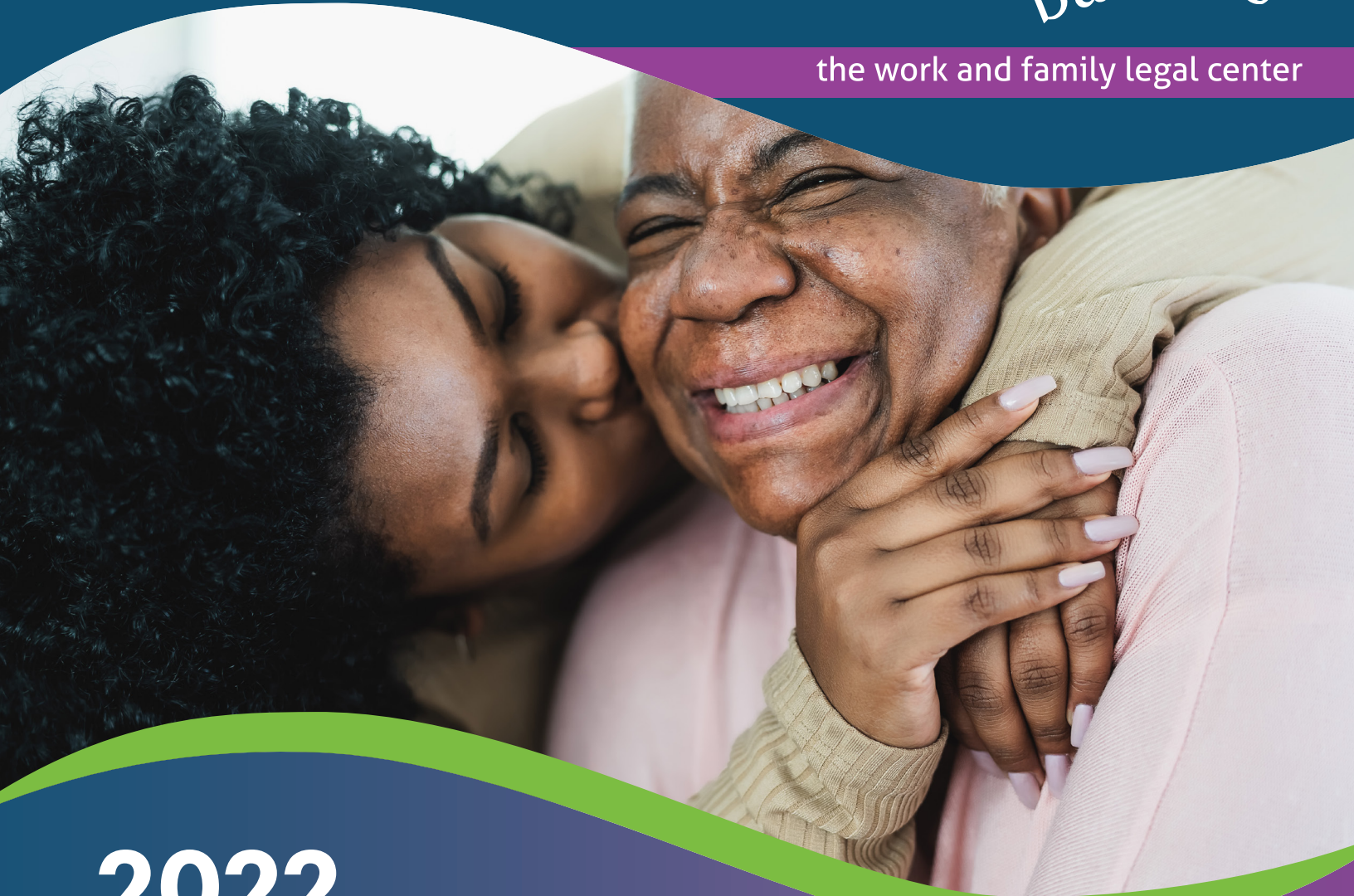


A Better Balance
5 Columbus Circle, 11th Floor
New York, NY 10019

a better
balance

the work and family legal center



2022

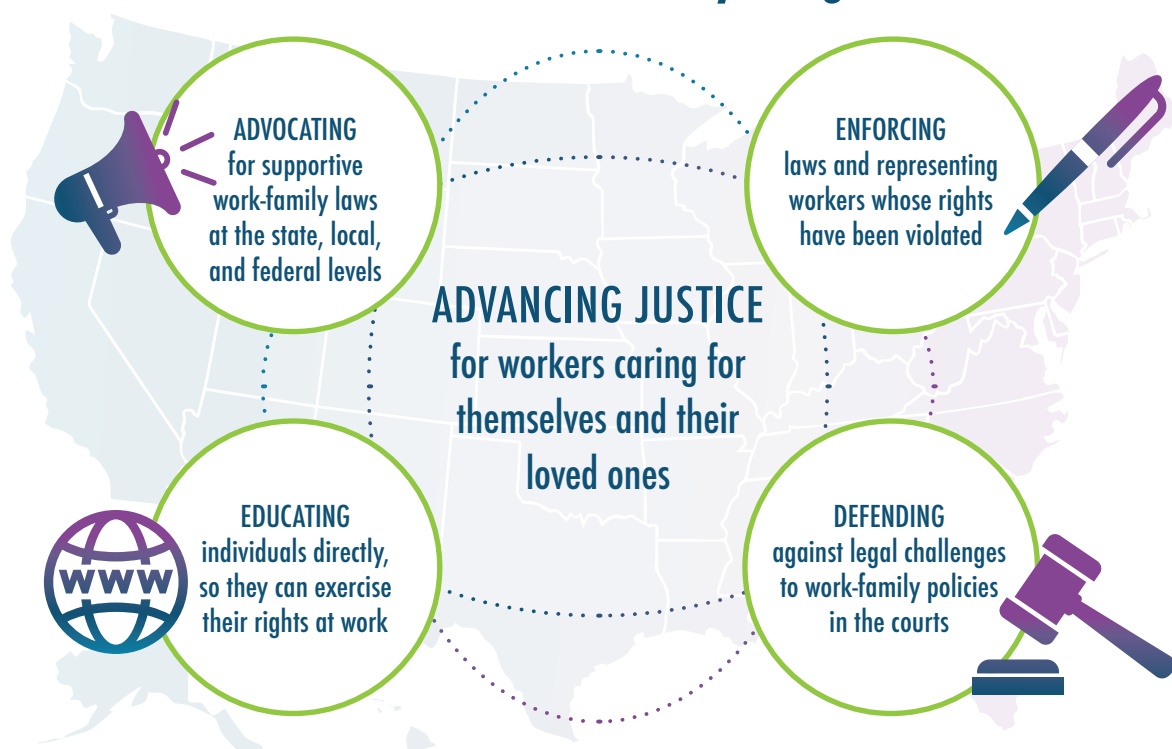
Building Out Work-Family Progress Across the Country

In 2022, as we fight for the strong work-family policies that women, caregivers, and all workers need now more than ever, we have both faced challenges and seen significant progress. We as a country have been grappling with the consequences of the lack of support for workers giving and receiving care, yet Congress has so far continued to deprioritize addressing this crisis. Despite this, we've also recognized something remarkable: Our model of change is still working—and that's all thanks to you and your support of A Better Balance.

This year alone, we have secured new and expanded rights for workers in a wide swath of states and localities across the country, and directly supported thousands of workers as they exercise their rights. And year after year, our work to advocate, defend, implement, enforce, and educate around these policies continues to multiply our impact—not only making a material difference for millions of individuals and their families, but laying the groundwork for longterm, nationwide change.

We are so grateful for your partnership. Together, we are building a more just and equitable future, so all workers can care for themselves and their loved ones when it matters most.

