FAMILY VALUES @ WORK is celebrating 14 YEARS OF WINS!
Congratulations,

2017 FAMILY VALUES @ WORK
GAMECHANGER Awardees:

Policy Champion
REP. MAXINE WATERS

Culture Champion
KY DICKENS

Business Champion
MOLLY MOON NEITZEL

Labor Champion
UNITED FOOD AND COMMERCIAL WORKERS

Community Partner
MI FAMILIA VOTA

Worker Activist
BARBARA TUNSTALL
2003

MAINE extends unemployment insurance to include part-time workers

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

WASHINGTON amends state FMLA to protect workers in the state from threatened federal rollbacks in FMLA rules.

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

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

WASHINGTON wins Family Leave Insurance
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

GEORGIA expands unemployment insurance to include part-time workers

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

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

CONNECTICUT stops bills threatening to weaken its paid sick days law

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

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.

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

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

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

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
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.

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.

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

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.

CONNECTICUT research on paid family leave shows it is working and not negatively impacting businesses.

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

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.

MICHIGAN 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.

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.

ILLINOIS passes pregnancy fairness law for reasonable, temporary accommodations.

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

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

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

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

TRENTON & MONTCLAIR pass paid sick days ballot measures

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 requires employers to provide reasonable accommodations for pregnant and nursing employees

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NEW YORK CITY 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

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

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 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

NEW YORK CITY Council passes expanded paid sick time law proposed by Mayor Bill de Blasio and Council Speaker Melissa Mark-Viverito

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RHODE ISLAND passes pregnancy accommodations legislation on the Senate floor
WASHINGTON Paid Sick and Safe Leave bill passes the State House.

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.

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 Temporary Caregivers Insurance goes into effect.

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

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.

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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.
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.

COLORADO 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.

COLORADO legislature passes a bill allowing municipalities to increase their minimum wages.

COLORADO legislature 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).

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

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

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

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

CALIFORNIA paid sick days bill is implemented in July.

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

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

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.
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.
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 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.

ILLSINOIS 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.

ILLINOIS Legislature amends ILLINOIS Equal Pay Act to cover employers of any size.

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

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

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

MASSACHUSETTS legislature considers a bill for paid family leave and temporary disability insurance
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 passes a pregnancy accommodation law

NEW YORK passes a paid family leave insurance bill

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

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

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

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

BLOOMFIELD passes Earned Sick Time ordinance

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

NEW YORK passes a pregnancy accommodation law

NEW YORK City wins US Department of Labor grant of $211,385 to study paid family leave
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 statewide paid sick days bill.

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.

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.

Philadelphia passes a citywide paid sick days law.

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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.

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.

VERMONT House of Representatives passes paid sick days legislation.

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

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 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 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 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
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.

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.

LOS ANGELES City Council passes a 6-day paid sick days law with an inclusive definition of family, those related by blood or affinity.

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.

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.

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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.

LOS ANGELES City Council passes a 6-day paid sick days law with an inclusive definition of family, those related by blood or affinity.

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.

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.

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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

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

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

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 WASHINGTON, DC Council hosts three hearings on the Universal Paid Leave Act.

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

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
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 Senate Executive Committee passes the Healthy Workplace Act.

GEORGIA Senate introduces the Family Care Act with bipartisan support.

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.

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.

The minimum wage in PORTLAND, ME increases to $10.10, setting the stage for a statewide ballot initiative.
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 Senate passes Paid Family Medical Leave and Temporary Disability Insurance.

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

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

Montgomery County paid sick days law takes effect.

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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.
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

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

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

MINNEAPOLIS passes a citywide paid sick days ordinance

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

NEW JERSEY Legislature approves budget resolution for $3.5 million for NJ Family Leave Insurance outreach and education (Governor line-item 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 passes the strongest Paid Family Leave Insurance bill in the country.

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

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

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

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

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

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

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

Champions introduce a bill to improve the Rhode Island Temporary Caregiver Insurance program to increase participation and fairness for lower wage workers

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

Wake County passes 6 weeks 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

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
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.

VERMONT wins statewide paid sick days bill.

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.

SPOKANE passes sick and safe leave.

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

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

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.
Legislature passes and the governor signs the New Parent Leave Act, 12 weeks of job protection for new parents (birth, adoption, foster) who work in companies of 20+, benefitting 2.7 million CALIFORNIA workers.

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

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

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

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

UFCW wins stronger contracts based on paid sick days ballot initiative in ARIZONA.

