“Increasing the minimum wage won’t be enough for low wage workers. We also have to fight the practice of last minute, unpredictable schedules. Too many workers sacrifice their health and their family’s well-being when they don’t know one week to the next when and how many hours they will work. Children and elders suffer when routines are disrupted, families lose child care slots when their hours change abruptly and working parents won’t know if they will be able to pay rent or buy groceries when schedules fluctuate from 0 to 30 hours a week.”

– Jenya Cassidy, Director, CA Work and Family Coalition. The Coalition played a key role in passage of the San Francisco Retail Worker Bill of Rights, improving work schedules for thousands.

Non Profit Org
US Postage Paid
Oakland, CA
Permit #2030

In this Issue:

Visionaries ($20,000+)
Service Employees International Union
Amalgamated Transit Union (in-kind)

Champions ($10,000-$19,999)
American Federation of Labor and Congress of Industrial Organizations

Leaders ($5,000-$9,999)
American Federation of State, County and Municipal Employees
SEIU UHW West

Organizers ($1,000-$4,500)
Communications Workers of America
United Auto Workers
United Food and Commercial Workers
International Union
United Steelworkers
UCFW Women’s Network
AFT Guild, Local 1931

California Federation of Teachers
International Brotherhood of Electrical Workers
UCFW Local 324
1199SEIU Child Care Fund

Advocates ($250K-$999)
SEIU Local 721
Rhode Island Laborers’ District Council of the LIUNA
UCFW Local 770
International Association of Machinists and Aerospace Workers
New Port Mesa Federation of Teachers Local #1794
Carpenters 46 N. CA Counties
CWA District 9
CSEA
CWA Local 9400
CWA Local 9505
Teamsters Local 853
Amalgamated Transit Union Local 1555
International Brotherhood of Electrical Workers Local Union 6
AFSCME New England Organizing Project Coalition of Labor Union Women
Teamsters Local No. 287, Affiliated with the Intl’l Brotherhood
USW Local 9445
UA Local 159
PTE Local 17
ESC Local 20
Teamsters Joint Council No. 7
CWA Local 9003
IBEW 617
San Francisco Labor Council, AFL-CIO
Essex-West Hudson Labor Council AFL-CIO
Professional Staff Congress, AFT
San Mateo County Central Labor Council AFL-CIO

East Bay CLUW
UMass Lowell labor education program
Philadelphia CLUW
Martin P. Catherwood Library
San Diego Municipal Employees Association
USW - Organizing Department

Donate online at
www.working-families.org
or mail a check to:
Family Values@Work (LPWF)
207 E. Buffalo Street, Ste. 211
Milwaukee, WI 53202

SUPPORT US!

OUR SPONSORS INCLUDE*

In Solidarity,
Carol Joyner

Staying connected: Like us and follow us

IN THIS ISSUE:

Working Families
5025 Wisconsin Avenue NW
Washington, DC 20016-4139

www.working-families.org

In Solidarity,
Carol Joyner

SUPPORT US!

Donate online at
www.working-families.org
or mail a check to:
Family Values@Work (LPWF)
207 E. Buffalo Street, Ste. 211
Milwaukee, WI 53202

OUR SPONSORS INCLUDE*

Visionaries ($20,000+)
Service Employees International Union
Amalgamated Transit Union (in-kind)

Champions ($10,000-$19,999)
American Federation of Labor and Congress of Industrial Organizations

Leaders ($5,000-$9,999)
American Federation of State, County and Municipal Employees
SEIU UHW West

Organizers ($1,000-$4,500)
Communications Workers of America
United Auto Workers
United Food and Commercial Workers
International Union
United Steelworkers
UCFW Women’s Network
AFT Guild, Local 1931

California Federation of Teachers
International Brotherhood of Electrical Workers
UCFW Local 324
1199SEIU Child Care Fund

