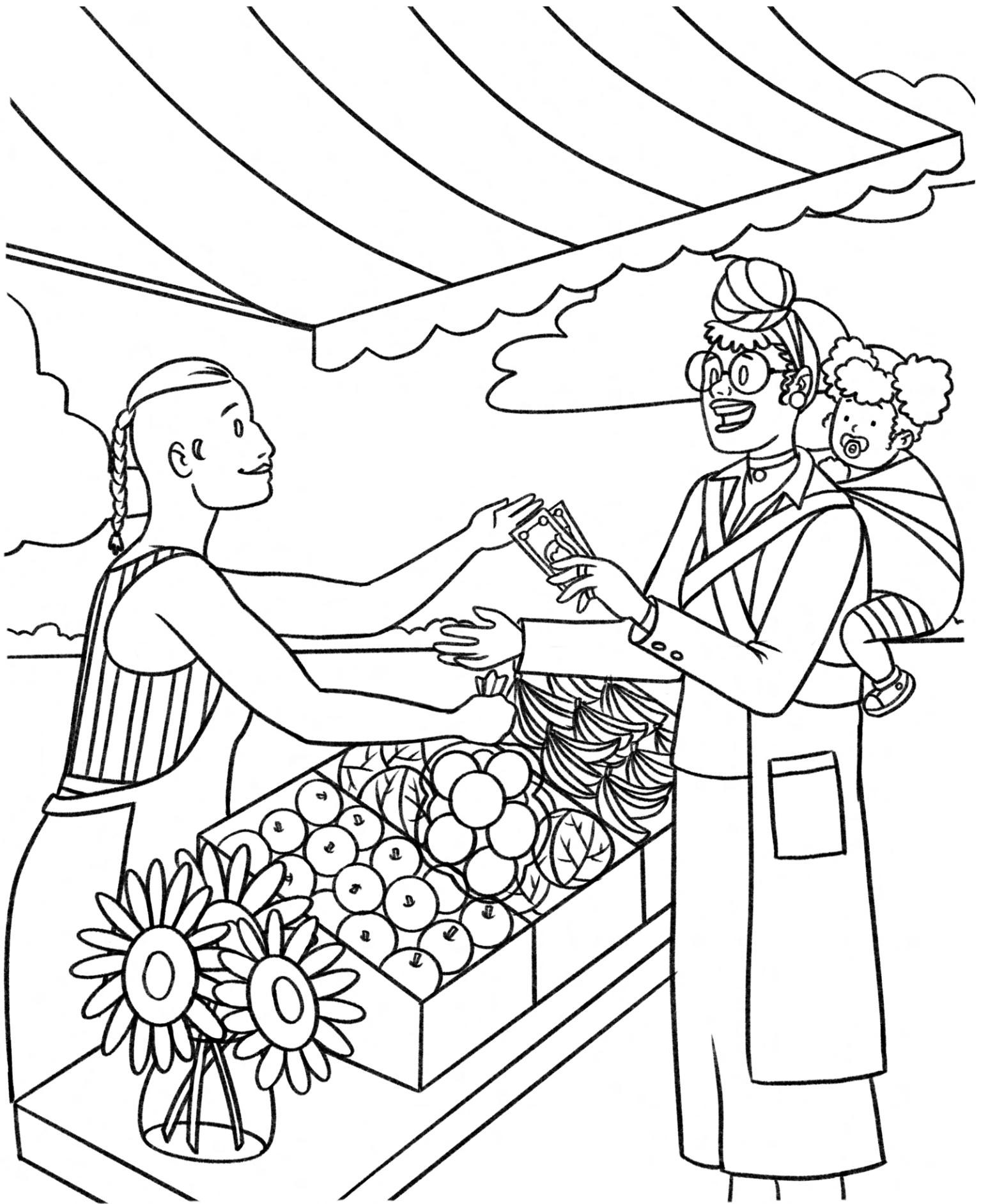


**WHERE ALL
CAN THRIVE!**



**A COLORING BOOK HISTORY OF
THE FAMILY VALUES @ WORK NETWORK**



What does it take to win an economy where all can thrive? It takes a movement.