ARIZONA Superior Court strikes down law banning cities from passing stronger benefit protections than state law.

Legislature passes and the governor signs the New Parent Leave Act, 12 weeks of job protection for new parents (birth, adoption, foster) who work in companies of 20+, benefitting 2.7 million CALIFORNIA workers.
WASHINGTON, DC, City Council, by a vote of 9-4, approves the Universal Paid Leave Act.

CONNECTICUT legislature passes and governor signs Public Act No. 17-11, which will improve workplace protections for pregnant women.

CONNECTICUT Senate formally debates paid leave on the floor, where several senators share their stories and offer support for the issue.

CONNECTICUT Senate president makes paid leave his “Senate Bill No. 1” for the 2017 legislative session.

CONNECTICUT Labor and Public Employees Committee approves paid leave legislation for the third consecutive year.

A poll by BLS Research & Consulting finds 77% of small business owners in CONNECTICUT support paid family and medical leave legislation.

The FAMLI Act passes the House, the first time a paid family medical leave bill passes out of a COLORADO state legislative chamber.

With funds the CALIFORNIA Work & Family Coalition helped win in the state budget, the Employment Development Department launches “Moments Matter,” an advertising campaign to spread the word about paid leave.

CALIFORNIA creates an elder care/aging workforce committee to work on caregiving education/outreach and job protection.

CALIFORNIA立法会通过了第一项家庭和医疗假法案，首次通过了CALIFORNIA州立法机关的法案。

Abbott/addtional panelists at the hearing discuss the benefits of paid leave.

The hearing takes place on the floor of the Senate, where several senators share their stories and offer support for the issue.

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House Majority Leader Erin Herbig, a Democrat, and Senator Amy Volk, a Republican, cosponsor a bill to create a paid family leave program in **Maine**.

**Illinois** $15 Minimum Wage Act passes the House and Senate.

**Illinois** Healthy Workplace Act passes the House and Senate.

**Illinois** No Salary History Act passes the House and Senate.

**Georgia** legislature passes the Family Care Act (FCA), ensuring those workers who earn paid sick days can use up to five of those days to care for an ill family member.

**Georgia** Job/Family Collaborative launches campaign to educate families about the FCA.

**Georgia** legislature approves expanded definition of immediate family in use of sick leave by state employees to include grandparents, grandchildren, and step and in-law relationships.

**Washington, D.C.** government allocates $40M to launch Universal Paid Leave program.

**Washington, D.C.** Paid Leave Coalition mobilizes to stop efforts to repeal and replace UPLA with a weaker version.

**Palm Beach County, Tampa** and **Wellington** begin offering paid parental leave for local government employees.

**Georgia** job/family collaborative launches campaign to educate families about the FCA.

Governor approves expanded definition of immediate family in use of sick leave by state employees to include grandparents, grandchildren, and step and in-law relationships in **Georgia**.

House Majority Leader Erin Herbig, a Democrat, and Senator Amy Volk, a Republican, cosponsor a bill to create a paid family leave program in **Maine**.
A broad coalition co-led by TakeAction MN, ISAIAH, and the AFL-CIO stops a statewide bill in MINNESOTA to prevent local governments from passing earned sick days.

PORTLAND Mayor Ethan Strimling submits an ordinance for earned paid sick days in response to a growing coalition led by Southern Maine Workers Center and Maine Women’s Policy Center.

Working Matters launches statewide effort in MARYLAND to win override of the governor’s veto in 2018.

Raise Up MASSACHUSETTS gets approval for a paid family and medical leave petition to gather signatures showing support for a 2018 ballot initiative.

MARYLAND legislature passes earned sick days bill; governor vetoes.

MARYLAND state House and Senate introduce earned sick time legislation.

MASSACHUSETTS introduces a paid family and medical leave bill with 94 House co-sponsors and 24 Senate sponsors.

State attorney general secures $235,000 in earned sick time violations, 2/3 for restitution (unpaid sick time) and 1/3 for penalties in MASSACHUSETTS.

MICHIGAN Time to Care Coalition launches a 2018 ballot initiative to win earned sick time.

MICHIGAN state House and Senate introduce earned sick time legislation.

A broad coalition co-led by TakeAction MN, ISAIAH, and the AFL-CIO stops a statewide bill in MINNESOTA.

MINNESOTA Appeals Court upholds the Minneapolis paid sick days ordinance.