Advocates ($250K-$999)
SEIU Local 721
Rhode Island Laborers’ District Council of the LIUNA
UCFW Local 770
International Association of Machinists and Aerospace Workers
New Port Mesa Federation of Teachers Local #1794
Carpenters 46 N. CA Counties
CWA District 9
CSEA
CWA Local 9400
CWA Local 9505
Teamsters Local 853
Amalgamated Transit Union Local 1555
International Brotherhood of Electrical Workers Local Union 6
AFSCME New England Organizing Project Coalition of Labor Union Women
Teamsters Local No. 287, Affiliated with the Intl’l Brotherhood
USW Local 9445
UA Local 159
PTE Local 17
ESC Local 20
Teamsters Joint Council No. 7
CWA Local 9003
IBEW 617
San Francisco Labor Council, AFL-CIO
Essex-West Hudson Labor Council AFL-CIO
Professional Staff Congress, AFT
San Mateo County Central Labor Council AFL-CIO

East Bay CLUW
UMass Lowell labor education program
Philadelphia CLUW
Martin P. Catherwood Library
San Diego Municipal Employees Association
USW - Organizing Department

We’re making progress, and your contribution is the reason why. Please continue to support our work.

Give today!
In this issue:
- Nearly 10 Million More Workers Have Gained the Right to Earn Paid Sick Days
- OurWalmart – Challenging Walmart and Making Change

CHALLENGING WALMART
Workers Making Change

BY SILVIA FABELA

Since Walmart workers first went on strike on Black Friday 2012 to protest retaliation against workers who speak out for change, a lot has happened. The Organization United for Respect at Walmart (OUR Walmart) has grown from 100 workers to a national force reaching more than half of Walmart’s stores. Making Change at Walmart, the coalition that supports OUR Walmart, now boasts more than 200 member organizations. Black Friday has become a new labor movement tradition. Walmart is taking note and worker pressure is starting to bring about real, substantive changes at the world’s largest private employer.

Over the last year, Walmart workers made big strides toward improving the company where they work. Under pressure from workers, Walmart announced and after some delay rolled out a new scheduling system that will afford workers the opportunity to pick up extra shifts. Many workers still find themselves in forced part-time or temporary positions, but the new policy allows them the chance to augment their schedules when the company gives them too few hours.

Last year, OUR Walmart members formed a group called Respect the Bump to fight for the fair treatment of women and families. Women from around the country began chatting in Facebook groups and soon found that all too often, Walmart workers were afraid to lose their job or be forced onto unpaid leave due to their pregnancies. Many concealed the pregnancy as long as possible, while others were refused even the most basic accommodations like a stool, bottle of water or extra bathroom breaks. The women sent a letter to Walmart and took action to put a policy change on the company’s bargaining table and by a labor management group assessing the cost of benefits and impact of providing paid leave. In the end, the university realized that if they were to be successful in recruiting and retaining high quality faculty and staff, paid parental leave was crucial to CUNY’s claim to a family-friendly work environment.

Winning paid parental leave

“Because of a strong and organized movement that includes many UFCW members, half a million Walmart workers will now get a raise...”

the company would pay all their workers above minimum wage. While the announcement falls far short of the workers’ cries for $15 an hour and access to full-time work, it is a major shift in Walmart’s policy and a gain for the lowest paid workers.

Just last month, Walmart made a downpayment on their wage increases with a raise for all hourly employees to $9 an hour by April and $10 an hour by next year. The move comes after public pressure on the company hit an all-time high following the largest Black Friday strikes and protests in company history. “Because of a strong and organized movement that includes many UFCW members, half a million Walmart workers will now get a raise,” said UFCW International President Marc Perrone. “Because workers spoke out, $1 billion will now go directly into our economy instead of onto the Walton family’s balance sheet.”

Making Change at Walmart and OUR Walmart are creating real changes at Walmart and building support across the country. But rather than paying $15 an hour and providing full-time hours, the company continues to fight its workers at every turn. Walmart and store managers are illegally spying on and even firing workers who spoke out for an end to retaliation last Black Friday season. Walmart workers and supporters are standing up to the Walton family and store managers and calling on them to reinstate workers who have been illegally fired, discipline managers who are violating workers’ rights and change the culture of intimidation at the company. Walmart needs to listen to the workers who help build $16 billion in profits for the company. You can join the movement to change Walmart and help workers fight back against retaliation by signing their petition at Wanted. Forrespect.org.

UNIONS WIN IT!

It took 3 years of pressure, but in 2009, the perseverance paid off for up to 12,000 full-time City University of New York (CUNY) unionized faculty and professional staff who won access to 8 full weeks of paid parental leave. The Professional Staff Congress (PSC), the union that represents more than 25,000 CUNY faculty and staff (which includes the university’s lab technicians, administrative, and advising staff), won the right to take the time they need to care for a newly born or adopted child without worrying about wage loss and bankruptcy.