The United States' economy is built on a foundation of unpaid and underpaid care labor. The legacy of slavery and the ongoing exploitation of immigrants and women have led to the expectation that care work can be provided for free.

PAID LEAVE NOW!

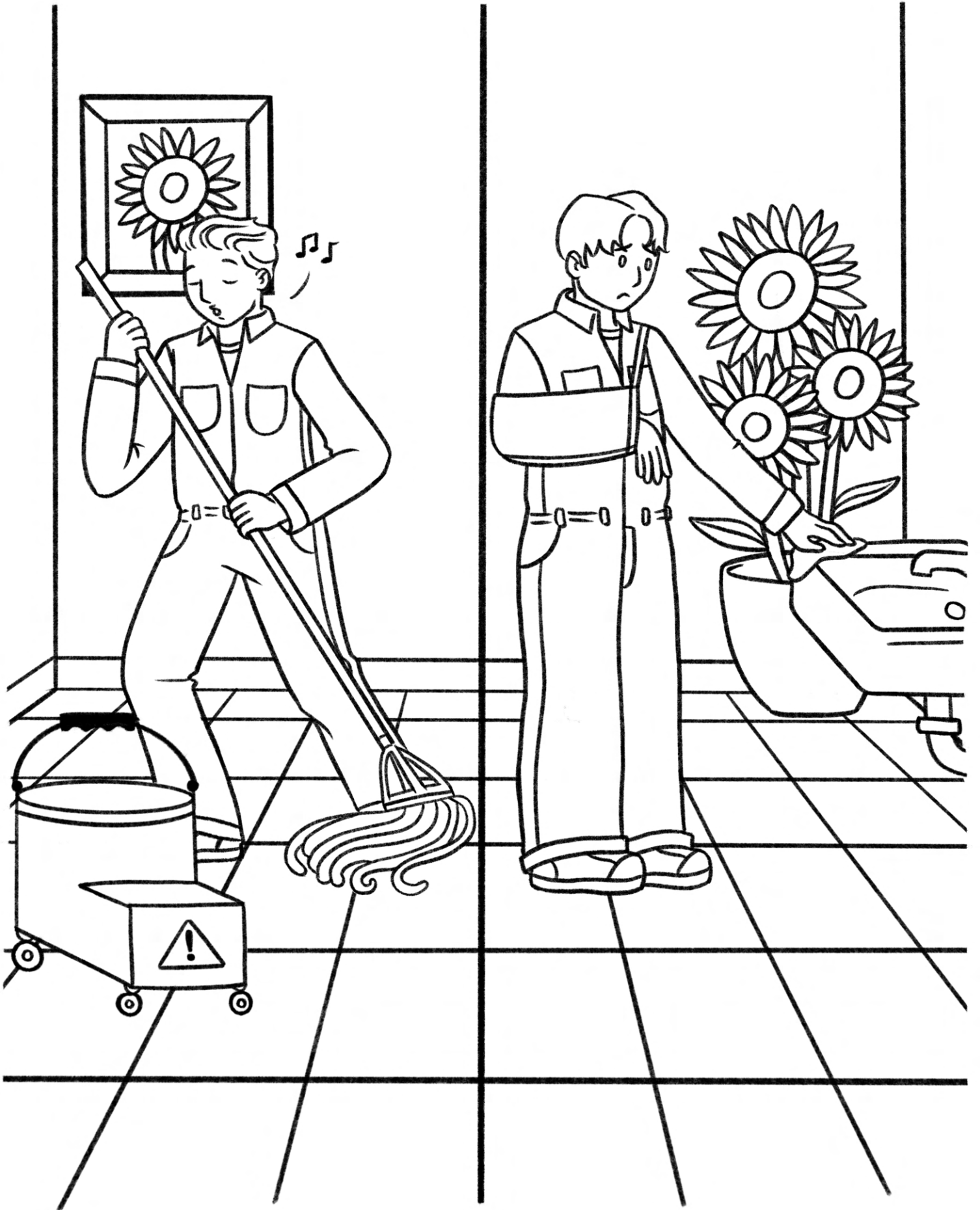


Workers struggling to care for themselves and their families, while also making ends meet, were the source of our movement. They realized that their struggles were systemic, not just personal.

