FAMILY VALUES @ WORK is celebrating 12 YEARS OF WINS!
Congratulations,

2015 FAMILY VALUES @ WORK GAME CHANGE Awardees:

<table>
<thead>
<tr>
<th>Role</th>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>DC Councilmembers</td>
<td>David Grosso &amp;</td>
</tr>
<tr>
<td>Policy Champions</td>
<td>Elissa Silverman</td>
</tr>
<tr>
<td>Labor Champion</td>
<td>Liz Shuler</td>
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<td>Worker Activist</td>
<td>Maria Fortes</td>
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<tr>
<td>Community Partner</td>
<td>Andy Garcia</td>
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- David Grosso & Elissa Silverman
- Liz Shuler
- Maria Fortes
- Dave Bolotsky
- Andy Garcia
2003

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

MAINE extends unemployment insurance to include part-time workers
2004

CALIFORNIA launches the country’s first paid family leave program

2005

MAINE passes the Act to Care for Families expanding use of paid sick time to care for sick family members
MAINE expands FMLA to allow for intermittent leave and to include domestic partners and their children.

WASHINGTON passes the Family Leave Insurance Act.

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

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

WASHINGTON expands FMLA to include domestic partners.

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

WASHINGTON passes the Family Leave Insurance Act.

2006

2007
NEW JERSEY wins Family Leave Insurance

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

MAINE expands FMLA to cover siblings

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

WASHINGTON, DC wins the Accrued Sick and Safe Leave Act

COLORADO passes Workplace Accommodations for Nursing Mothers

PHILADELPHIA passes unpaid domestic violence leave
NORTH CAROLINA introduces the Healthy Families and Healthy Workplaces Act and holds the first legislative committee hearings in the South on earned paid sick days legislation.

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

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

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

GEORGIA expands unemployment insurance to include part-time workers.

ILLINOIS introduces the Healthy Workplaces Act.

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

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

2009
NORTH CAROLINA appoints a Joint Select Committee on Work and Family Balance with a broad agenda including earned paid sick days, FMLA expansions, and family leave insurance.

2010

2011

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

CONNECTICUT wins the country’s first statewide paid sick days law.

PHILADELPHIA passes earned sick days; two votes shy of overturning mayoral veto.
PHILADELPHIA adds earned sick days to its city’s minimum wage and benefits standard

WISCONSIN State Court upholds Milwaukee’s Paid Sick Leave Ordinance

SEATTLE wins paid sick days

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

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

MICHIGAN introduces paid sick days bill for the first time
CALIFORNIA expands Paid Family Leave to include care for additional family members.

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

VERMONT wins the country’s first “Right to Request” flexible work arrangement law.

SAN FRANCISCO passes a “Right to Request” Family Friendly Workplace Ordinance.

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

CONNECTICUT stops bills threatening to weaken its paid sick days law.

MINNESOTA expands its Parenting Leave Act allowing those with paid sick days to care for additional family members.
GEORGIA’s Family Care Act allowing those with paid sick leave to care for a sick child passes, with strong bipartisan support, House committee for the first time.

MARYLAND introduces paid sick days bill for the first time.

CONNECTICUT establishes a task force to study family medical leave insurance.

PORTLAND wins paid sick days.

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

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

VERMONT establishes a paid family leave study committee.

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

WISCONSIN stops efforts to weaken FMLA.

MICHIGAN stalls a paid sick days preemption bill.
NEW YORK CITY wins the Pregnant Workers Fairness Act

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

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

ILLINOIS considers a municipal earned sick time campaign

VERMONT launches statewide paid sick days campaign

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

JERSEY CITY wins paid sick days

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

WASHINGTON House Labor committee votes for statewide sick and safe leave

WISCONSIN introduces Pregnant Workers Fairness Act with bipartisan support

SEATAC wins $15 minimum wage and paid sick days for airport and hospitality workers
SAN DIEGO passes paid sick days

CALIFORNIA passes a paid sick days bill covering 6.5 million workers

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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ILLINOIS passes pregnancy fairness law for reasonable, temporary accommodations.