Raise Up MASSACHUSETTS gets approval for a paid family and medical leave petition to gather signatures showing support for a 2018 ballot initiative.
NEW JERSEY legislature passes bill to expand and improve NJ Family Leave Insurance; governor vetoes

NEW JERSEY legislature passes a budget resolution for $3 million to fund education and outreach to the public and employers about the NJ Family Leave Insurance program; governor vetoes

NEW JERSEY Time to Care Coalition launches the Families That Work campaign to educate voters and candidates about need for state paid sick days and improvement to the state paid leave program

NEW JERSEY legislature passes Pregnant Worker Accommodation bill; governor vetoes

NEW MEXICO legislature passes Caregiver Leave bill; governor vetoes

NEW MEXICO legislature passes Pregnant Worker Accommodation bill; governor vetoes

ALBUQUERQUE continues fight for paid sick days after dirty tricks keep many voters from noticing the tiny print on the back of the ballot

MONTANA successfully expands definition of parent in current state employee parental leave policy

Time for MONTANA coalition introduces the Montana Family and Medical Leave Insurance (FAMLI) Act in the 2017 legislative session, engaging thousands of Montanans in support of family and medical leave

DULUTH’s Earned Sick & Safe Time Task Force sends recommendations for a strong ordinance to the City Council

NEW YORK CITY Council expands paid sick days to include safe days to deal with aftermath of domestic or sexual violence, and broadens the definition of family to include those whose close relationship is the equivalent of family
The Everybody Benefits coalition defeats attempts to roll back paid sick time legislation to exclude agricultural and construction workers, repeal all sick time (except for safe time), and exempt all LLC owners from the law in Oregon.

Oregon legislature introduces paid family and medical leave legislation.

The Time for Oregon Coalition defeats two inadequate approaches to paid leave, tax credits and medical leave savings accounts.

Oregon expands equal pay protections to all protected classes and prohibits employers from asking applicants about salary history prior to making a job offer.

New York City Council passes Salary History Ban.

Mecklenburg County, home to the largest city in NC, passes six weeks of paid family medical leave for county employees.

Orange County approves six weeks of paid parental leave for county employees.

Orange County approves six weeks, and Durham passes 12 weeks, of paid parental leave for municipal employees.

Rolesville, Cary, Morrisville, Charlotte and Chapel Hill pass six weeks, and Durham passes 12 weeks, of paid parental leave for municipal employees.

Department of Financial Services and Workers’ Compensation Board issue final regulations for the NYS Paid Family Leave Benefits Law.

Governor issues executive order banning salary history question in hiring by state agencies in New York.

New York City Council passes Salary History Ban.


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Department of Financial Services and Workers’ Compensation Board issue final regulations for the NYS Paid Family Leave Benefits Law.

Governor issues executive order banning salary history question in hiring by state agencies in New York.
PHILADELPHIA City Council passes a pay equity bill preventing employers from asking prospective employees their previous wage in December 2016; it has not yet taken effect due to a lawsuit.

RHODE ISLAND legislature passes paid sick days, making it the 4th state in the country to have both paid family leave and statewide paid sick days laws.

Coalition supports legislation to improve RHODE ISLAND Temporary Caregiver Insurance program to increase participation and fairness for lower-wage workers.

Work Strong Austin launches earned sick days campaign in AUSTIN.

The VERMONT House passes a family leave bill with tri-partisan support.

The VERMONT legislature passes Pregnancy Accommodation.

The Campaign for Paid Family Leave launches in PENNSYLVANIA.

RHODE ISLAND passes minimum wage increase to $10.10 in 2018 and $10.50 in 2019.

PROVIDENCE, RI, implements paid parental leave for municipal employees.

City Council votes to set up stakeholder process to explore earned sick days for AUSTIN residents.

RHODE ISLAND legislature passes paid sick days, making it the 4th state in the country to have both paid family leave and statewide paid sick days laws.

PROVIDENCE, RI, implements paid parental leave for municipal employees.
MADISON adopts 10 weeks of paid parental leave for city employees

MILWAUKEE City Council pursues an ordinance to award extra points to contractors providing paid sick days, ban the box, and breastfeeding accommodations

WASHINGTON adopts a comprehensive paid family and medical leave program with bipartisan support

WASHINGTON legislature unanimously enacts Healthy Starts Act to protect pregnant workers and reduce maternal health disparities

WISCONSIN legislators introduce the Wisconsin Family Leave Insurance bill (WIFI)

KEEP FAMILIES FIRST Coalition stops hidden repeals of the WI FMLA and WI Fair Employment Act in the 2017 budget in WISCONSIN

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MADISON adopts 10 weeks of paid parental leave for city employees
Arizona
California
A Better Balance is proud to partner with Family Values @ Work on our joint LGBTQ Work/Family Project. We congratulate our friends and partners at UFCW, on this well-deserved honor and salute Ky Dickens, Molly Moon Neitzel and Mi Familia Vota for their leadership.
Colorado
Connecticut
Forward Together congratulates

**Family Values @ Work**
on another great year!

---

All of us at the Center for Parental Leave Leadership send our gratitude to Family Values @ Work and all of tonight’s Game Changer Award winners. You motivate us -- and so many others -- to work even harder for working families.