HAPPY
NEW YEAR
1993



Activists in several states organized and won unpaid family and medical leave, which built pressure for Congress to pass the Family and Medical Leave Act of 1993.



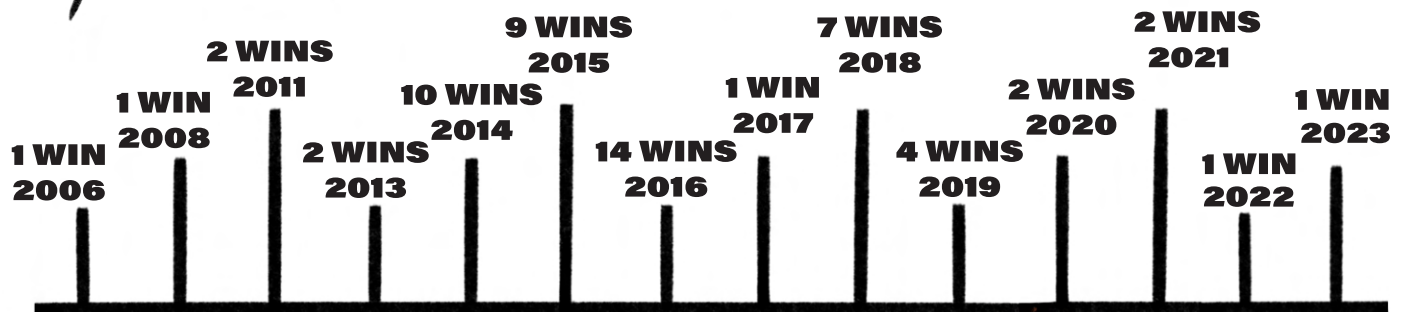
Unfortunately, the FMLA only covers about half of workers and doesn't offer pay. Many workers of color and low-paid workers are left out altogether.



In 2002, after years of organizing, California activists won the nation's first paid family leave program. That inspired an idea: What if we formed a network of states, supporting each other in winning paid leave for everyone? Family Values @ Work was born.



New Jersey was the 2nd state to pass paid family leave, and the FIRST to pass an inclusive family definition for caregiving. In 2019, NJ expanded the definition of family to include caring for any loved one who is like family. This expansive definition is important for everyone but in particular for LGBTQIA workers. Over half of LGBTQIA adults depend on their chosen family when experiencing a health related need.



TIMELINE OF WINS*

Our state coalitions started winning—not just paid family and medical leave, but paid sick and safe days and childcare, too.

*2006: San Francisco, CA. 2008: Washington, D.C. 2011: Connecticut, Seattle, WA. 2013: New York City, Jersey City, NJ. 2014: California, Massachusetts, Oakland, CA, Newark, NJ, East Orange, NJ, Irvington, NJ, Passaic, NJ, Paterson, NJ, Montclair, NJ, Trenton, NJ. 2015: Oregon, Emeryville, CA, Montgomery Co., MD, Bloomfield, NJ, Elizabeth, NJ, New Brunswick, NJ, Philadelphia, PA, Pittsburgh, PA, Tacoma, WA. 2016: Vermont, Washington, Arizona, Los Angeles, CA, Santa Monica, CA, Plainfield, NJ, Spokane, WA, Minneapolis, MN, San Diego, CA, Chicago, IL Berkeley, CA, St. Paul, MN, Morristown, NJ, Cook County, IL. 2017: Rhode Island. 2018: New Jersey, Maryland, Michigan, Duluth, MN, Austin, TX, San Antonio, TX, Westchester County, NY. 2019: Nevada, Maine, Dallas, TX, Bernalillo County, NM. 2020: New York, Colorado. 2021: Allegheny, PA; New Mexico. 2022: Minnesota. 2023: Illinois.



Starting with 8 member states in 2003, FV@W began raising national funding to support state paid leave coalitions and build momentum for a federal program. Now we have 27 member states.



