FAMILY VALUES @ WORK is celebrating 13 YEARS OF WINS!
Congratulations,

2016 FAMILY VALUES @ WORK

GAME CHANGE AWARDSEES:

Representative

ROSA DeLAURO
Policy Champion

SPOTIFY
Business Champion

FORWARD TOGETHER
Community Partner

SUKOYA CHARLES
Labor Champion,
SEIU Fight for $15
WASHINGTON introduces a bill for minimum paid leave for illness, family care, bereavement, or vacation.

MAINE extends unemployment insurance to include part-time workers.

2003

ANNIVERSARY

13
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.

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, DC wins the Accrued Sick and Safe Leave Act

COLORADO passes Workplace Accommodations for Nursing Mothers

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

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

PHILADELPHIA passes earned sick days; two votes shy of overturning mayoral veto.

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.

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

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

2010

2011
PHILADELPHIA adds earned sick days to its city’s minimum wage and benefits standard.

SEATTLE wins paid sick days.

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

WISCONSIN State Court upholds Milwaukee’s Paid Sick Leave Ordinance.

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.

2012
CALIFORNIA expands Paid Family Leave to include care for additional family members.

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

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

MINNESOTA expands its Parenting Leave Act allowing those with paid sick days to care for additional family members.

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

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

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

WISCONSIN stops efforts to weaken FMLA.

MICHIGAN stalls a paid sick days preemption bill.

VERMONT establishes a paid family leave study committee.

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

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

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

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

VERMONT launches statewide paid sick days campaign

WISCONSIN introduces Pregnant Workers Fairness Act with bipartisan support

Bills to expand and fund FMLI and for statewide sick and safe leave pass WASHINGTON House Labor committee
SAN DIEGO passes paid sick days

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

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

CALIFORNIA passes a paid sick days bill covering 6.5 million workers

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

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

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.

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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

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

MAINE defeats a “Right to Work” proposal

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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

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

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

MICHIGAN State Senate introduces a predictable scheduling bill

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**NEW YORK CITY** | Pregnant Workers Fairness Act goes into effect February 1

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

**DURHAM** | launches voluntary living wage employer certification campaign; wage levels specified reflect whether or not employer provides paid leave

**PORTLAND** | rolls out paid sick time ordinance with help from Coalition

**PHILADELPHIA** | mayor launches Paid Sick Days Task Force with goal of passing legislation

**NORTH CAROLINA** | recruits business owners to testify at hearing on paid leave held by Senator Hagan

**EUGENE** | City Council passes a paid sick days law covering all who work for area employees

**PENNSYLVANIA** | coalition stops a bill that would block local paid sick days laws

**RHODE ISLAND** | passes pregnancy accommodations legislation on the Senate floor

**NEW YORK CITY** | Council passes expanded paid sick time law proposed by Mayor Bill de Blasio and Council Speaker Melissa Mark-Viverito
WASHINGTON Paid Sick and Safe Leave bill passes the State House

RHODE ISLAND Temporary Caregivers Insurance goes into effect

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

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

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

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

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

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)

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RHODE ISLAND Temporary Caregivers Insurance goes into effect

WASHINGTON Paid Sick and Safe Leave bill passes the State House

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 “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.

EMERYVILLE passes minimum wage and paid sick days.

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

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.

CONNECTICUT legislature 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.

OAKLAND City Council approves funding for community-based outreach and education on paid sick days and minimum wage laws.

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.

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

OAKLAND City Council approves funding for community-based outreach and education on paid sick days and minimum wage laws.

CONNECTICUT legislature introduces a paid family medical leave insurance bill in the Joint Committee on Labor and Public Employees.

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

WASHINGTON, DC receives a Department of Labor $140,000 grant to create an implementation plan for FMLI.

WASHINGTON, DC’s Wage Theft Prevention Amendment Act of 2014 goes into effect.

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CALIFORNIA paid sick days bill is implemented in July.

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.

COLORADO receives a Department of Labor $140,000 grant to create an implementation plan for FMLI.

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

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

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.

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

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

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

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

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

ILLINOIS Senate and House introduce the Healthy Workplace Act

ILLINOIS House introduces the Family Leave Insurance Program Act

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

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

LEGISLATURE amends ILLINOIS Equal Pay Act to cover employers of any size

ILLINOIS Senate and House introduce the Healthy Workplace Act
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

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

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

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

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

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

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

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

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

NEW YORK passes a pregnancy accommodation law

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

BLOOMFIELD passes Earned Sick Time ordinance

NEW JERSEY Senate Labor Committee passes Earned Sick and Safe Days Legislation
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 legislature defeats a bill preempting local governments from passing wage and benefit laws.

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

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

OREGON passes a statewide paid sick days bill.

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

NORTH CAROLINA General Assembly defeats a preemption bill.

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

PHILADELPHIA passes a citywide paid sick days law.
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

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

Bill to preempt local paid sick days laws stalls in the PENNSYLVANIA House of Representatives

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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
VERMONT wins USDOL PFL research 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 wins USDOL PFL research grant.

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.

TACOMA passes paid sick and safe leave.

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

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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.

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.

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

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.

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.

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

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The California state assembly passes the New Parent Leave Act, job protection for all private sector workers taking bonding leave.

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The labor committee in Connecticut passes the paid family and medical leave in Connecticut.