Gaining paid leave for new parents took considerable effort: by union members who organized petitions and other actions aimed at university management and made presentations at the bargaining table and by a labor management group assessing the cost of benefits and impact of providing paid leave. In the end, the university realized that if they were to be successful in recruiting and retaining high quality faculty and staff, paid parental leave was crucial to CUNY’s claim to a family-friendly work environment.

Winning paid parental leave

more on page 2
NEARLY 10 MILLION MORE WORKERS

Now have the right to earn paid sick time

By Carol Joyner

Followings wins in Tacoma, WA and Philadelphia, nearly 10 million Americans will now have the right to take some job-protected paid sick days because their city or state has passed a law. This is significant because the US lags behind 155 other countries in guaranteeing the right to recover from illness without losing a day’s pay or possibly a job. The impact on our nation’s economy is tremendous.

When Leah Pimental, a mom and non-profit worker in San Francisco, rushed her young son Lawrence to the emergency room because all attempts to calm his asthma attack at home failed, she was able to do so without losing her job or pay. “Without paid sick days, my son would have died, according to the doctor,” Leah said. “If he had fallen asleep he may not have woken. Because of paid sick days, I was able to care for my son without worrying about job security.” When San Francisco voters passed paid sick days in 2006, they aimed to address public health and economic conditions. Did they know they’d also be saving lives?

Unlike Leah, Doreen Hicks, a Dundalk, MD, resident who works at Oriole Park at Camden Yards and M&T Bank Stadium, said she often makes the difficult choice to work when she is not well because staying home without sick days means losing income she needs to provide for her family.

Doreen has joined the Working Matters Coalition to fight for paid sick days in Maryland. In her recent testimony to the Senate Finance Committee, she told lawmakers, “Paid sick leave would help my family out so much. It would give me a chance to get well and come back to work healthy.” The difference between San Francisco and the state of Maryland is huge: family income, emotional well-being, job retention and economic stability.

Momentum for paid sick days is growing around the country. We see that in our collective wins, in the numbers of cities and states planning to introduce paid sick time laws and in the growing number of progressive organizations making paid sick days a part of their core mission. Most recently we saw President Obama in the State of the Union address urge state and local governments to pass paid sick days. He also urged Congress to act. “Send me a bill that gives every worker in America the opportunity to earn seven days of paid sick leave,” he said. “It’s the right thing to do.”

The President was referring to the Healthy Families Act (HFA). The Healthy Families Act is our national solution to workers being able to stay home when illness strikes them or a family member.

The three states and seventeen cities with a paid sick days law and the number of workers who are or will soon be covered are:

- California (6.5 million)
- Connecticut (257,000)
- Massachusetts (910,000)
- San Francisco, CA (115,800)
- Oakland, CA (56,000)
- Portland, OR (120,000)
- Eugene, OR (25,310)
- Seattle, WA (190,000)
- Tacoma, WA (40,000)
- New York City (1.2 million)
- Jersey City, NJ (30,000)
- Newark, NJ (45,000)
- East Orange, Montclair, Trenton, Passaic, Paterson and Irvington, NJ (74,000)
- Philadelphia, PA (200,000)
- Washington, DC (190,300)

Currently, there are 10 or more locales across the country fighting for the right to rest and recover when sick - join the fight!

For our bargaining resources, visit www.learnworkfamily.org

Published by the Working Families Project

Carol Joyner, Director and Executive Editor
Silvia Fabela, Guest Contributor
OurWalmart, UFCW
Suzette Gardner, Co-Editor and Contributor
Ellen Bravo, Co-Editor

Printed by Lithograph Reproductions, Inc. Designed by Mikko Design

Reprint freely, with acknowledgment.

Send ideas, news, and comments to info@working-families.org
Now available online at www.working-families.org
What we’ve been up to.

Join the fight for paid sick leave. If your city or state has passed a paid sick leave law, make sure your union codifies and protects this right in your next collective bargaining agreement. If your city or state is campaigning for a local paid sick time law, have your local sign on to the coalition, attend the hearings, circulate petitions, tweet and Facebook the actions and send information out to union members whose loved ones often live without this minimum standard. On a national level - fight for the HFA: visit or call your Congressperson, organize postcard campaigns for your members, it’s time to join the rest of the world in providing this basic right.

