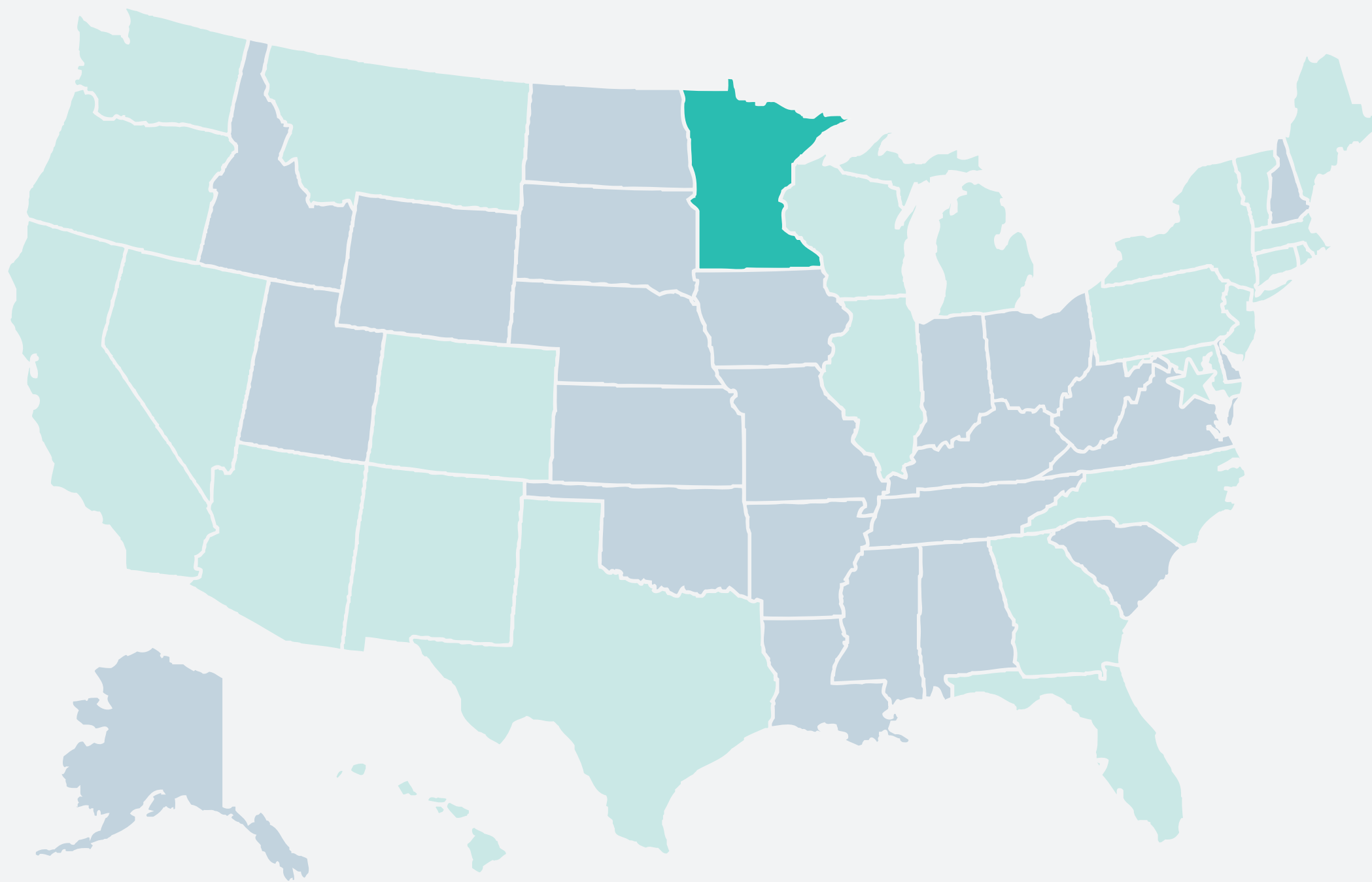
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## WINS IN MINNESOTA

Minnesota House of Representatives passes HF5 – Paid Family & Medical Leave as a standalone bill by a vote of 70-59.

The Minnesotans for Paid Family & Medical Leave Coalition stops a bill to establish a for-profit private market for paid family leave insurance without providing anyone access to paid leave.

Duluth implements Earned Sick and Safe Time.