We learned quickly that equity matters—like full wage replacement, job protection, and covering all types of families—so that everyone can access these programs.

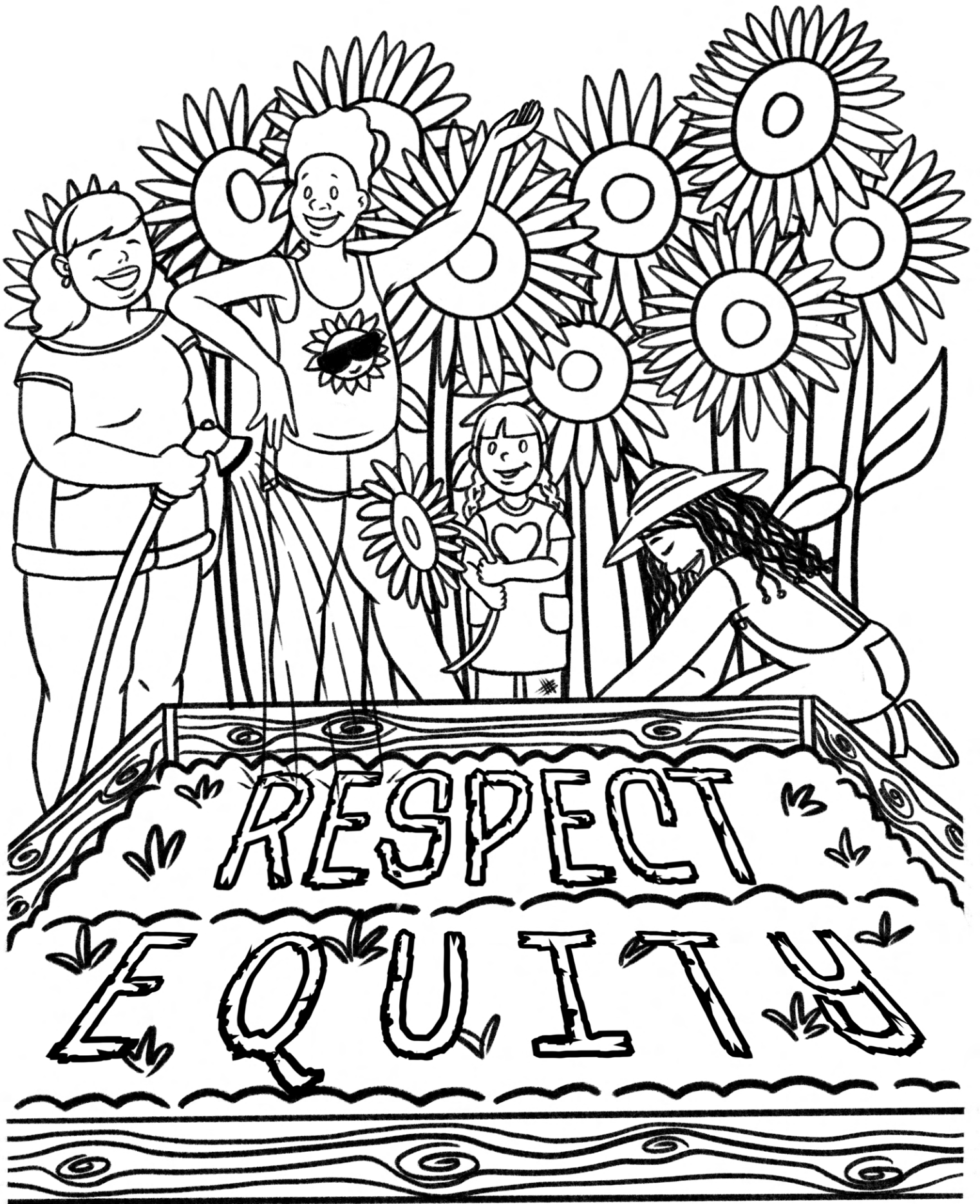
VOICES of WORKERS



It became clear that the people who are most affected—Black people and other people of color, women, low-paid workers, and immigrants—needed to be at the head of this movement.



The FV@W network will defend democracy and protect voting rights, to ensure the needs of working families are heard and addressed.

