

FAMILY VALUES @ WORK

is celebrating

13 YEARS OF WINS!



Congratulations,

**2016 FAMILY VALUES @ WORK
GAME CHANGE AWARDEES:**

Representative
ROSA DeLAURO
Policy Champion

SPOTIFY
Business Champion

FORWARD TOGETHER
Community Partner

SUKOYA CHARLES
Labor Champion,
SEIU Fight for \$15



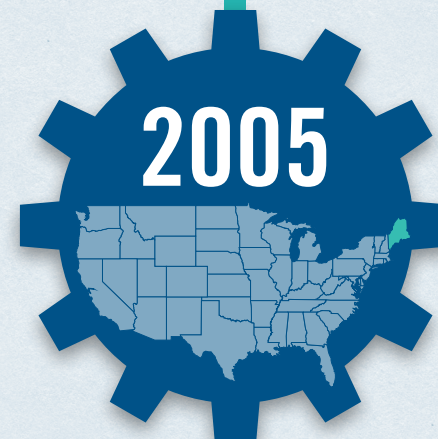
MAINE extends unemployment insurance to include part-time workers



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



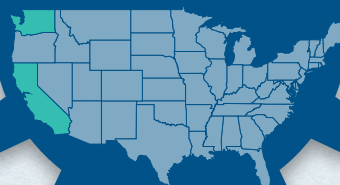
CALIFORNIA launches the country's first paid family leave program



MAINE passes the Act to Care for Families expanding use of paid sick time to care for sick family members



2006



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



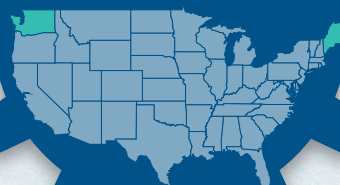
WASHINGTON expands FMLA to include domestic partners



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



2007



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



WASHINGTON passes the Family Leave Insurance Act





NEW JERSEY wins Family Leave Insurance



WASHINGTON, DC wins the
Accrued Sick and Safe Leave Act



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



COLORADO passes Workplace
Accommodations for Nursing Mothers



MAINE expands FMLA to cover siblings



PHILADELPHIA passes unpaid
domestic violence leave



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





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

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

GEORGIA expands unemployment insurance to include part-time workers

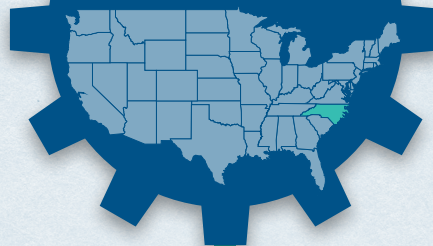
NORTH CAROLINA introduces the Healthy Families and Healthy Workplaces Act and holds the first legislative committee hearings in the South on earned paid sick days legislation

ILLINOIS introduces the Healthy Workplaces Act

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

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

2010



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

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



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



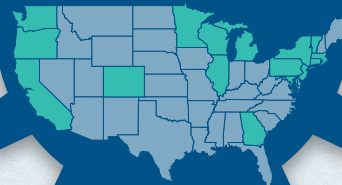
LONG BEACH wins living wage and paid sick days for hotel workers at the ballot



MICHIGAN introduces paid sick days bill for the first time



2013



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

WISCONSIN stops efforts to weaken FMLA



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



MICHIGAN stalls a paid sick days preemption bill



MARYLAND introduces paid sick days bill for the first time



VERMONT establishes a paid family leave study committee



CONNECTICUT establishes a task force to study family medical leave insurance



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



PORTLAND wins paid sick days



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



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



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



NEW YORK CITY wins the Pregnant Workers Fairness Act



JERSEY CITY wins paid sick days



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



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



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



VERMONT launches statewide paid sick days campaign



ILLINOIS considers a municipal earned sick time campaign



WISCONSIN introduces Pregnant Workers Fairness Act with bipartisan support



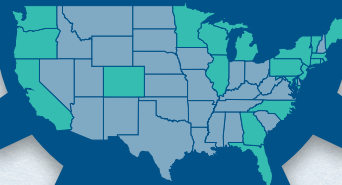
SEATAC wins \$15 minimum wage and paid sick days for airport and hospitality workers