How A Better Balance Drives Work-Family Progress Across the Country



Staff Spotlight

FEROZA ON FIGHTING FOR THE SUPPORTIVE POLICIES WORKING FAMILIES IN THE SOUTH NEED



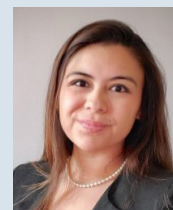
As Policy Manager of the Southern Office, I focus on advocating at the state and local levels for stronger policies to support working families across the South. Like the rest of the nation, the South has a legacy of systemic racism, sexism, and homophobia that continues to negatively impact people's lives every single day. At the same time, we have an incredible history of dedicated leaders fighting for racial and gender justice, and winning. I'm excited about the continued progress we've made to increase access to paid family leave for public sector workers in places like South Carolina and Nashville. These policies are especially important because the public sector workforce tends to be disproportionately made up of women and workers of color, and because they set a strong example for the private sector. As a cancer survivor, I have experienced firsthand how transformative it is to have adequate paid leave when you need it the most. **I strongly believe that no one should have to face a serious diagnosis like cancer without the basic protection of paid family and medical leave.**

HIRSHA ON EFFECTING CHANGE FOR FAMILIES, FROM COMMUNITY ADVOCATE TO LEGAL INTERN



As a legal intern at A Better Balance, my work consists of a wide range of research into supportive work-family policies for workers in New York and nationwide. I know firsthand how critical ABB's work is to providing recourse for pregnant and parenting workers who simply need a helping hand. After my wife and I lost our daughter last year, we were devastated. The pain was only made worse by the numerous obstacles she had to face when navigating paid leave and time off. As a law student, I was deeply inspired by our experience to effect change, and I became a member of A Better Balance's Community Advocate program to share our story, where I saw that we were not alone. **Now as a legal intern, knowing that my work allows me to help others in similar situations makes me proud beyond words and inspires me to be a better law student and, hopefully within a few months, a great attorney.**

LISA ON ASSISTING WORKERS WITH LEGAL INFORMATION VIA OUR SPANISH LANGUAGE HELPLINE



I run A Better Balance's Spanish-language helpline, which means I have the opportunity to speak with workers who call from all across the country to provide them with comprehensive information about their rights. The helpline creates a sense of having "boots on the ground." We meet real people and understand their struggles as they are happening in real-time. I find it most gratifying whenever I can see that a caller is walking away from our conversation feeling relieved or empowered. Approaching the legal system as an outsider can be intimidating, so it is nice to help people pull back the curtain and make something so daunting become more accessible. **Especially in a political climate where the tide can change overnight, workers need to be informed about what is guaranteed for them today, so that they can know what to fight for tomorrow.**

Feroza Freeland, Policy Manager of the Southern Office
Hirsha Venkataraman, Legal Intern
Lisa Garcia, Staff Attorney

Paid Family and Medical Leave Takes Center Stage in the States



A Better Balance's Southern Office hosts a convening on paid family and medical leave, with fellow advocates from across the South.

As we approach the thirty-year anniversary of the Family and Medical Leave Act of 1993, the need for a federal policy allowing workers to take the paid time they need to care for themselves and their loved ones remains abundantly clear. Though the absence of a federal paid family and medical leave program is disappointing, we are seeing more and more discussions about the urgent need for paid leave in the media and in statehouses around the country. We are encouraged by the numerous states and localities prioritizing these protections to invest in the health and economic wellbeing of working families in their communities, and we are proud to have helped to pass new laws this year in Maryland and Delaware. We are also supporting ongoing and recent implementation of these lifeline programs in Colorado, Connecticut, Massachusetts, and Oregon. As we highlighted during our Southern Paid Family & Medical Leave Convening this October, Southern jurisdictions are also making great strides: 2022 saw South Carolina approving paid parental leave for state employees, as well as Nashville, TN expanding paid family leave to cover public school employees, including teachers.

Fighting to Protect Pregnant Workers, Once and for All

This year has been a critical moment for the Pregnant Workers Fairness Act. This crucial bill, which would finally provide pregnant and postpartum workers nationwide with the right to the workplace accommodations they need to stay healthy and on the job, has the votes to pass in the Senate. After years of pushing for this legislation alongside the brave workers who have shared their devastating experiences of being mistreated and pushed off the job while pregnant, we have been fighting harder than ever to demand Senate Majority Leader Schumer bring this bill to a vote as soon as possible to put an end to these injustices countless mothers have faced. Whether it's by rallying outside of Leader Schumer's New York office, making waves in the media, taking out full-page advertisements in publications like the *New York Times* and *Newsday*, or sending public letters alongside hundreds of allies, leaders, partners, and advocates, we have kept up the drumbeat calling on our lawmakers to protect pregnant workers once and for all, and will not rest until this bill is law.

