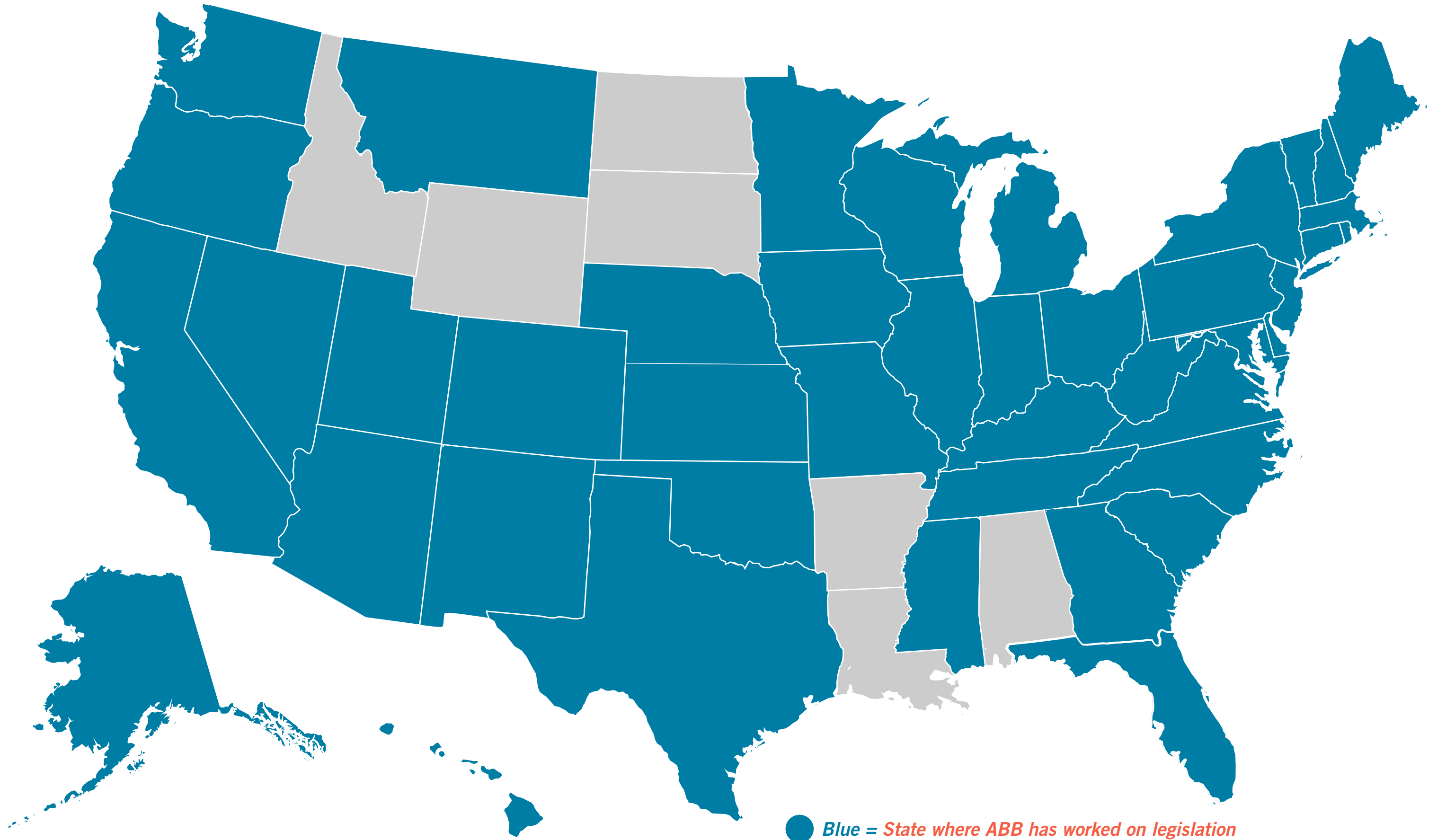


*a better  
balance*

**ADVANCING THE RIGHTS OF WORKING FAMILIES:  
OUR LEGISLATIVE EFFORTS 2006–2018**



● *Blue = State where ABB has worked on legislation*



**ALASKA**

Paid Sick Time



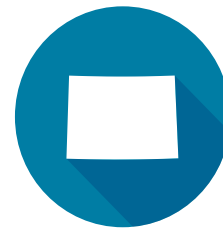
**ARIZONA**

Paid Sick Time,  
Paid Family and Medical Leave



**CALIFORNIA**

Paid Sick Time, Scheduling,  
Implementation,  
Paid Family Leave



**COLORADO**

Paid Family & Medical Leave,  
Pregnant Workers Fairness,  
Paid Sick Time



**CONNECTICUT**

Paid Family & Medical Leave,  
Paid Sick Time, Scheduling



**DELAWARE**

Equal Pay,  
Caregiver Discrimination,  
Paid Family & Medical Leave



**DIST. OF COLUMBIA**

Paid Family & Medical Leave,  
Pregnant Workers Fairness,  
Paid Sick Time, Implementation