---

CLASP is grateful for and inspired by the leadership and dedication of this year’s GameChangers.

We applaud Family Values @ Work for their vision and strategy as we continue to build an effective sick days and paid family medical leave movement.

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Congratulations, Game Changers!

You inspire us all.

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---

[Images of Forward Together and the Center for Community Change with their websites and social media handles]
WE SUPPORT FV@W AND THE WOMEN THEY FIGHT FOR

with gratitude for FV@W and in solidarity with all who stand up for our families and communities!

JEWS UNITED FOR JUSTICE

local grassroots organizing in DC and Maryland

Ms. Foundation for Women
forwomen.org | info@ms.foundation.org
Twitter | Instagram: @msfoundation

IWPR is pleased to join
Family Values @ Work
to honor its 2017 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.

YOU BELONG WITH US!

MomsRising.org
Where mothers and those who love them go to change their world.

It's time to put on your superhero cape and join us!
http://join.momsrising.org

MomsRising.org
MamásConPoder.org
Illinois
Congratulations to the 2017 GameChangers!

Thank you for your Leadership
Congratulations to tonight's Game Changer Awards honorees

Thank you for championing paid family leave in 2017

CONGRATULATIONS
Ky Dickens
Molly Moon Neitzel
Mi Familia Vota
UFCW

You Are GameChangers!
We Are Proud To Stand With You!

NATIONAL ASIAN PACIFIC AMERICAN WOMEN'S FORUM

WOMEN'S MEDIA CENTER
womensmediacenter.com
@womensmediacntr
Maryland
Massachusetts
ZERO TO THREE congratulates Family Values @ Work and the GameChangers for helping to advance paid family leave across the country!

All babies deserve a strong start in life. And all parents should have time to bond with their babies without jeopardizing their economic security.

We are proud to partner with you in this effort!

ZERO TO THREE
Early connections last a lifetime

www.zerotothree.org
Minnesota
CONGRATULATIONS!

People’s Action congratulates
Family Values @ Work
and the
2017 GameChanger Award Recipients!

The United Steelworkers celebrate
Family Values at Work
and the
Labor Project for Working Families

Congratulations to the
2017 Game Changer Honorees

NELP SALUTES

Family Values @ Work
and the GameChangers
who put families first in the fight
for paid leave.

With special gratitude to Wendy
Chun-Hoon & her colleagues for
consistently advocating for
working families.

www.nelp.org

¡Felicitades y Gracias!
Congratulations to Mi
Familia Vota, and all of
the 2017 “Game Changer”
awardees, with heartfelt
gratitude for all of your
efforts to help working
families around the country.

To connect with Latino audiences:
www.benitezstrategies.com
Montana
CONGRATULATIONS

The United Food and Commercial Workers International Union (UFCW) proudly supports the Family Values @ Work 2017 Game Changer Awards.

We would like to thank Family Values @ Work for honoring UFCW as this year’s Labor Champion and salute them and the other honorees for their commitment to putting families first and changing the game for all of us in the fight for paid leave.

www.ufcw.org
New Mexico
Congrats, game changers!

Now more than ever, thanks for standing up for working people and helping change policy, business and culture to strengthen our nation. We are proud to join you and family values at work to celebrate another year of remarkable paid sick days and paid leave achievements.

Good work, FV@W!

We love what you do and love doing it with you.