Bills to expand and fund FMLI and for statewide sick and safe leave pass **WASHINGTON** House Labor committee



2014



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

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

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

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



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



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



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



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



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



ILLINOIS passes pregnancy fairness law for reasonable, temporary accommodations



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



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



MONTGOMERY COUNTY Earned Sick and Safe Leave bill is introduced



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



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



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



MICHIGAN State Senate introduces a predictable scheduling bill



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



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 state FMLA allows new parents to take 12 weeks of unpaid leave, up from 6



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



NEW JERSEY passes Pregnancy Discrimination Act



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



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



TRENTON & MONTCLAIR pass paid sick days ballot measures



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



NEW YORK STATE Paid Family Leave Insurance passes the Assembly by overwhelming 89 to 44 vote



NORTH CAROLINA recruits business owners 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



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



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



RHODE ISLAND passes pregnancy accommodations legislation on the Senate floor



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



RHODE ISLAND Temporary Caregivers Insurance goes into effect



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



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



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



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



WASHINGTON Paid Sick and Safe Leave bill passes the State House



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



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)

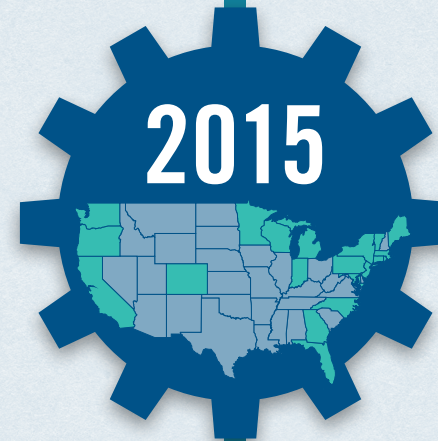


MILWAUKEE Council increases city living wage from \$9.59 to \$10.10 in September and in March 2015 will raise it to \$10.88



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



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

CALIFORNIA 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



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



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



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



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



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



WASHINGTON, DC public sector workers become eligible to receive eight weeks of fully paid family leave.



WASHINGTON, DC'S Wage Theft Prevention Amendment Act of 2014 goes into effect



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

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

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 **GEORGIA** Family Care Act

Community Leadership Academy trains leaders in **COLUMBUS** and **ATHENS**

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



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



ILLINOIS Senate and House introduce the Healthy Workplace Act



ILLINOIS House introduces the Family Leave Insurance Program Act



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



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



PORTLAND, ME 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, ME** publicly commit to support a paid sick days policy



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



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



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



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



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



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



MICHIGAN introduces paid sick days legislation



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



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



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



BLOOMFIELD passes Earned Sick Time ordinance



NEW JERSEY 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



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



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



NEW YORK assembly passes a paid family leave insurance bill



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



NEW YORK passes a pregnancy accommodation law



NEW YORK CITY wins US Department of Labor grant of \$211, 385 to study paid family leave



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



NORTH CAROLINA General Assembly defeats a preemption bill



OREGON passes a statewide paid sick days bill



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



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



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



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



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



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

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

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

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

RHODE ISLAND passes reasonable accommodations for pregnant/postpartum employees

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

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

VERMONT House of Representatives passes paid sick days legislation

VERMONT wins a Department of Labor paid family leave grant



VERMONT is awarded \$170,000 by the USDOL for feasibility studies for a statewide family and medical leave insurance program.



TACOMA passes paid sick and safe leave



WASHINGTON House passes paid sick and safe leave



WASHINGTON 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 paid parental leave for county employees



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



WASHINGTON wins USDOL PFL research grant.

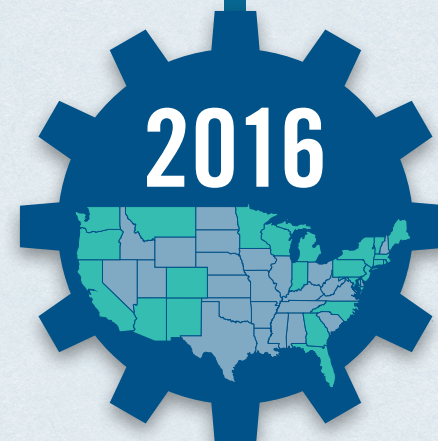


Keep Families First coalition stops a move to gut more generous provisions of the **WISCONSIN** Family Medical Leave Act



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 in **WISCONSIN**.