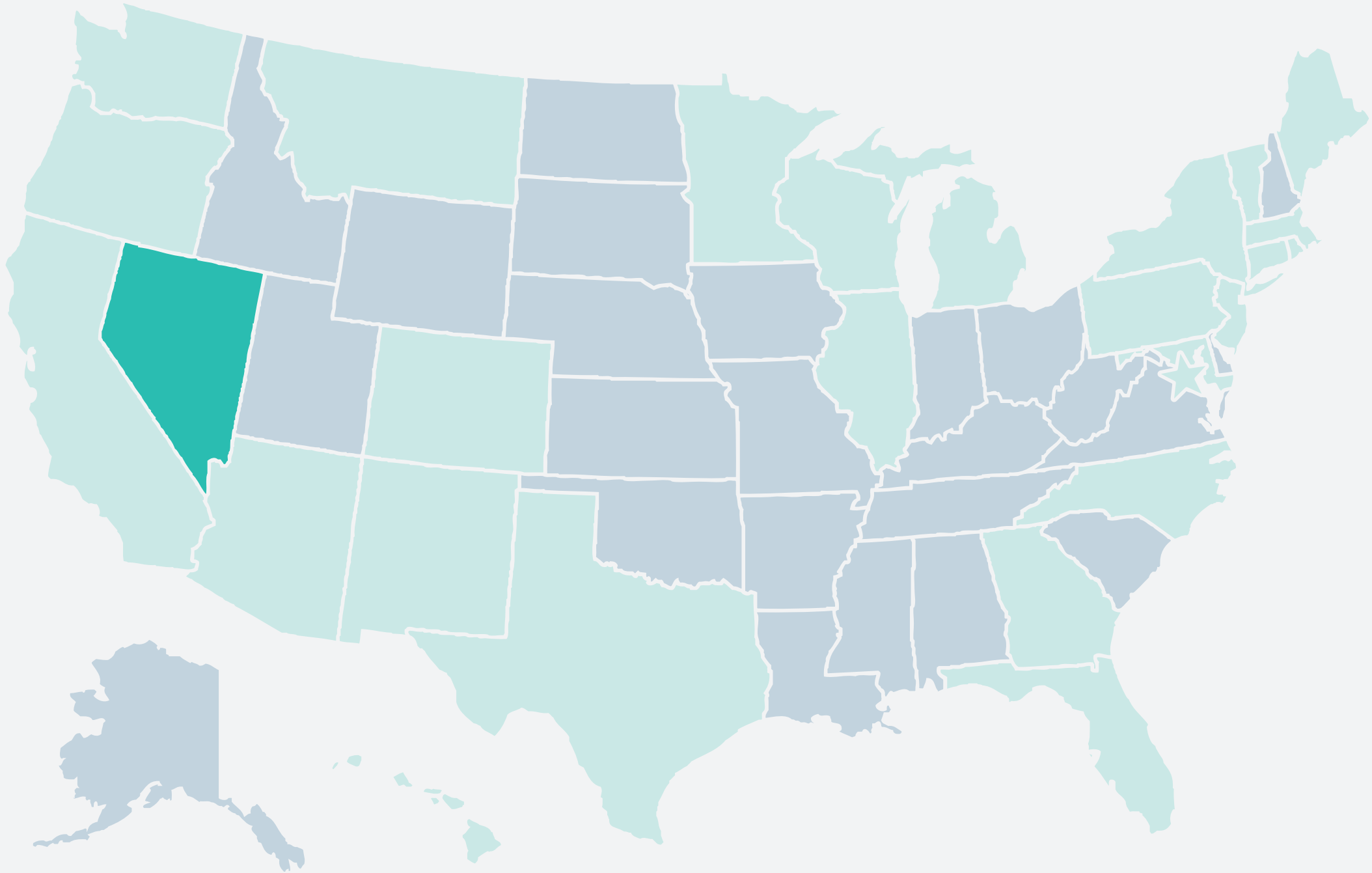


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## WINS IN NEVADA

Make It Work Nevada helps thousands of people learn their rights during the pandemic through weekly Facebook Live shows and 2,500 wellness checks to community members.



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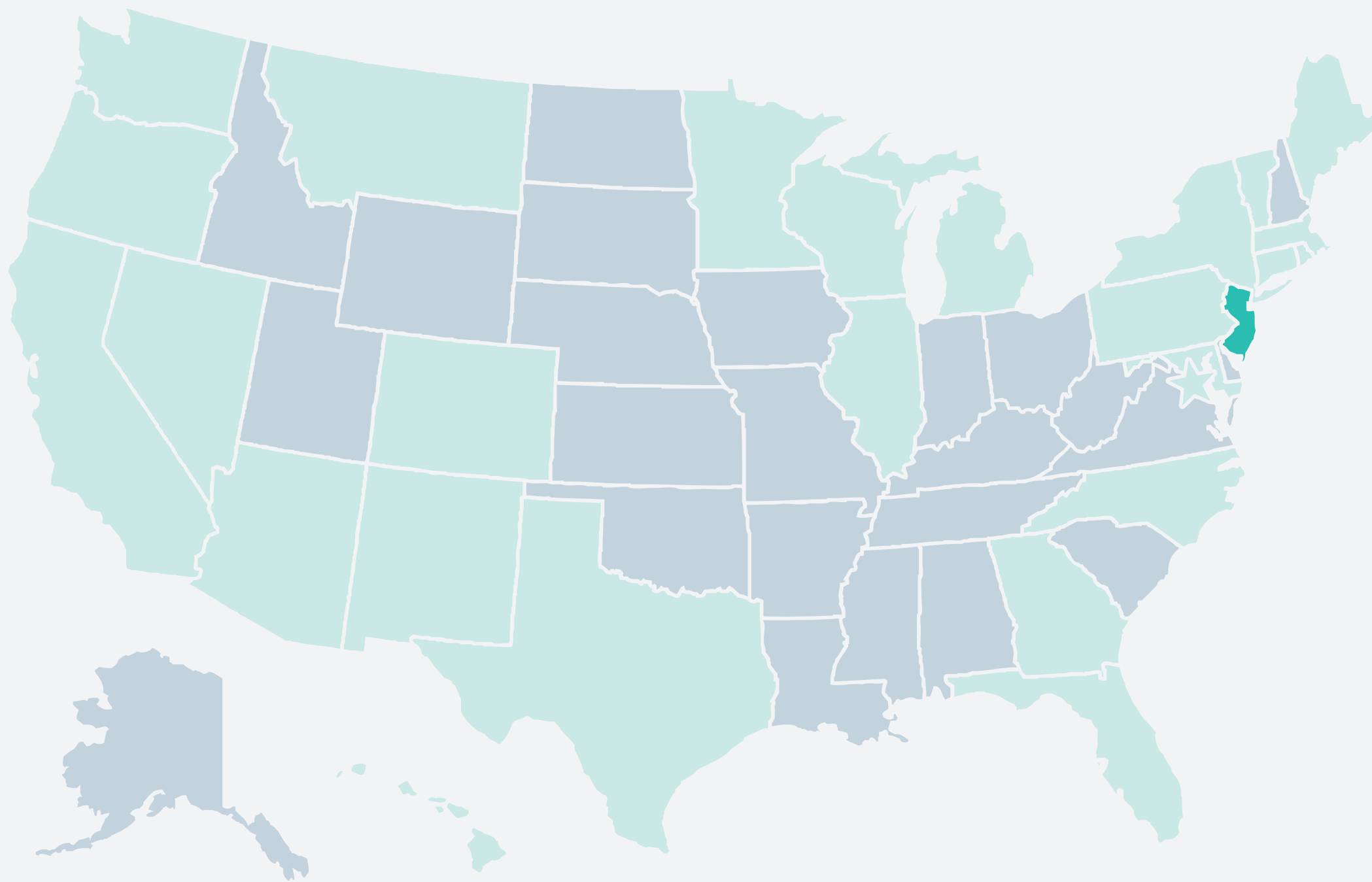
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## WINS IN NEW JERSEY

Governor Murphy expands 3 existing laws related to paid leave to include isolation, quarantine or care of a family member related to a communicable disease.