For more information on how you can get involved, contact the LPWF at info@working-families.org.

“Through various strong efforts of SEIU and our community allies such as the Labor Project for Working Families, we are increasing public support for those joining together not only to raise wages but to: create good jobs and raise workplace standards for everyone; provide economic security for all Americans; fix our broken immigration system; and protect and expand our democracy.”

– SEIU International President Mary Kay Henry

Here are the 2015 Family Values @ Work campaigns: Join the Fight!

CA: California Work & Family Coalition
Expand state earned sick days (ESD) bill; pass statewide fair scheduling, win ESD for all L.A. workers. http://workfamilyca.org, jenya.cassidy@thenextgeneration.org

CO: FMLAct Coalition
Win statewide family and medical leave insurance (FMLI), www.cofaml.com, erin@9to5.org

CT: CT Campaign for Paid Family Leave and CT Working Families
Win statewide FMLI; protect and expand statewide ESD. http://paidfamilyleaveact.org, tcbailey@cewaf.org, jfamil@workingfamilies.org

DC: Just Pay Coalition
ESD implementation; win FMLI and fair scheduling proposals. www.nowyourrightsdotorg, swadhawan@dejc.org

FL: Win statewide ESD. www.orgnow.org, www.sfvoices.org, www.cfwiw.org, www.rcunited.org/miami; stephanie@organizeflorida.org, kit@sfvoicesforworkingfamilies.org, centrallfvjw@gmail.com, or yesenia@rcunited.org

GA: Georgia Job/Family Collaborative
Win statewide Family Care Act. www.gaworkingfamilies.org; charmaine@9to5.org

IL: Illinois Paid Leave Coalition and Earned Sick Time Chicago
Win Chicago ESD and statewide ESD policies. www.sicktimechicago.org, www.sickdaysillinois.org, mjosephs@womenemployed.org

MA: Raise Up Massachusetts
Implementation of statewide ESD and win statewide FMLI. http://coalitionforsocialjustice.org/index.php/paid-family-medical-leave. dfastino@aol.com

MD: Working Matters
Win statewide ESD and ESD in one county. http://mdpaidsickdays.wordpress.com, melissa@jotf.org

ME: Coalition-building for statewide ESD and FMLI. www.mainewomenspolicycenter.org, etownsend@mainewomen.org

MI: Mothering Justice
Win statewide ESD and FMLI. http://www.motheringjustice.org/mamas-agenda.html, danielle@motheringjustice.org

MN: Minnesota Benefits
Win statewide ESD and some municipal ESD policies. http://mnbenefitscampaign.org/about-us, christina@takeactionminnesota.org

NC: North Carolina Families Care Coalition
Win statewide FMLI and ESD; statewide pregnancy nondiscrimination. www.ncfamiliescare.org, allan@ncjustice.org

NJ: New Jersey Time to Care Coalition
Win statewide ESD. www.njtimetocare.com, kswitalski@work.rutgers.edu, phyllis@njtimetocare.com

NY: New York Paid Leave Coalition
Win statewide ESD. http://timetocareny.org, ericwilliams.nypli@gmail.com

OR: Fair Shot for All Coalition
Win statewide ESD policy. www.fairshotoregon.org, andrea@familyforwardoregon.org

PA: Coalition for Healthy Families and Workplaces
ESD implementation in Philadelphia; win statewide ESD proposal. www.phillyearned sickdays.com, mbellesorte@pathwayspa.org

RI: WE Care RI Coalition
Implementation of the statewide FMLI; win pregnancy nondiscrimination policy. www.wecareri.org, shanna@wfi.org

VT: Vermont Earned Sick Days Coalition
Win statewide ESD policy. www.facebook.com/VTPaidSickDaysCoalition, lindsay@mainstreetalliance.org, james@workerscenter.org

WA: Washington Work and Family Coalition
Win statewide FMLI and ESD. http://waworkandfamily.org, marilyn@wcoonline.org

WI: Keep Families First Coalition
Defend state FMLA program; win statewide FMLI policy. www.keepfamiliesfirst.org, martha@9to5.org