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

ARIZONA ballot initiative, organized by the Arizonans for Fair Wages & Healthy Families Coalition, will guarantee state workers earned sick days and an incremental increase in the minimum wage.

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.

CALIFORNIA 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.

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.

COLORADO passes the Pregnant Workers Fairness Act with bipartisan support.

The City of **DENVER** receives a USDOL grant to study and improve paid family leave for its employees.

The Labor Committee in **CONNECTICUT** passes the Paid Family and Medical Leave in Connecticut.

WASHINGTON, DC Council unanimously votes to raise the minimum wage to \$15/hour by 2020; tipped wages would increase from \$2.77 to \$5/hour over that same period of time.

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

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

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

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

The Hours and Scheduling Stability Act advances out of committee in the **WASHINGTON, DC** Council.

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.



GEORGIA Senate introduces the Family Care Act with bipartisan support.



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



ILLINOIS Senate Executive Committee passes the Healthy Workplace Act.



CHICAGO City Council passes citywide earned sick time ordinance.



ILLINOIS Senate introduces Family Leave Insurance Act.



ILLINOIS Governor signs the Domestic Workers Bill of Rights into law.



COOK COUNTY passes earned sick time ordinance.



The minimum wage in **PORTLAND, ME** increases to \$10.10, setting the stage for a statewide ballot initiative.



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



MARYLAND'S Healthy Working Families Act passes House of Delegates.



MONTGOMERY COUNTY paid sick days law takes effect.



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



MASSACHUSETTS Senate passes Paid Family Medical Leave and Temporary Disability Insurance.



MICHIGAN Senate and House introduces 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, MI extends its earned sick days policy for County employees to include part-time, seasonal and temporary workers.



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 appoints 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.



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.



MISSOULA COUNTY extends 6 weeks of paid parental leave to county employees.



MONTANA 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.



MONTANA advocates secure sponsor to introduce a statewide FMLI proposal in 2017.



NEW BRUNSWICK Council approves and implements Earned Sick Days ordinance.



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



PLAINFIELD Council approves and implements Earned Sick Days ordinance.



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

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

MORRISTOWN, NJ Council approves and implements Earned Sick Day ordinance.

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 in **NEW MEXICO**.

NEW YORK CITY mayor signs Executive Order to provide Paid Parental Leave to 20,000 managers and non-unionized workers.

NEW YORK 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.

NEW YORK introduces predictable and stable scheduling bill in both houses.

CITY OF GREENSBORO passes 6 weeks paid parental leave for City government employees.

DURHAM COUNTY passes 12 weeks of paid parental leave for County government employees.

OREGON legislators defeat several bills that would have rolled back or eliminated sick time protections for agricultural and certain other workers.

Paid family and medical leave goes on the 2017-2018 Fair Shot agenda in **OREGON**.

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

Champions introduce a statewide paid sick days bill in **RHODE ISLAND**.

WAKE COUNTY passes 6 weeks paid parental leave for County government employees.

Time for Oregon launches—a broad coalition of community, labor and business groups working to enact paid family and medical leave in **OREGON**.

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

The **PHILADELPHIA** Wage Theft law takes effect.

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, paid for by the Department of Labor grant.



VERMONT wins statewide paid sick days bill.



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



SPOKANE passes sick and safe leave.