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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.

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

**CHICAGO** City Council passes citywide earned sick time ordinance.

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

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.

**GEORGIA** Senate introduces the Family Care Act with bipartisan support.

**ILLINOIS** Senate Executive Committee passes the Healthy Workplace Act.

**ILLINOIS** Senate introduces Family Leave Insurance Act.

**COOK COUNTY** passes earned sick time ordinance.
The Economic Justice Alliance of Michigan collects over 130,000 signatures in support of earned sick time.

The Workplace Partnership Group in Minneapolis holds 16 community listening sessions on earned sick time, drawing the participation of over 550 city residents.

Michigan Senate and House introduces a statewide bill for paid sick days.

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

Saint Paul mayor and City Council appoints a 29-member stakeholder group that meets for three months to craft ordinance recommendations.

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.

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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.

Maryland's Healthy Working Families Act passes House of Delegates.

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MISSOULA City Council considers funds in 2017 budget to develop paid parental leave policy for city employees.

NEW BRUNSWICK Council approves and implements Earned Sick Days ordinance.

MONTANA Equal Pay for Equal Work Task Force considers recommendations of statewide paid family leave program to help address gender pay gap.

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

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

MISSOULA City Council considers funds in 2017 budget to develop paid parental leave policy for city employees.

MINNEAPOLIS passes a citywide paid sick days ordinance.

SAINT PAUL passes a citywide paid sick days ordinance.

DULUTH City Council creates a task force to develop their own recommendations for a city ordinance.

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

NEW BRUNSWICK Council approves and implements Earned Sick Days ordinance.

PLAINFIELD Council approves and implements Earned Sick Days ordinance.
NEW YORK CITY mayor signs Executive Order to provide Paid Parental Leave to 20,000 managers and non-unionized workers.

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.

Paid sick days will be on the October 2017 ballot in NEW MEXICO.

NEW YORK passes the strongest Paid Family Leave Insurance bill in the country.

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

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

As part of the Healthy Workforce ABQ Coalition, Strong Families NEW MEXICO collects over 24,000 signatures for paid sick days in 2016.

NEW YORK CITY introduces bill to expand Paid Sick Days law to include health and safety reasons related to domestic violence.

NEW YORK CITY passes 6 weeks paid parental leave for City government employees.

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.

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

PHILADELPHIA Wage Theft law takes effect.

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.

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

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

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

Champions introduce a bill to improve the RHODE ISLAND Temporary Caregiver Insurance program to increase participation and fairness for lower wage workers.
WASHINGTON'S House and Senate each pass pregnancy accommodation bills, but fail to reconcile for final passage.

Initiative 1433 to raise Washington's minimum wage ($13.50 in 2020) and adopt statewide sick and safe leave passes on November ballot.

SPOKANE passes sick and safe leave.

WASHINGTON completes DOL research grant, including analysis of impact on TANF usage.

Employees of King County, Washington can now take up to 12 weeks of paid parental leave.

VERMONT wins statewide paid sick days bill.

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

Rhode Island releases a new website for Temporary Caregiver Insurance, www.RIPaidLeave.net, paid for by the Department of Labor grant.

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.
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.

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

Earned Sick + Safe Days

#PaidSickDays for Healthy Families

Healthy Workplaces
“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

Restaurant Opportunities Centers, fighting for $15 Fair Wage for our nation’s 12 million restaurant workers, congratulates the following recipients for the Game Changers 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.

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

www.ncbcp.org

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
Connecticut
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

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.

Congratulations to all the Game Changers!

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

FAMILY STORY

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 DELAURA, SPOTIFY, FORWARD TOGETHER, & Sukoya Charles

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

MomsRising.org | MamásConPoder.org

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 Needs Paid Sick Days!
CONGRATULATIONS TO ALL GAME CHANGER AWARD RECIPIENTS

"The Fight Continues."

The New Media Firm
Progressive • Strategic • Creative
The AFL-CIO is proud to stand with Family Values @ Work to build an economy that is fair and just.

RICHARD L. TRUMKA ELIZABETH H. SHULER TEFERE GEBRE
President Secretary-Treasurer Executive Vice President
Massachusetts
I am Mothering JUSTICE

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

CONGRATULATIONS

-Karen Nussbaum & Working America
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
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.
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

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.
My employees earn paid sick time. It's good for business.
BERLINROSEN PUBLIC AFFAIRS CONGRATULATES FAMILY VALUES @ WORK on 13 YEARS of WINS for WORKING FAMILIES.
Rhode Island
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
LeaveLogic

Congratulations
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

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- Sheryl Sandberg

### SHAKER
- 1199
- AFL-CIO
- Rockefeller Family Fund
- SEIU

### PARTNER
- Amalgamated Bank
- BerlinRosen
- Leave Logic
- Will Robinson

### ORGANIZER
- Ellen Bravo and Larry Miller
- Dr. Wendy Chavkin
- Barbara Deinhardt
- Jane Gellman
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- Leadership Center for Civil Rights
- Paula Litt
- Main Street Alliance
- Ms. Foundation
- Sandra Prieb
- Elaine Reuben
- Lynne Bravo Rosewater
- Gloria Steinem
- Leslie Wohl Rabine

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- 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
Anne Marie Slaughter
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