Governor Murphy expands protections of the Family Leave Act (FLA) to include job protection for up to 12 weeks for employees forced to take time related to closings of school or place of care during this pandemic.

Paid leave expansion goes into full effect, expanding wage replacement amount from 66% to 85% and doubling the time available from 6 to 12 consecutive weeks.



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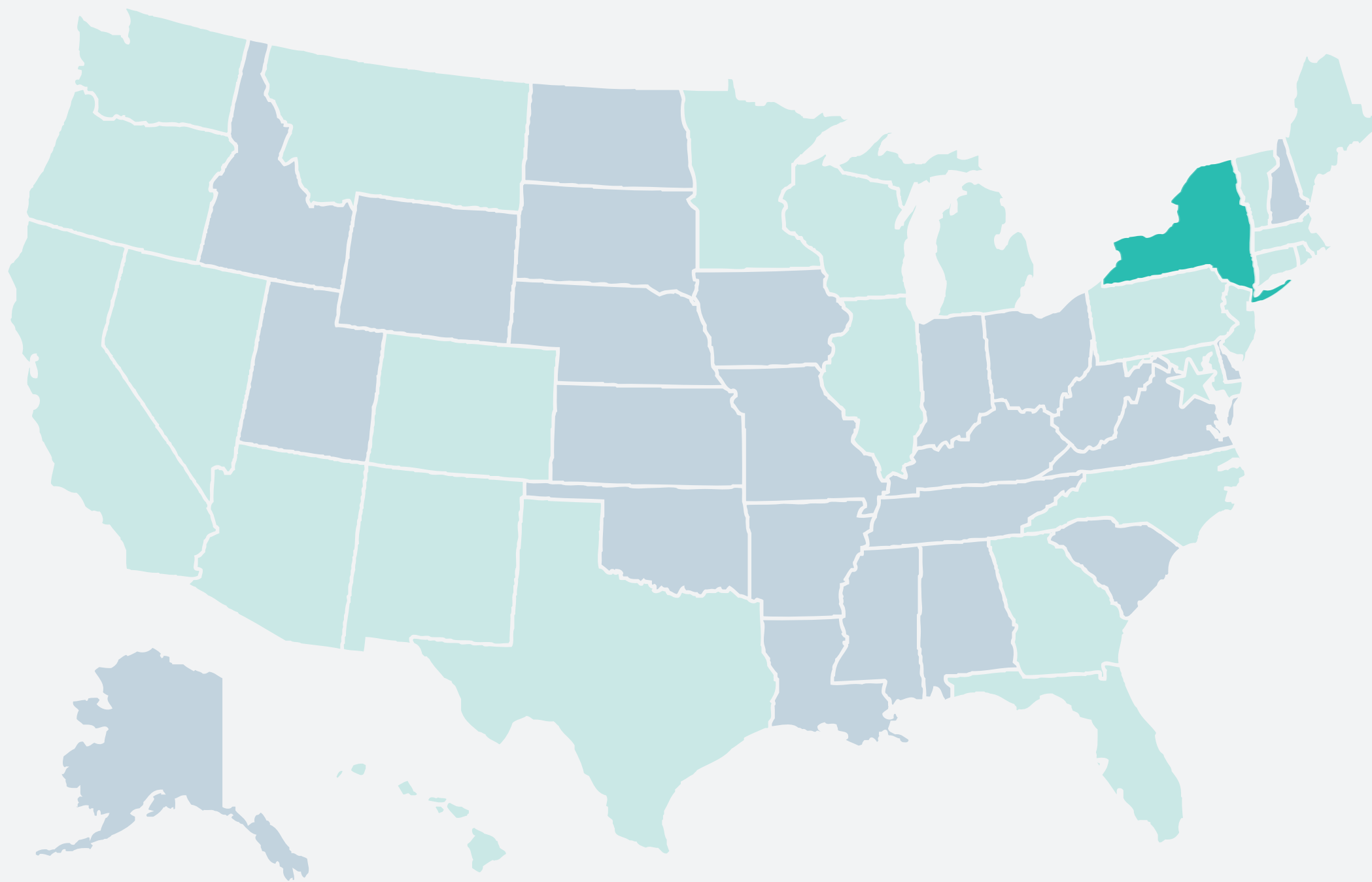
## WINS IN NEW YORK

NY passes a COVID-19 Emergency Paid Sick Leave Law, ensuring paid leave to many of those carved out of FFCRA who need time related to COVID-19 symptoms or exposure.

The NY legislature passes a strong, comprehensive, permanent paid sick and safe time law as part of the state budget.

Citizen Action of NY (CANY) develops a coordinated, statewide Worker Rights Outreach Campaign with partners.

CANY continues to lead the Empire State Campaign for Child Care (ESCCC), launching an Action Team that centers leadership of community-based providers of color. The team wins support of 85 state legislators on issues related to state and federal funding.