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



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



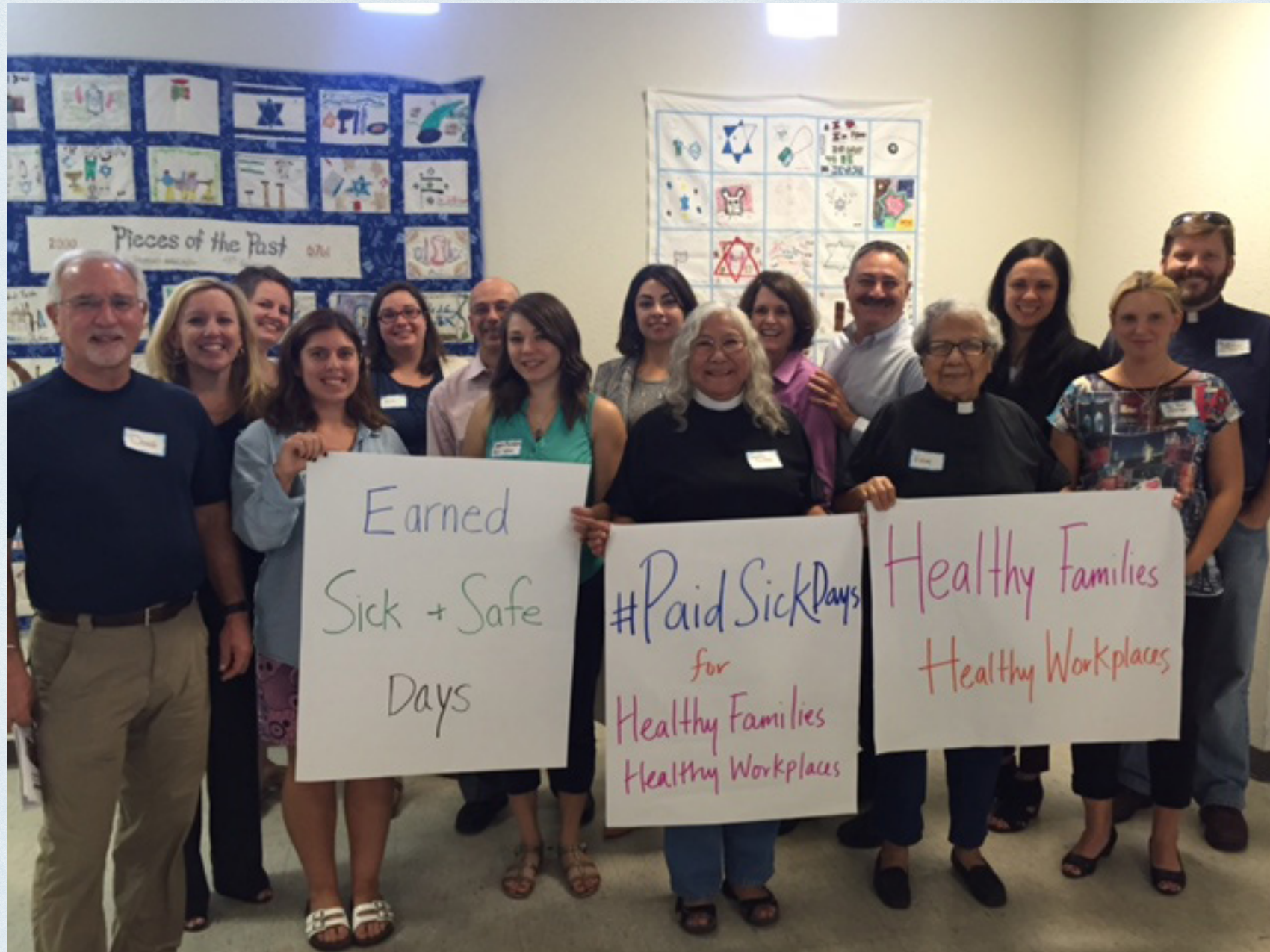
WISCONSIN Family Medical Leave Expansion bill to create a statewide paid leave fund receives a public hearing in the Senate Government and Labor Committee.

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

The statewide engagement prompts paid leave campaigns for city employees in **MADISON** and **EAU CLAIRE**.

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

**FAMILY
VALUES
@ WORK**



Arizona

"I remember the stress I endured while working in the service industry as a single mother attending school at the same time. I felt threatened with the loss of my job or the fear of not paying my bills if I were to call in sick. Now, as a business owner I support Earned Sick and Safe Time because a safe and healthy employee is good for all of us."

- Tammy Ortegon, Owner of ColorWheel Gallery in Minneapolis



Main Street Alliance congratulates Family Values @ Work and this year's Game Changers Award recipients on another successful year of victories.