- Karen Nussbaum & Working America
North Carolina
My employees earn paid sick time. It's good for business.
Kazan McClain Partners’ Foundation salutes Family Values @ Work Game Changer Awards and congratulates Awardees

• Congressmember Maxine Waters
• Ky Dickens • Molly Moon Neitzel
• Mi Familia Vota • UFCW

Jack London Market
55 Harrison Street #400
Oakland, CA 94607

We proudly support WORKSAFE at
www.worksafe.org
http://www.kazanlaw.com/about-kazan-law/our-foundation/
Rhode Island
berlin rosen
IS PROUD TO JOIN
FAMILY VALUES @ WORK
IN HONORING THE 2017 GAMECHANGERS

Rep. Maxine Waters
UFCW
Ky Dickens

Molly Moon Neitzel
Mi Familia Vota
Barbara Tunstall
Texas
Vermont
The Service Employees International Union is honored to stand with Family Values at Work and the Labor Project for Working Families as they celebrate the game-changing efforts of the people and organizations who are dedicated to expanding family-friendly workplace policies across the country.

Congratulations to this year’s honorees:

- **Policy Champion**  
  *Rep. Maxine Waters*

- **Culture Champion**  
  *Ky Dickens*

- **Labor Champion**  
  *UFCW*

- **Community Partner**  
  *Mi Familia Vota*

- **Business Champion**  
  *Molly Moon Neitzel*

- **Worker Activist**  
  *Barbara Tunstall*

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**ROCKEFELLER FAMILY FUND**

**THANKS FAMILY VALUES @ WORK FOR THEIR CONTINUED PARTNERSHIP TO ACHIEVE PAID SICK LEAVE AND PAID FAMILY LEAVE FOR ALL AMERICANS.**

**CONGRATULATIONS TO THE 2017 GAMECHANGER HONOREES!**

Thank you for your leadership.
“When you stop being scared of the math, and do the math, paid leave becomes more attainable to small businesses. This is especially true for the FAMILY Act, which would allow workers to draw on a pool of funds created by small payroll tax contributions, instead of requiring employers to foot the entire bill for workers’ leaves.”

- Molly Moon Neitzel, Owner of Molly Moon's Homemade Ice Cream in Washington State

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Main Street Alliance congratulates Family Values @ Work and this year’s Game Changers Award recipients: Rep. Maxine Waters, Molly Moon Neitzel, Owner of Molly Moon’s Homemade Ice Cream and MSA member, Ky Dickens, filmmaker of Zero Weeks, Mi Familia Vota, and UFCW.
The AFL-CIO congratulates these Game Changers:

REP. MAXINE WATERS
KY DICKENS
UFCW
MI FAMILIA VOTA
MOLLY MOON NEITZEL
BARBARA TUNSTALL

We thank these champions of change who have put families first in the fight for paid leave.

AFL-CIO
Early Donors to FAMILY VALUES @ WORK

CHANGEMAKER
Sheryl Sandberg

CHAMPION
American Federation of Teachers
Anne Delaney
SEIU

MOVER
Amalgamated Transit Union
United Food and Commercial Workers
United Steel Workers

SHAKER
AFL-CIO
Will Robinson

PARTNER
BerlinRosen
KG Consulting
Zero to Three

ORGANIZER
Ellen Bravo and Larry Miller
Barbara Deinhardt
Jane Gellman
Kazan McClain Satterley & Greenwood
Paula Litt
Main Street Alliance
Sandra Priebe
Lynne Bravo Rosewater
Rockefeller Family Fund
Leslie Wohl Rabine
Women’s Media Center

SUPPORTER
9to5
A Better Balance
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Felipe Benitez
Center for Community Change
Center for Law and Social Policy
Center for Media and Democracy
Center for Parental Leave Leadership
Forward Together
Holly Fechner
Institute for Women’s Policy Research
Jews United for Justice
Judy Mann
MomsRising
Ms. Foundation
Stephanie Mueller
SUPPORTER (CONT.)
National Asian Pacific American Women's Forum
National Domestic Workers Alliance
National Employment Law Project
Karen Nussbaum
Chris Owens
People's Action
Zeke Reich and Michelle Sternthal
Restaurant Opportunities Center-United
UltraViolet

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Esther Cohen
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Susan Engel
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Jeff Hayes
Melissa Josephs
Andrea LaRue
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Letty Cottin Pogrebin
Bonnie Potter
Phyllis Salowe-Kaye
Alix Shulman

FRIEND
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Cindia Cameron
Blue Carreker
Jenya Cassidy
Erica Clemmons
Deb Fastino
Suzette Gardner
Gayle Goldin
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Dena Mottola Jaborska
Julie Kashen
Neha Mahajan
Molly McGovern
Linda Meric
Sade Moonsammy
Jennifer Morales
Andrea Paluso
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Alexis Standifer
Cheryl Teare
Preston Van Vliet
Marilyn Watkins
Karen White
Eric Williams