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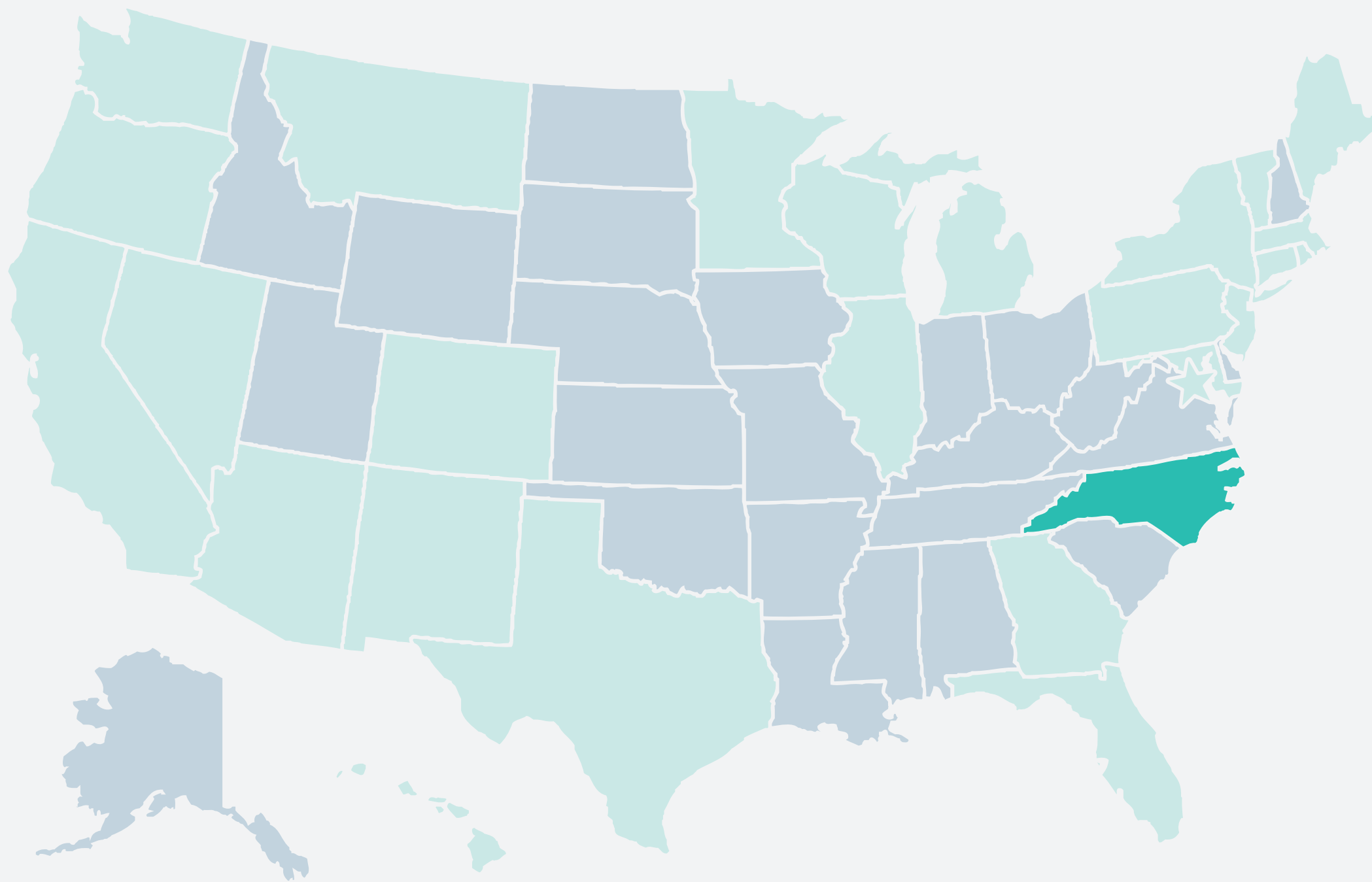
## WINS IN NORTH CAROLINA

NC Representative Sydney Batch testifies at the Congressional hearing in support of FMLA expansion.

The NC Perinatal System of Care Task Force's recommendations to the General Assembly include paid leave, kin care and pregnancy accommodations.

The NC Child Fatality Task Force endorses paid leave, kin care and pregnancy accommodations.

Apex Town Council members pass language aligning their paid leave policies with the FFCRA.



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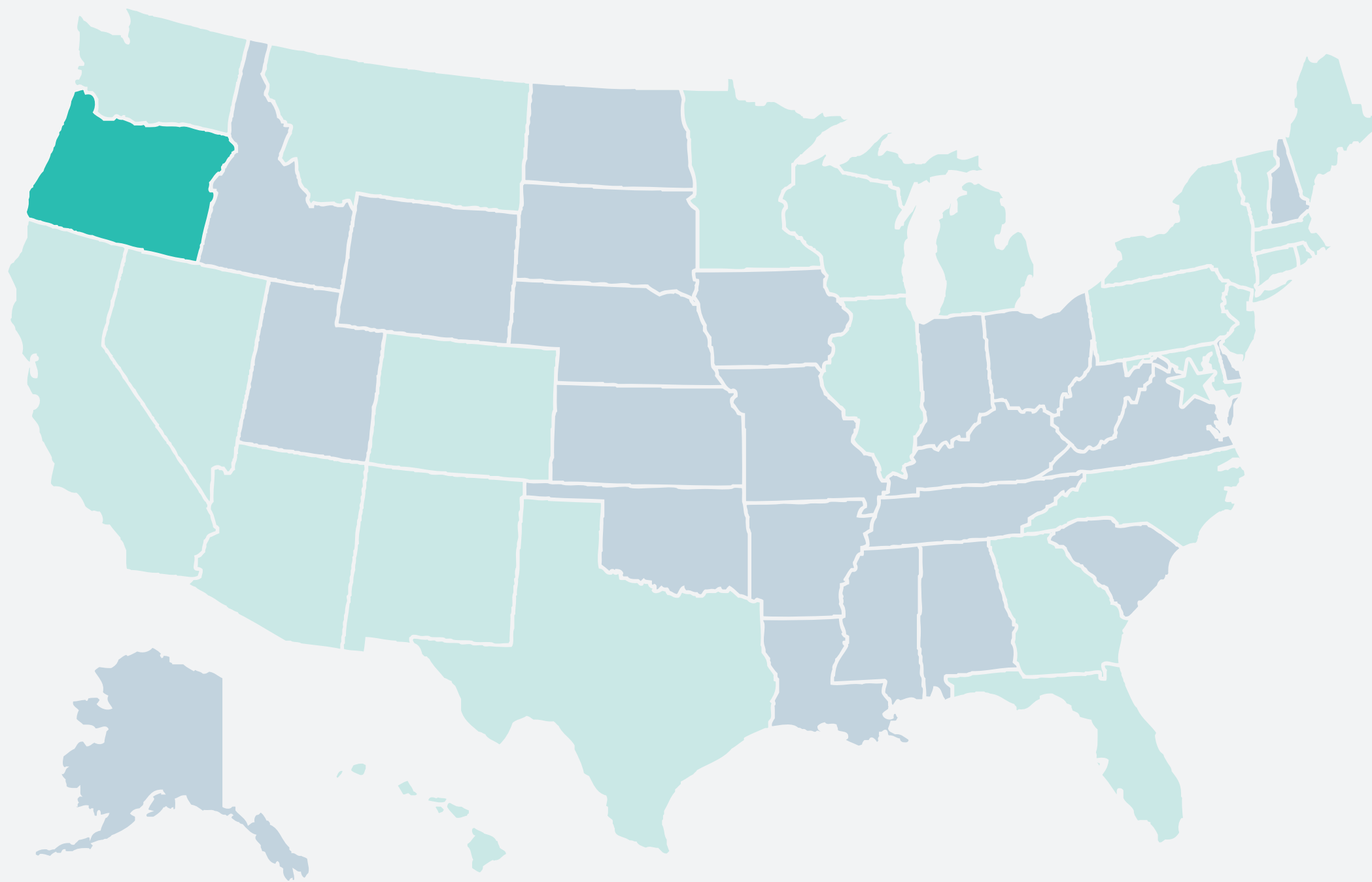
## WINS IN OREGON