Restaurant Opportunities Centers, fighting for #1FairWage for our nation's 12 million restaurant workers, congratulates the following recipients for the **Game Changer Awards**:

- **Rep. Rosa DeLauro**, Policy Champion
- **Spotify**, Business Champion
- **Forward Together**, Community Partner
- **Sukoya Charles**, SEIU Fight for \$15, fighting for paid leave in New York.



www.rocunited.org

OURWalmart

Organization United for Respect at Walmart





California



The Service Employees International Union supports **Family Values at Work** and its commitment to creating family-friendly workplace policies such as paid sick days and family leave insurance and workplace standards that meet the needs of real families today.

Through collective action, we can create a future where working people make enough to raise a family and have the opportunity to join together in unions. We join **Family Values at Work** in honoring the champions who have put families first and changed the game for all of us.

■ Labor Champion
Sukoya Charles
SEIU Fight for \$15

■ Policy Champion
Representative Rosa DeLauro
3rd District of Connecticut





Colorado



Winning
Justice *for*
Working
Women



Affluence/Power/Abundance/Togetherness/Unity



WE SALUTE FAMILY VALUES @ WORK AND THE 2016 GAME CHANGER HONOREES

for your dedicated service to our communities

and for your lifetime commitment fighting for work-family policies
nationally and across the country!



A signature program of the National Coalition on Black Civic Participation

www.ncbcp.org



**CENTER *for*
COMMUNITY CHANGE**

Congratulations!

The Center for Community Change is thrilled to celebrate 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



ALEC
American Legislative Exchange Council

Congratulations from your friends at the
CENTER FOR MEDIA AND DEMOCRACY
Find us at **EXPOSEDBYCMD.ORG**



Connecticut



IGNITING CHANGE

CREATING CONNECTIONS



BUILDING MOVEMENTS

Ms. Foundation for Women
Twitter | Instagram: @msfoundation

W
Ms. FOUNDATION
FOR WOMEN



Florida



CLASP applauds Family Values @ Work for their vision and strategy as we continue to build an effective sick days and paid family medical leave movement. This thirteenth year has been the best—adding win upon win for American workers.

Kudos to Ellen, Wendy, and each of the state partners.

Center for Law and Social Policy

Congratulations to all the Game Changers!

Thank you for all you do to ensure the wellbeing of all our families.

FAMILY STORY

IWPR is pleased to join
Family Values @ Work
to honor its 2016 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.

 /IWPRResearch

 /@IWPRResearch


JOBS
WITH JUSTICE
is proud to join
Family Values @ Work
in honoring

Rep. Rosa DeLauro
Spotify
Forward Together
Worker-leaders of the Fight for 15

Georgia



Illinois



Congratulations TO 2016'S GAMECHANGERS:

REP. ROSA DELAURO,
SPOTIFY, FORWARD
& *Sukoya Charles* TOGETHER,

WE CELEBRATE
Family Values @ Work
AND YOUR
13 YEARS
OF FIGHTING
FOR PROGRESS!



MOMSRIISING

is proud to
celebrate 13 years of
Family Values @ Work
and their Game Changing
successes!

MomsRising.org | MamásConPoder.org

Congratulations

Congratulations on 13 years of victories
for working families. It is an honor to
fight alongside of you.



DOMESTICWORKERS.ORG

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

congrats, game changers!

thanks for all that you do to make
our nation and its families stronger.

we are proud to join you and family values @
work to celebrate another year of remarkable
achievements for working families.





Maine

**CONGRATULATIONS
TO ALL
GAME CHANGER AWARD
RECIPIENTS**

"The Fight Continues."



TheNewMediaFirm
Progressive • Strategic • Creative



Maryland

The AFL-CIO is proud to stand with
Family Values @ Work
to build an economy that is fair and just.