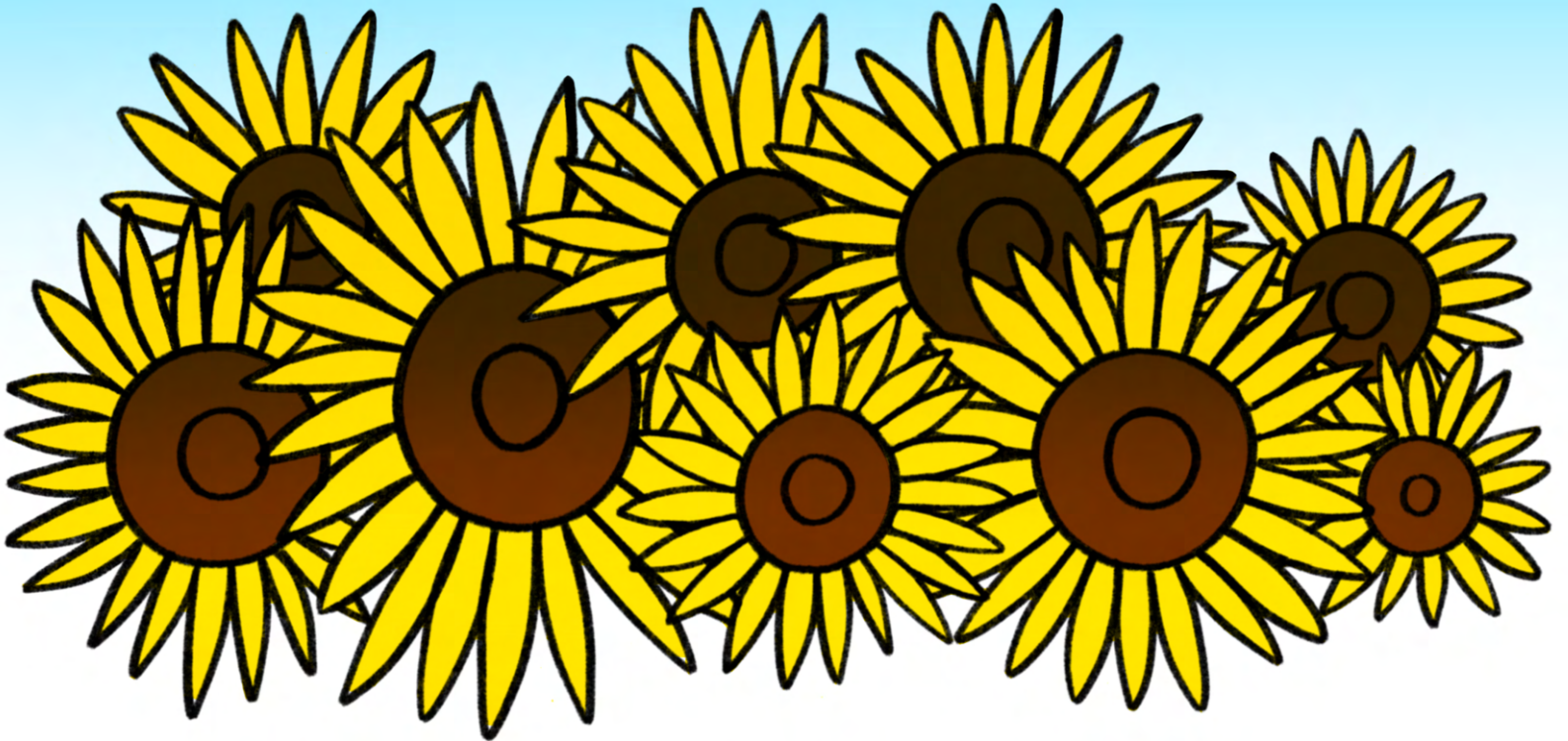


Together, we will win a future of shared prosperity and an economy built on foundations of equity and respect.

**FAMILY
VALUES
@ WORK**

WHERE ALL CAN THRIVE!

Join Family Values @ Work in winning the economy we deserve.
Find out more at familyvaluesatwork.org.



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