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

MONTGOMERY COUNTY Earned Sick and Safe Leave bill is introduced.

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

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

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

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

MARYLAND State House introduces a paid sick leave act.

MAINE defeats a “Right to Work” proposal.

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

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

MICHIGAN State House introduces a paid sick leave act.
MINNESOTA state FMLA allows new parents to take 12 weeks of unpaid leave, up from 6.

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

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

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

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

NEW JERSEY passes Pregnancy Discrimination Act.

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

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

TRENTON & MONTCLAIR pass paid sick days ballot measures.

MICHIGAN State Senate introduces a predictable scheduling bill.
WASHINGTON Paid Sick and Safe Leave bill passes the State House

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

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

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

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

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

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

RHODE ISLAND Temporary Caregivers Insurance goes into effect

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)

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

RHODE ISLAND Temporary Caregivers Insurance goes into effect
MILWAUKEE “Ban the Box” campaign is organizing to remove “Have you ever been convicted in the courts?” from employment applications within the city.

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.

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

EMERYVILLE passes minimum wage and paid sick days.

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

CALIFORNIA passes a bill extending job protection to parents facing a child care emergency or in-person sign-up.
CONNECTICUT legislature introduces a paid family medical leave insurance bill in the Joint Committee on Labor and Public Employees.

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

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

Community Leadership Academy trains leaders in COLUMBUS and ATHENS.

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

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

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

WASHINGTON, DC’s minimum wage goes up to $10.50.

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

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

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

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CHICAGO ballot referendum generates 82% voter support to pass paid sick time.
MAINE strengthens the right of victims of domestic or sexual violence to take necessary leave.

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

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

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

ILLINOIS House introduces the Family Leave Insurance Program Act.

ILLINOIS Senate and House introduce the Healthy Workplace Act.

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

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

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

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

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

MICHIGAN introduces paid sick days legislation

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

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

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

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

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

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

MINNESOTA Senate Jobs Committee

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

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

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

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

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

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

NEW YORK assembly passes a paid family leave insurance bill.

NEW YORK passes a pregnancy accommodation law.

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

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

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

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

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

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

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

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

NORTH CAROLINA General Assembly defeats a preemption bill.

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

OREGON passes a statewide paid sick days bill.

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

PHILADELPHIA passes a citywide paid sick days law.

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

OREGON passes a preemption bill on local wage ordinances.

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

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

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

RHODE ISLAND passes reasonable accommodations for pregnant/postpartum employees.

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

PITTSBURGH passes a citywide paid sick days law.

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

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

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

VERMONT House of Representatives passes paid sick days legislation.

Bill to preempt local paid sick days laws stalls in the PENNSYLVANIA House of Representatives.
KING COUNTY commits to 12 weeks paid parental leave for county employees

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

SEATTLE implements four weeks of paid parental leave for city employees

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

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

TACOMA passes paid sick and safe leave

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

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

WASHINGTON House passes paid sick and safe leave

WASHINGTON wins a Department of Labor paid family leave grant

VERMONT wins a Department of Labor paid family leave grant

WASHINGTON House passes paid sick and safe leave

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

Champions introduce a statewide paid sick days bill in WISCONSIN.
Colorado
The National Partnership for Women & Families is proud to celebrate another year of remarkable achievements for working families.

Congratulations, Family Values @ Work and this year’s Game Changers for helping make the nation’s workplaces more family friendly.

CONGRATULATIONS TO
Family Values @ Work,
the 21 state coalitions & 2015’s
Game Changers
for your leadership helping
America’s working families!

The Center for Community Change is thrilled to celebrate with Family Values @ Work. We look forward to continued partnership in the years ahead.

Deepak Bhargava, Executive Director
Mary Lassen, Managing Director
Deepak Pateriya, Chief of Staff
www.communitychange.org

Liz Shuler, Maria Fortes and Andy Garcia
www.communitychange.org
Connecticut
Florida
Congratulations Family Values @ Work and the 2015 Game Changers for Woman and Families

Jews United for Justice
is grateful to
Family Values @ Work
for their support and partnership, and for helping us lead the DC fight to ensure paid family and medical leave for all.