AFL-CIO

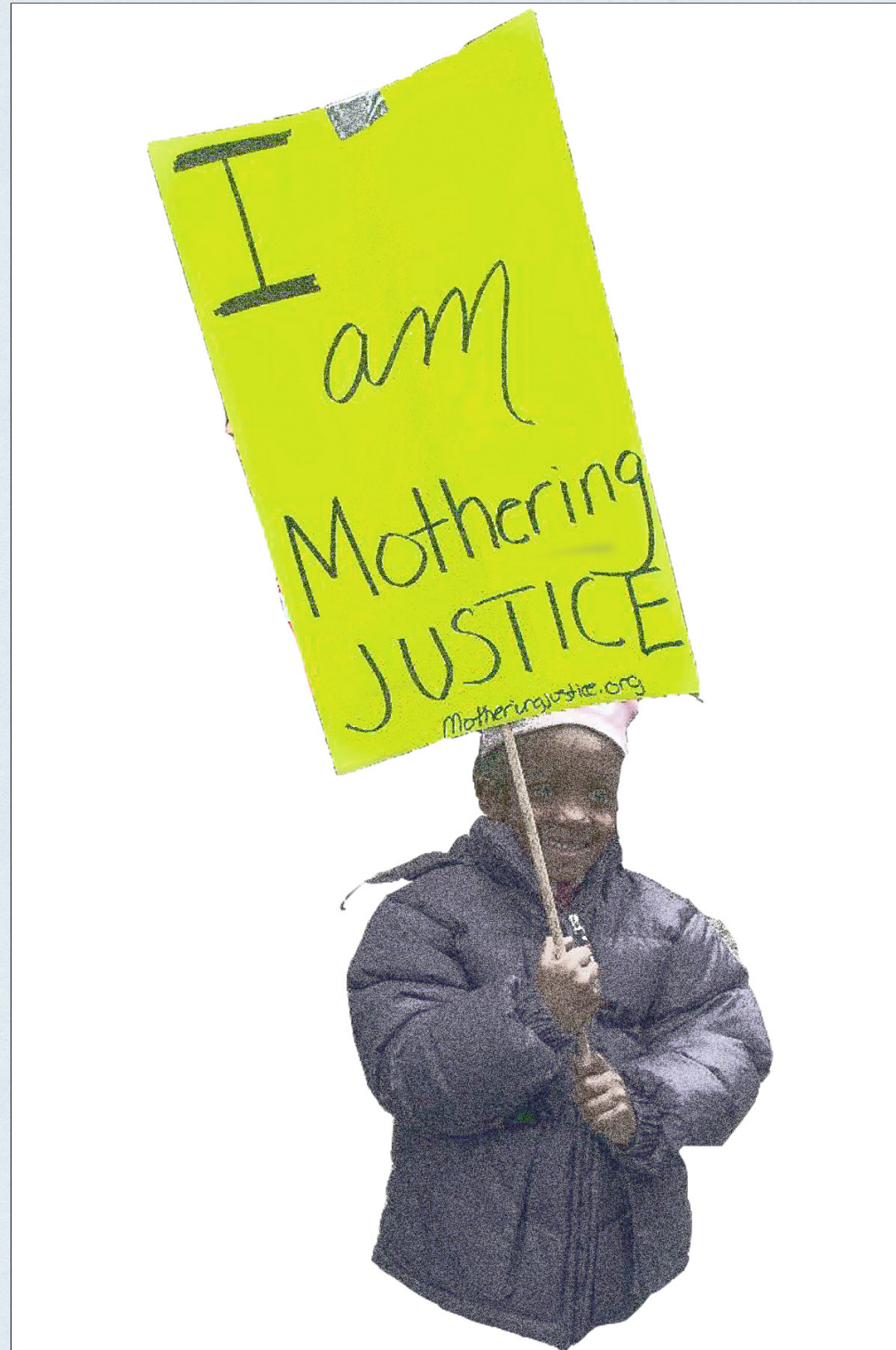
RICHARD L. TRUMKA
President

ELIZABETH H. SHULER
Secretary-Treasurer

TEFERE GEBRE
Executive Vice President



Massachusetts



Michigan



NATIONAL
EMPLOYMENT
LAW
PROJECT



FS Card is a proud supporter of Family Values @ Work

Congratulations to the 2016 Game Changer Award Honorees

Rep. Rosa DeLauro, Policy Champion Award

Spotify, Business Champion Award

Forward Together, Community Partner Award

Sukoya Charles, Supporting SEIU's Fight for \$15 and paid leave in New York

fscardinc.com

*In honor of your awesome
work fighting for good jobs,
a just economy & **family
values at work.***