Voters pass a new universal PreK program in Multnomah County, prioritizing the needs of BIPOC and low-income communities.

State invests COVID-relief dollars in ways that make paid leave more accessible to those excluded from federal coverage and help to sustain child care providers during this crisis.

Coalition helps establish administrative rules to expand pregnancy accommodation, protection for breastfeeding and milk expression, and more.

Coalition helps guide implementation of a progressive and inclusive paid family and medical leave program with a focus on racial equity.



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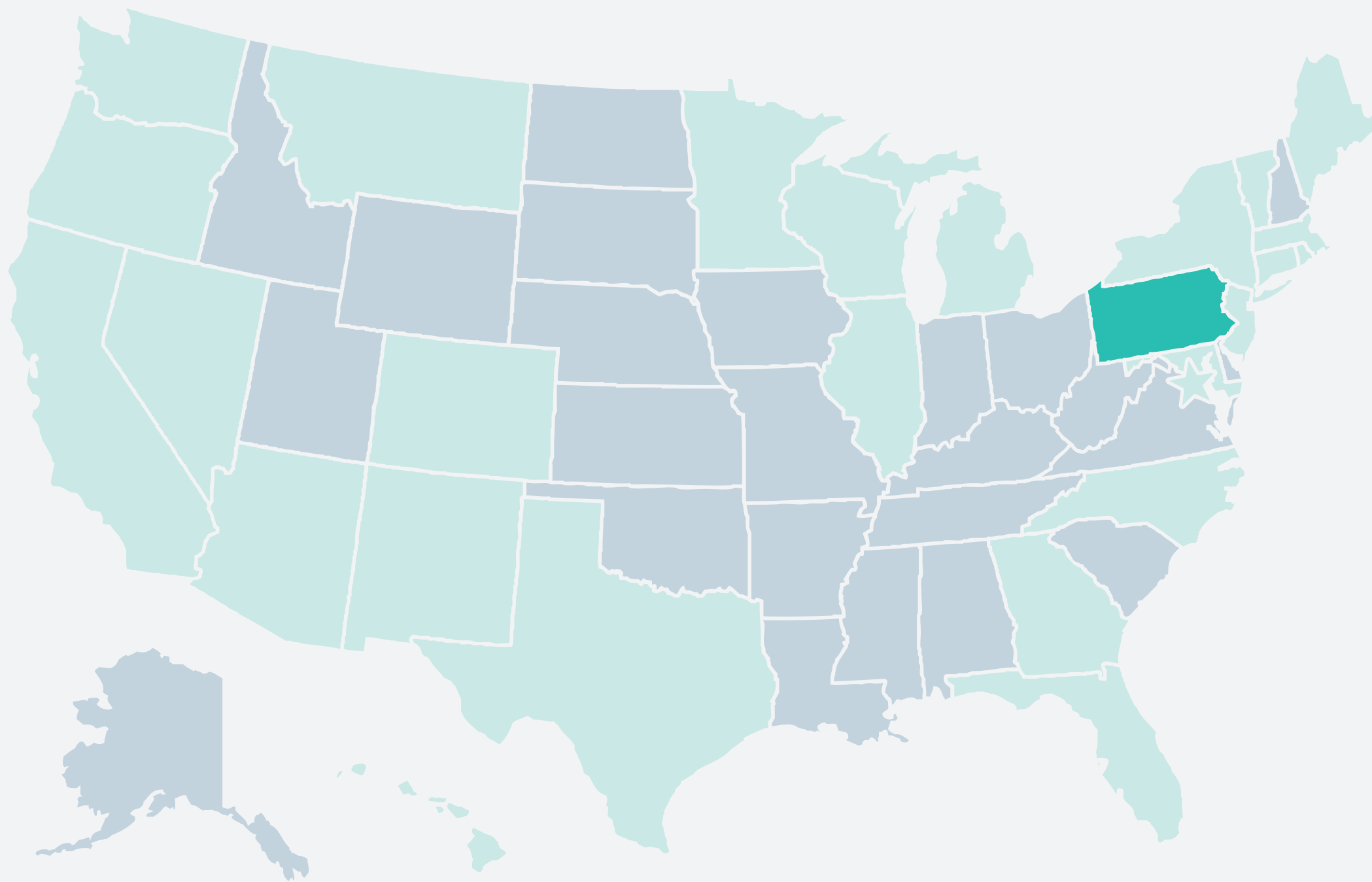
## WINS IN PENNSYLVANIA

Senate Labor and Industry Committee holds a hearing on paid family and medical leave in Pennsylvania.