We join Family Values @ Work in celebrating 6 outstanding individuals that have contributed to the well-being of workers & families across the country

Congratulations
2015 "Game Changers"!!!

"I applaud the exemplary work of everyone it takes to achieve our successes, and to Family Values @ Work for creating this award."

- Melissa Josephs
Illinois
The Center for Law and Social Policy celebrates the ever-growing wins of Family Values@Work, our partner in moving the nation closer to paid leave for all.

As FVAW honors “game changers” we appreciate how much you and your state and local partners have changed the game itself. With Wendy and Ellen leading the way, 2016 will be even more successful.

Thank you,
FAMILY VALUES @ WORK

for continuing to advance family-friendly policies across the country!

MomsRising
Congratulates
Family Values @ Work
for all the game changing you do!
It's an honor to work with you!

Thanks to Ellen Bravo and Family Values @ Work for your leadership in creating meaningful social change.

Stew Friedman, the Wharton Work/Life Integration Project and the Total Leadership Team
Maine
salutes

Family Values @ Work
Massachusetts
I am Mothering JUSTICE

Michigan
NELP APPLAUDS Family Values @ Work and tonight’s honorees for their commitment to winning paid leave for America’s workers.

Congratulations to all the game changers!

9to5 proudly stands with Family Values @ Work and Game Changers Liz Shuler, Maria Fortes, and Andy Garcia in their work to further the movement for family-friendly workplace policies.
"Offering 12 weeks of parental leave is not just the right thing to do but also a really important retention policy," Molly Moon Neitzel, owner of Molly Moon's Homemade Ice Cream in Seattle.

The Main Street Alliance and the Alliance for a Just Society congratulate Family Values @ Work and this year's Game Changers award recipients on another successful year full of victories!
New York
Congratulations to this year’s Game Changer Awardees! And congratulations to Family Values @ Work for another year of amazing work!

And we invite you to join us this International Food Workers Week, Nov. 22-28, to celebrate the

A Better Balance is proud to partner with Family Values @ Work on our joint LGBTQ Work/Family Project. We congratulate our friends and partners, Andy Garcia and Liz Shuler, on this well-deserved honor and salute Dave Bolotsky and Maria Fortes for their leadership.

The State Innovation Exchange (SiX) is a resource and strategy center that supports state legislators to advance progressive policies across the country.

We are working to advance and defend policies that support working families, protect the environment, promote civil rights and strengthen our democracy.

www.stateinnovation.org | @stateinnovation
My employees earn paid sick time. It’s good for business.
Pennsylvania
BERLINROSEN PUBLIC AFFAIRS CONGRATULATES FAMILY VALUES @ WORK on 12 YEARS of WINS for WORKING FAMILIES.
Rhode Island
The Institute for Women’s Policy Research (IWPR) joins Family Values @ Work to congratulate the 2015 Game Changer Honorees and their pioneering work toward family-friendly policies.

David Grosso | Elissa Silverman | Liz Shuler
Maria Fortes | Andy Garcia | Dave Bolotsky

Visit www.statusofwomendata.org to see how women are faring in your state.

NDWA congratulates Family Values at Work for 12 years of trail blazing for the rights of families and workers

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

Congratulations to Family Values @ Work!

On behalf of our members, and the more than 200,000 businesses nationwide they represent, we’re proud to work alongside Family Values @ Work to advance businesses that provide just and sustainable workplaces.

www.asbcouncil.org
Washington, D.C.
Proudly Celebrates Family Values @Work and the Game Changers

DC Councilmember David Grosso
DC Councilmember Elissa Silverman
Labor Champion Liz Shuler
Worker Activist Maria Fortes
Dave Bolotsky of Uncommon Goods
Andy Garcia of Equality Federation

Feminist and proud? Share your story at forwomen.org/myfeminismis
Wisconsin
Early Donors to FAMILY VALUES @ WORK

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