CONGRATULATIONS

- Karen Nussbaum & Working America

WORKING
AMERICA
COMMUNITY AFFILIATE OF THE AFL-CIO

 /WorkingAmerica
www.WorkingAmerica.org



Minnesota





Montana



New Jersey



Amalgamated Bank is proud to support Family Values at Work and their 2016 Game Changer Awards

Congratulations to this year's honorees:

Rep. Rosa DeLauro, Policy Champion Award

Spotify, Business Champion Award

Forward Together, Community Partner Award

Sukoya Charles, Recognized for supporting SEIU's
Fight for \$15 and paid leave in New York



amalgamatedbank.com

MEMBER
FDIC



New Mexico



*Congratulations to all the 2016 Game Changer Honorees, Rep. Rosa DeLauro,
Spotify, Forward Together, and Sukoya Charles from SEIU!*

*Thank you for your commitment to families, and fighting for Paid Family Leave,
paid sick days and other policies that support caregiving.*





New York





North Carolina



The Leadership Conference on Civil and Human Rights
and
The Leadership Conference Education Fund
salute

Family Values @ Work

and its state and local network for its critical
work in support of working families.

The Leadership Conference congratulate this year's
outstanding honorees for their tireless work to champion
family-friendly workplace policies for *all* families:

Rep. Rosa DeLauro
Spotify
Forward Together
Sukoya Charles



AMERICAN
SUSTAINABLE
BUSINESS
COUNCIL

Congratulations to Family Values @ Work

On behalf of our members,
and the more than 250,000 businesses nationwide
they represent, we're proud to work alongside
Family Values @ Work to advance high-road businesses
that provide just and sustainable workplaces.

www.asbcouncil.org



the work and family legal center

A Better Balance is proud to partner with
Family Values @ Work on our joint LGBTQ
Work/Family Project. We congratulate our
friends and partners, Representative
DeLauro, Forward Together and the
advocates leading the Fight for \$15, on
this well-deserved honor and salute
Spotify for their leadership.



Oregon

Pennsylvania



BERLINROSEN PUBLIC AFFAIRS

== CONGRATULATES ==

FAMILY VALUES @ WORK

on **13** YEARS of **WINS** for
WORKING FAMILIES.

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www.berlinrosen.com

New York • Washington, DC • California

Rhode Island





Vermont



*Thank you to the
GameChangers and to Family
Values @ Work for your crucial
contributions towards a just
and fair society and economy!*

**Learn more about food
workers in our new
report “No Piece of the
Pie” bit.ly/NPOTP**





Washington



Washington, D.C.





LeaveLogic

Congratulates
2016 Game Changers
and
Family Values @ Work

Thank you for all you've done and all you do!

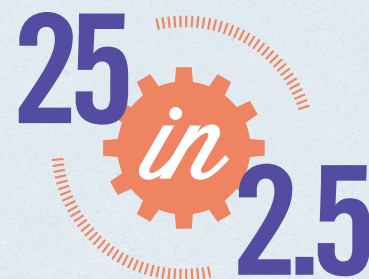
Homework:

- Have great parental leave benefits
- Make benefits easily accessible and available
- Help LeaveLogic normalize leave in the workplace

www.LeaveLogic.com



Wisconsin



Early Donors to **FAMILY VALUES @ WORK**

CHAMPION

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SUPPORTER

Center for Community Change

Center for Media and Democracy

Center for Parental Leave Leadership

Ellen Cassedy and Jeff Blum

Family Story

FS Card

Holly Fechner

IWPR

Make It Work

MomsRising

National Center on Black Civic Participation

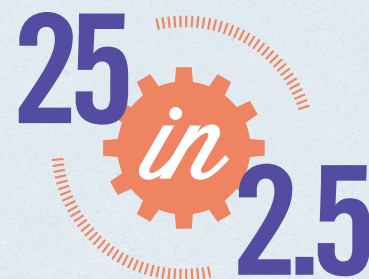
National Domestic Workers Alliance

New Jersey Citizen Action Education Fund

Karen Nussbaum

Chris Owens

People's Action



SUPPORTER, cont'd

Race Forward
Zeke Reich and Michelle Sternthal
Restaurant Opportunities Center-United
Joel Silberman
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