The city of Philadelphia expands its existing paid sick days law to cover the COVID emergency. The law later expands further to cover workers left out by FFCRA.

Fair Workweek and the Domestic Workers Bill of Rights laws take effect.

Philadelphians vote via ballot measure to create a permanent Department of Labor to enforce worker protections.



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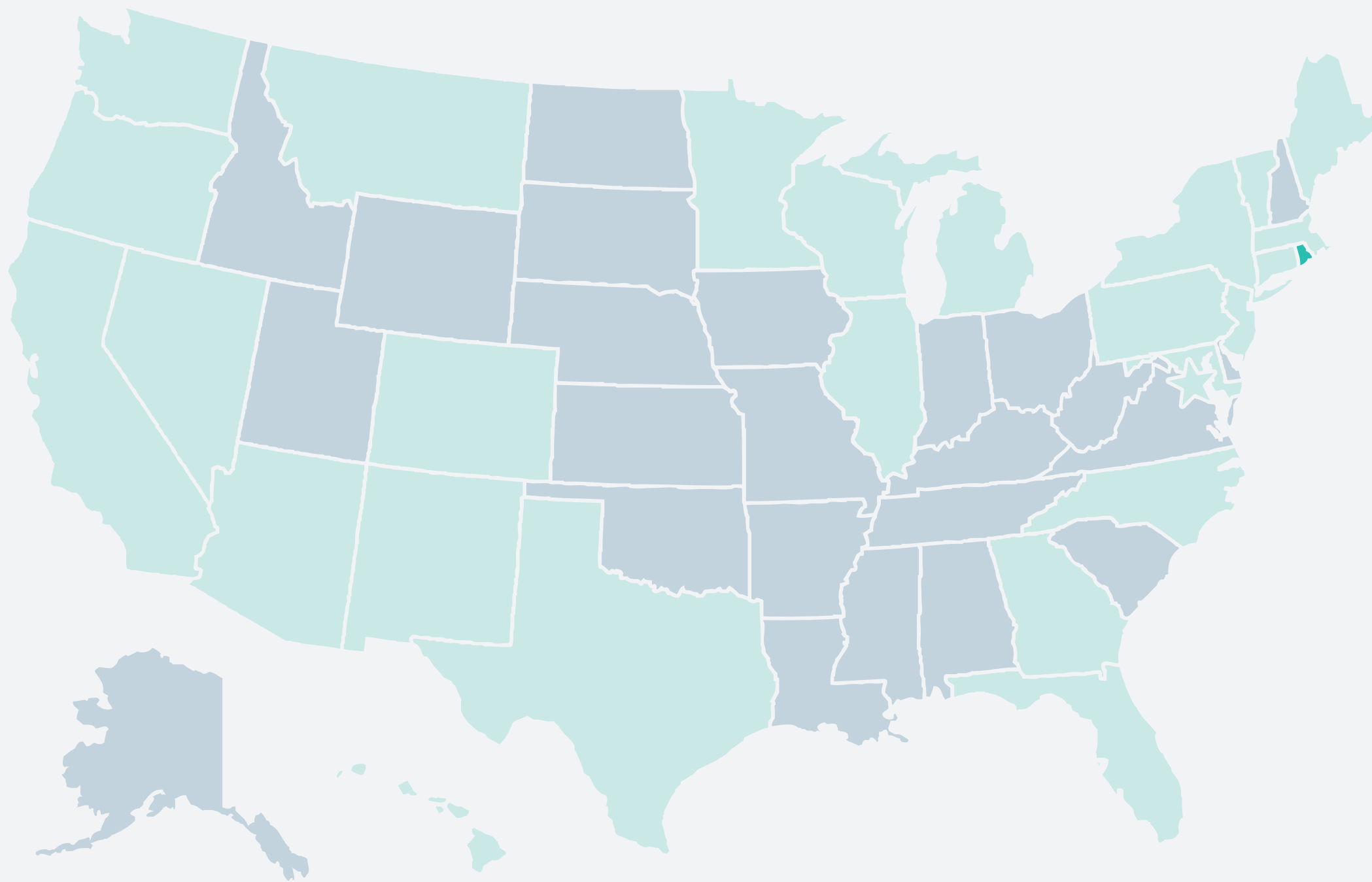
## WINS IN RHODE ISLAND

The RI House and Senate introduce bills to improve the state Paid Leave program by expanding the number of weeks of leave, the wage replacement rate, and the family definition.

The RI House and Senate introduce the Rhode Island Early Educator Investment Act, to require a target wage scale for early educators.

The RI House and Senate hold hearings on a bill to improve childcare reimbursement rates.

The “Right from the Start” Coalition launches to advance state policies for young children and their families.