**FLORIDA**

Paid Sick Time,  
LGBT Rights Defense,  
Defending Local Authority



**GEORGIA**

Kin Care,  
Pregnant Workers Fairness



**HAWAII**

Paid Family & Medical Leave,  
Paid Sick Time



**ILLINOIS**

Paid Sick Time, Pregnant Workers Fairness,  
Implementation,  
Paid Family and Medical Leave



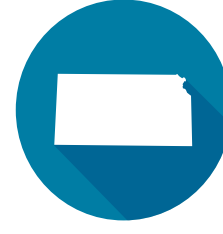
**INDIANA**

Paid Family & Medical Leave,  
Pregnant Workers Fairness



**IOWA**

Pregnant Workers Fairness



**KANSAS**

Paid Sick Time,  
Paid Family and Medical Leave



**KENTUCKY**

Pregnant Workers Fairness



**MAINE**

Caregiver Discrimination,  
Pregnant Workers Fairness  
Caregiving, Paid Sick Time



**MARYLAND**

Paid Sick Time, Scheduling,  
Pregnant Workers Fairness



**MASSACHUSETTS**

Pregnant Workers Fairness,  
Paid Family & Medical Leave,  
Paid Sick Time, Scheduling, Implementation



**MICHIGAN**

Paid Sick Time,  
LGBT Rights Defense



**MINNESOTA**

Paid Sick Time, Scheduling, Paid Family  
& Medical Leave, Pregnant Workers Fairness,  
Defending Local Democracy



**MISSISSIPPI**

Defending Local Authority  
Equal Pay



**MISSOURI**

Paid Sick Time



**MONTANA**

Paid Family & Medical Leave,  
Paid Sick Time



**NEBRASKA**

Paid Sick Time,  
Pregnant Workers Fairness



**NEVADA**

Paid Sick Time,  
Paid Family & Medical Leave,  
Pregnant Workers Fairness



**NEW HAMPSHIRE**

Breastfeeding, Pregnant Workers  
Fairness, Paid Sick Time, Paid Family &  
Medical Leave, Right to Request Flexible Work



**NEW JERSEY**

Paid Sick Time, Implementation,  
Pregnant Workers Fairness,  
Paid Family Leave



**NEW MEXICO**

Paid Family & Medical Leave,  
Paid Sick Time, Scheduling,  
Pregnant Workers Fairness



**NEW YORK**

Paid Family Leave, Scheduling, Caregiver  
Discrimination, Equal Pay, Right To Request,  
Implementation, Pregnant Workers Fairness,  
Breastfeeding, Paid Sick Time



**NORTH CAROLINA**

Paid Sick Time,  
Right to Request



**OHIO**

Paid Sick Time,  
Pregnant Workers Fairness,  
Defending Local Authority



**OKLAHOMA**

Paid Family & Medical Leave,  
Pregnant Workers Fairness,  
LGBT Rights Defense,  
Defending Local Authority



**OREGON**

Paid Sick Time, Scheduling,  
Caregiver Discrimination, Implementation,  
Paid Family & Medical Leave,  
Defending Local Authority



**PENNSYLVANIA**

Paid Sick Time,  
Pregnant Workers Fairness,  
LGBT Rights Defense,  
Defending Local Authority



**RHODE ISLAND**

Paid Sick Time, Equal Pay  
Paid Family Leave, Implementation,  
Pregnant Workers Fairness



**SOUTH CAROLINA**

Pregnant Workers Fairness,  
Defending Local Authority



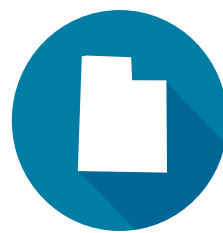
**TENNESSEE**

Paid Family & Medical Leave,  
Pregnant Workers Fairness,  
LGBT Rights Defense,  
Defending Local Authority



**TEXAS**

Pregnant Workers Fairness,  
Paid Sick Time



**UTAH**

Pregnant Workers Fairness



**VIRGINIA**

Paid Family & Medical Leave



**VERMONT**

Paid Sick Time,  
Pregnant Workers Fairness,  
Paid Family & Medical Leave



**WASHINGTON**

Implementation,  
Pregnant Workers Fairness,  
Scheduling,  
Paid Family and Medical Leave



**WEST VIRGINIA**

Paid Sick Time, Implementation,  
Pregnant Workers Fairness,  
Defending Local Authority



**WISCONSIN**

Paid Family & Medical Leave,  
Paid Sick Time,  
Pregnant Workers Fairness,  
Defending Local Authority