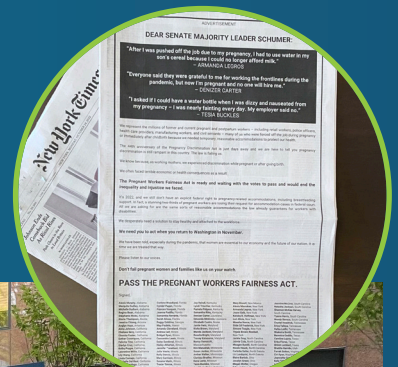


Building Out Paid Sick Time for Workers Across the Country

These past years, the COVID pandemic and other public health threats like MPV (also known as the Monkeypox virus) have reshaped the conversation around workers' ability to attend to their health needs without risking their job or paycheck. Far too many workers have not even a single sick day, and find themselves forced to choose between their economic security and seeking vaccination, isolating and recovering from illness, or caring for a sick loved one. Due to this widespread need, paid sick time policies have become a priority in many states and localities as communities and lawmakers rose to meet the moment. In 2022 and throughout the pandemic, we have not only fought for the passage of these policies, but drafted the strongest laws possible and created resources educating workers about these newly passed protections. This year brought about many developments: expanded protections in Colorado and San Francisco, CA; new sick time rights in New Mexico; newly approved paid sick time legislation in Bloomington, MN (home of Mall of America and many retail workers) and progress in the courts towards a strong, effective paid sick time law in Michigan.

“...we have not only fought for the passage of these policies, but drafted the strongest laws possible and created resources educating workers about these newly passed protections.”

Full-page ad in the *New York Times* calling on Leader Schumer to bring the Pregnant Workers Fairness Act to a vote.



Rally for the Pregnant Workers Fairness Act in front of Leader Schumer's New York office.

In 2022, A Better Balance released 3 major reports, addressing advancing a just recovery for NYC's working women; building on state paid sick time successes with a federal law; and the Black maternal health case for pregnancy accommodations.

Our Community Advocates in Action: Calling for Change on the National Stage

This year, our Community Advocates—workers who reached out to our helpline for information about their workplace rights and joined A Better Balance to advocate for the policy solutions workers today need—have made waves by sharing their stories and calling for change, in national media and the halls of Congress alike. Alma, a single mother who works as a host at a restaurant in Washington State, shared her story navigating her employer’s unpredictable scheduling practices for a Congressional briefing on the Schedules That Work Act this summer.



“I believe Congress should pass the Schedules That Work Act so that employers are not allowed to take advantage of their employees like this, especially single moms like me who are simply trying to earn an income while taking care of our kids.”

Community Advocate Alma shares her story during a Congressional briefing on fair scheduling this summer.

Similarly, Denizer, a cashier for a large grocery store in Louisiana, has been speaking out about her devastating experience being fired for requesting a lifting restriction after nearly having a miscarriage in order to advocate for the Pregnant Workers Fairness Act. “I almost lost my home multiple times,” Denizer told us. In September, Denizer shared her story via a powerful television segment on CNBC’s “The News with Shepard Smith,” where she urged lawmakers:



“Actually walk a mile in our shoes for a second, and listen to people’s stories.”

Community Advocate Denizer shares her story on CNBC, calling for the Pregnant Workers Fairness Act.

Working on the Ground to Educate Workers and Communities



Staff Attorney Kameron Dawson & ABB Community Advocate Erica Tafoya participate in a Tennessee ‘Workers’ Advocates’ meeting hosted by the Department of Labor alongside other workers & grassroots partners.

Education is a critical component of our work to ensure that the laws we pass are meeting the needs of the workers who rely upon them. In 2022, we worked on the ground with state and local organizations and organizers across the country to inform workers of their rights and provide individualized assistance to those with questions. From training workers in Alabama about their rights to stay safe and healthy on the job, to hosting discussions with pregnant workers in Georgia to share information and learn about the issues they face accessing accommodations on the job, to holding a weekly know-your-rights presentation for pregnant and postpartum women in the Bronx, New York, we will not stop until all workers feel equipped and empowered to exercise their workplace rights. Beyond training workers directly, our state-by-state Workplace Rights Hub has continued to be a vital resource for tens of thousands of workers seeking information about the laws that exist in their states and communities.