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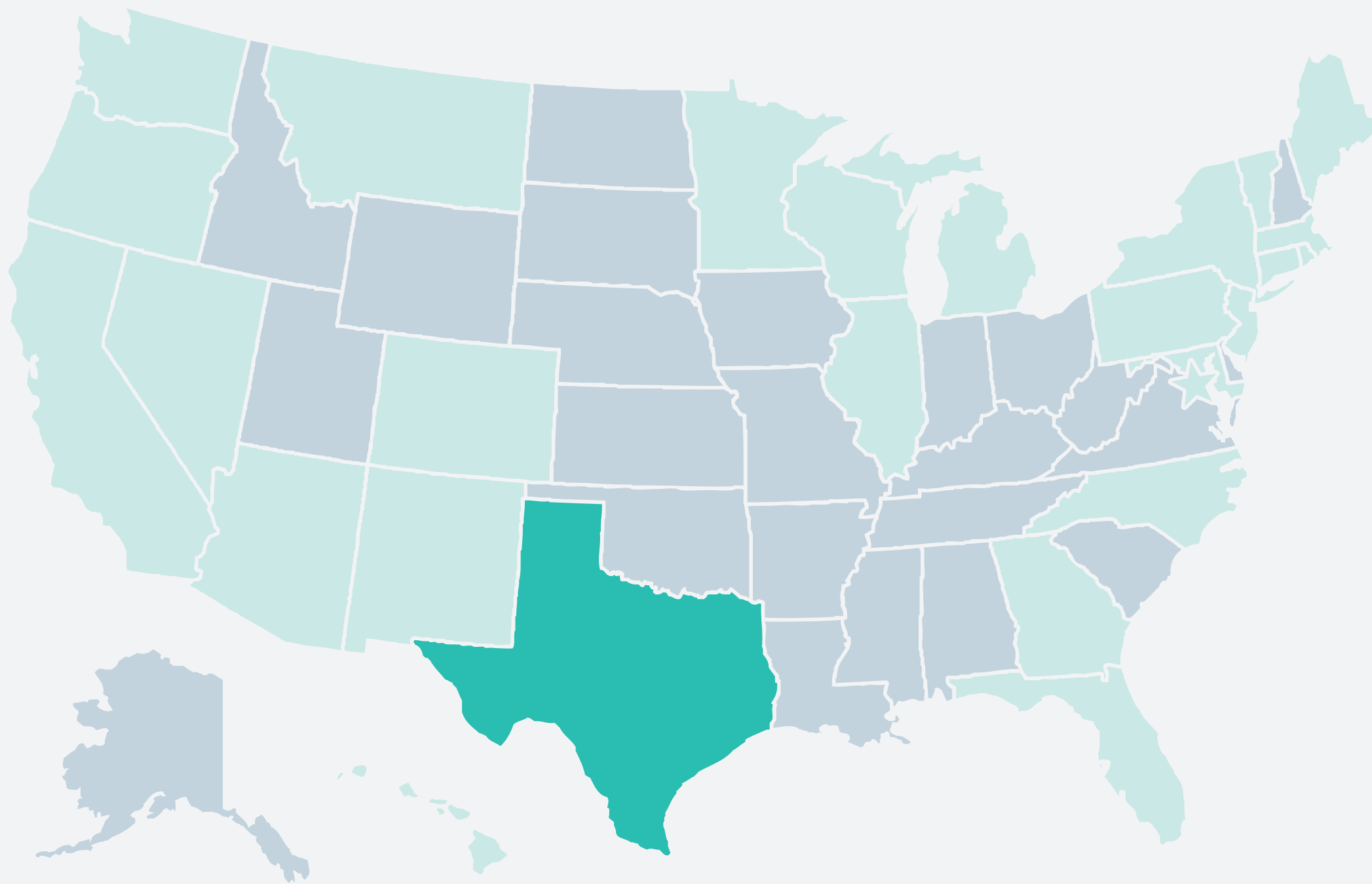
## WINS IN TEXAS

Workers Defense Project establishes relationships with public health officials in Austin and in Harris County to help workers learn their rights under federal coronavirus legislation.

WDP raises more than \$3,000,000 in direct financial “mutual aid” assistance to more than 3,000 immigrant/undocumented families throughout Texas, and wins over \$30 million of Emergency funds in Houston and Austin for those left out of federal coverage.

Austin and Dallas City Councils pass 60-day delayed evictions policies and rental assistance.

Austin, Dallas and Houston pass safety standards to protect construction workers from COVID-19.



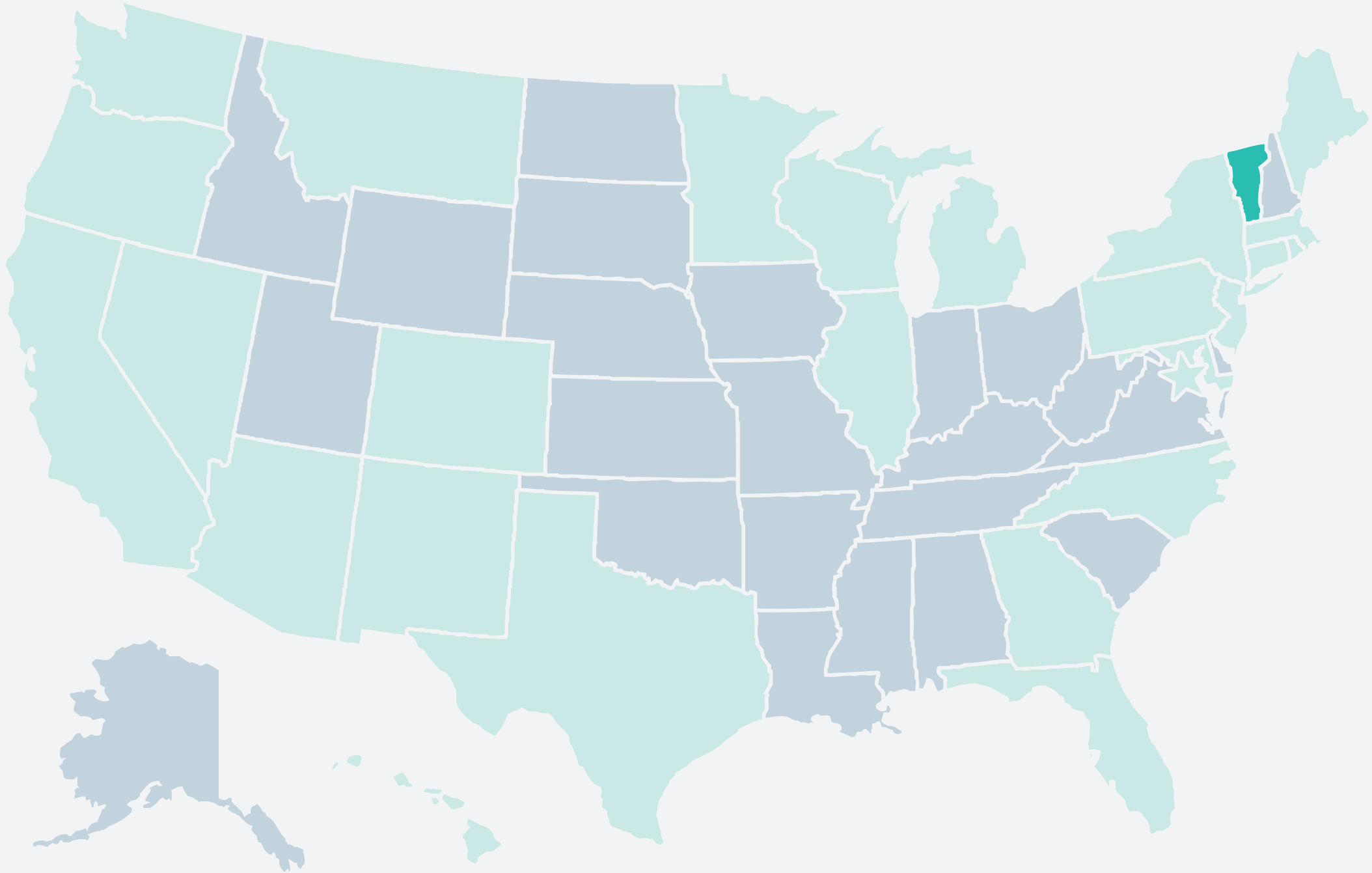


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## WINS IN VERMONT

Main Street Alliance of VT informs their 700+ members how to provide paid time to staff and be reimbursed through the Families First Coronavirus Relief Act, and gathers stories of the benefits for employers and employees.



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## WINS IN WASHINGTON

The WA legislature expands paid sick and safe leave, overtime, and anti-retaliation protections to salaried workers earning up to 2.5 times state minimum wage (\$80,000 by 2026).

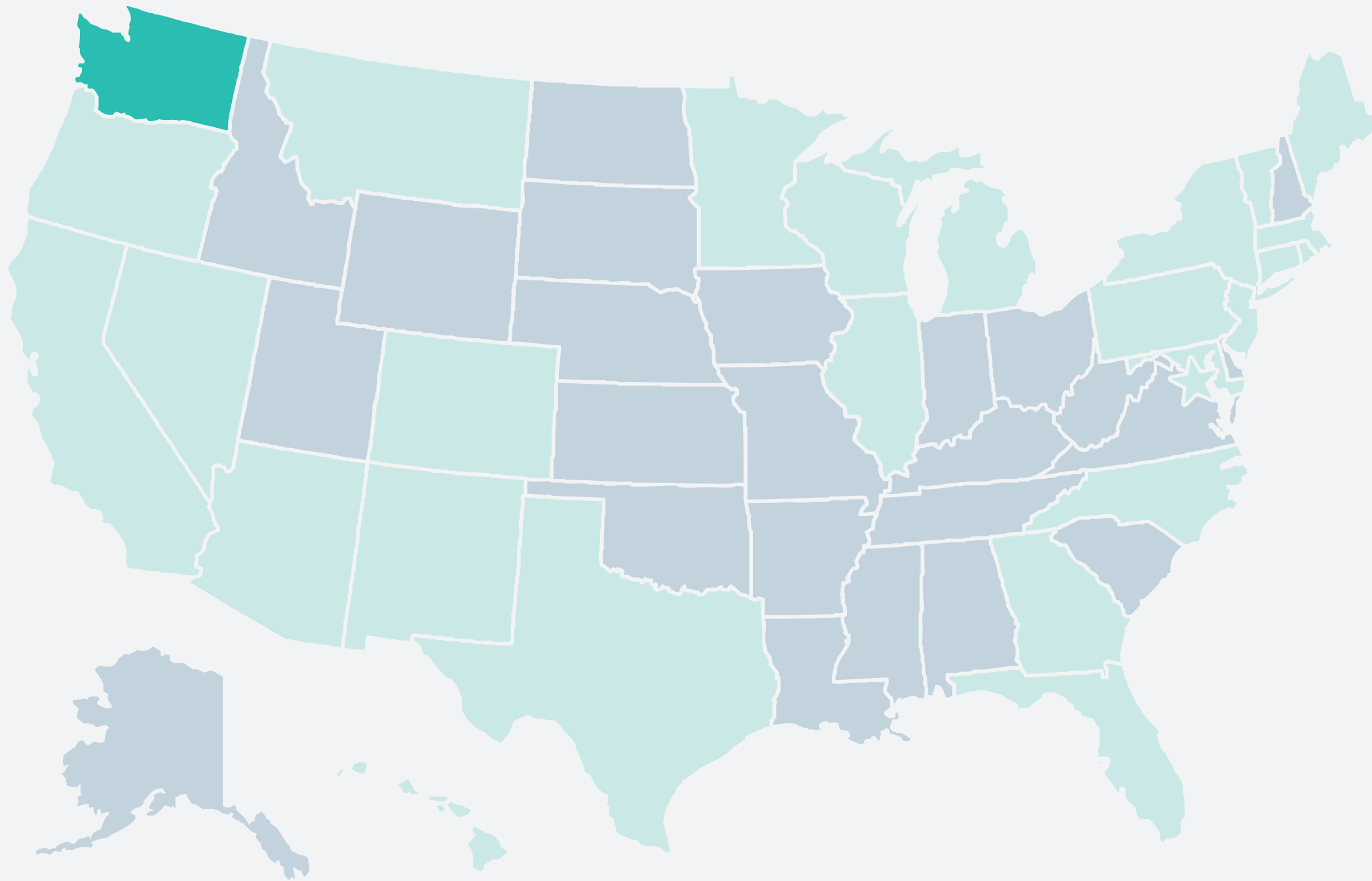
Paid Family & Medical Leave program benefits begin, serving 140,000 workers and families.

Legislature extends Medicaid health coverage to a full year following childbirth—but Governor vetoes due to COVID budget shortfall.

Governor responds to community advocacy with \$40 million immigrant worker relief fund.

Newly organized childcare providers petition governor for resources to meet COVID crisis.

City of Seattle extends paid sick and safe leave protections in response to COVID.



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## WINS IN WISCONSIN

9to5 and the Mid-Day Women's Alliance help educate workers on their rights under FFCRA. They also host a women's Small Business Roundtable on the impact of COVID-19 on small business; the owners unanimously support a paid leave insurance program.