Supporting Workers Hands-On: Voices from the Helpline

“After I gave birth to my first child, I was excited to get back to my job at a fast food restaurant where I hoped to continue growing in my career. When I returned to work, I took a couple breaks during my shift to pump breast milk for my child. But when a higher manager learned that I was taking these breaks, he became enraged and ordered another employee to take the door to the room I was pumping in off its hinges so that I would not be able to pump there. We all watched them haul away the door in a truck in disbelief. It was humiliating and since I couldn’t pump, I got an infection, and my milk supply dropped. I was so worried about feeding my baby.

I called A Better Balance’s helpline and they represented me, advocating for me to my employer so that I was able to start pumping again at work. I couldn’t believe it. I cried tears of happiness. The owners also updated the company’s policies, so that no other woman down the road will have to go through what I went through. A Better Balance changed my life and I am very grateful.”

– Clarissa from Missouri

A Better Balance In The Media: A Year in Headlines



JANUARY

FEBRUARY

The Atlantic

The Real Reason Americans Aren't Isolating

The New York Times

Oh, By the Way: I Had a Baby

teenVOGUE

How Do I Set Boundaries at Work? Here Are Some Tips

MARCH

APRIL

VICE

Warren, Sanders Demand Investigation into Amazon's Attendance Policy

FORTUNE

The right to call in sick isn't guaranteed across the U.S., but it may be in your state

The Washington Post

Opinion: This is no way to treat pregnant workers

MAY

JULY

AARP

Real Problems, Real Solutions to the Long-Term Care Crisis

TIME

Breastfeeding Access Is a Workplace Issue

INVERSE

Summer Really Is Getting Hotter — How to Prepare and Stay Cool

AUGUST

Bloomberg Law

Left Out of Manchin Deal, Paid Leave Backers Look to Future

THE Nation.

Democrats Are Holding Up a Bill to Protect Pregnant Workers

MarketWatch

'We are putting women in impossible situations'

SEPTEMBER

Intelligencer

The Little-Known Corporate Policy Wreaking Havoc on Workers' Lives

 **PEW**

Pandemic Prompts More States to Mandate Paid Sick Leave

 **CNBC**

Bipartisan effort looks to require companies to provide accommodation for pregnant women at work

A BETTER BALANCE'S IMPACT IN 2022: By the Numbers

This year, we've seen numerous victories for workers caring for themselves and their loved ones.

Thanks to your solidarity and support...

57m

As of 2022, **57 million workers** across the U.S. have a right to paid sick time, thanks to our work passing state and local laws across the country.

1.25m

Approximately **1,250,000 workers** have begun to benefit from and exercise their rights under Connecticut's paid family and medical leave program, which went into effect this year.

125 moms

125 moms from **42 states** signed our open letter urging passage of the Pregnant Workers Fairness Act, published as a *New York Times* full-page ad.

2.5m

All workers in Colorado—nearly **2,500,000 total individuals**—accrued paid sick time in 2022, once the state law fully took effect.

21k

Nashville's paid family leave program was expanded to cover 11,000 public school employees, bringing the total covered to over **21,000 individuals**.

9 states

Maternal health advocates from **9 states** joined us for a listening session on the experiences of Black mothers in the workplace and the policy solutions they need.

2.4m

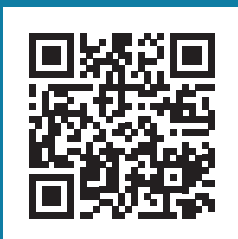
More than **2,400,000 additional workers** have gained the right to paid family and medical leave this year, with new laws passed in Maryland and Delaware.

1900+

In 2022, we provided direct support to **1,900+ callers** looking for information about their workplace rights via our free and confidential legal helpline.

DONATE

abetterbalance.org/donate



STAY INFORMED

 @ABetterBalance

 @ABetterBalance

 @A_Better_Balance

CALL FOR HELP

Free, confidential legal helpline:

1-833-NEED-ABB