

# KNOWING YOUR WORKPLACE RIGHTS

In Partnership With:



the work and family legal center

# TODAY YOU WILL GAIN...

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- A glimpse into Sherry's personal advocacy journey
- Knowledge of workplace fairness policy initiatives that are happening on the federal, state, and local levels
- Steps that you can take to get involved in workplace fairness advocacy
- Resources if you are facing gender discrimination in the workplace

# ABOUT A BETTER BALANCE

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- A Better Balance (ABB) is a national legal advocacy organization that promotes equality and expanded choices for women and men at all income levels so they may care for their families without sacrificing their economic security.
- ABB works on a wide range of workplace fairness issues including paid leave, pregnancy discrimination, caregiving discrimination, and flexibility in the workplace

# ABB'S IMPACT

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- **Pregnancy Discrimination.** ABB has helped pass laws in 25 states to end pregnancy discrimination
- **Paid Sick Leave.** ABB has helped to pass paid sick leave laws in 12 states and 40 cities
- **Paid Family Leave.** ABB has helped to pass paid family leave laws in 7 states and Washington, DC

# PERSONAL ADVOCACY JOURNEY

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**Sherry Leiwant**  
**Co-Founder & Co-President**  
**A Better Balance**

# KNOWING YOUR WORKPLACE RIGHTS

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- Having policies in place is only the first step—women and all workers need to know their rights and feel empowered to use them
- ABB has created state-specific guides to walk you through your rights



Image Source: A Better Balance

# KNOWING YOUR WORKPLACE RIGHTS

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- ABB has created state-specific guides to help you understand your rights

States and cities often have stronger protections than federal law

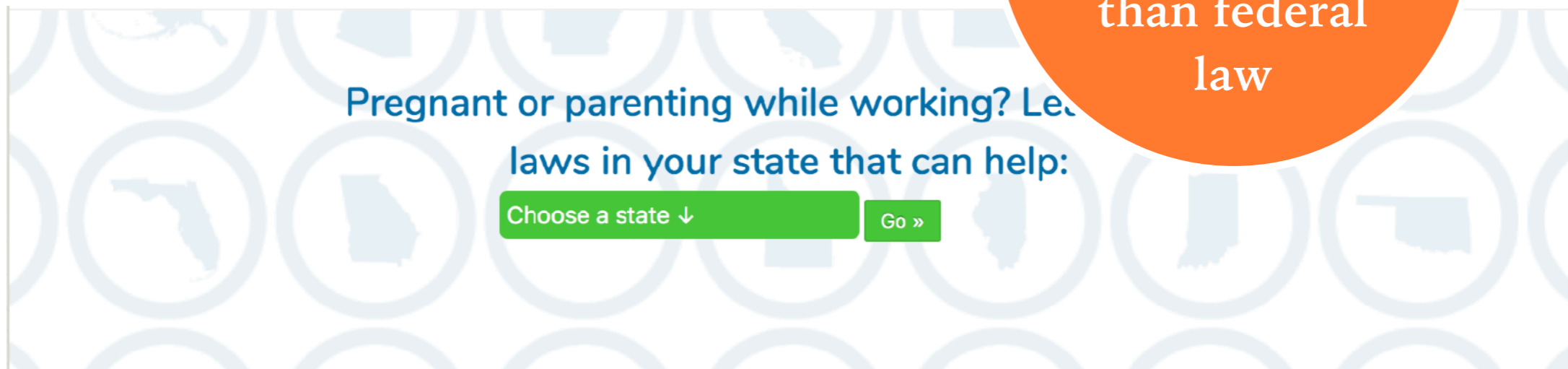


Image Source: A Better Balance

# MORE ON THE ISSUES

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- **Pregnancy Discrimination.** Federal law prohibits pregnancy discrimination, but workplaces are *not* required to make accommodations for pregnant workers
  - ABB is pushing legislation on both the state and federal level that would require workplaces provide reasonable accommodations
  - 25 states have passed laws so far
  - Active campaigns in Indiana, Iowa, Maine, New Mexico, and Ohio



# MORE ON THE ISSUES

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- **Paid Sick Leave.** Close to 30% of American workers do not have any paid sick leave
  - Paid sick leave laws have been passed in 12 states and 40 cities
  - In 2019, laws were passed in Dallas, San Antonio, and Maine
  - There are active paid sick leave campaigns in Nevada and some cities in New York, with more to come in 2020

# MORE ON THE ISSUES

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- **Paid Family Leave.** The United States is one of only 2 countries that does not provide any paid maternity leave
- There are paid family leave laws in 7 states and Washington, DC
- ABB has active campaigns for paid family leave laws in Colorado, Indiana, Maine, New Mexico, New Hampshire, Vermont, Virginia, and West Virginia

# HOW TO GET INVOLVED

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- Find out if there are campaigns in your state or city to improve laws or pass new laws
- Connect with groups doing this work and find out how you can help
  - Attend lobby or action days to meet with legislators
- Research your representative's stances on this issue and contact them to share your opinions

# AT THE LOCAL LEVEL...

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- Understand how laws are proposed and passed in your town, city, or county
- Your voice matters—your local elected officials want to hear from you!

# PENDING FEDERAL LEGISLATION

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- **The Pregnant Workers Fairness Act:** Would improve protections for pregnant workers
- **Healthy Families Act:** Would guarantee paid sick days to all workers
- Several bills would establish a Federal paid family leave program
- Research the pending legislation to determine how it aligns with your values and share your opinions with your representatives
- Contact your representatives using the AIT Action Center at [www.aitogether.org/actioncenter](http://www.aitogether.org/actioncenter)

# RESOURCES AND MORE INFORMATION

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- Find more information about the work A Better Balance is doing, and access their Know Your Rights material at [www.abetterbalance.org](http://www.abetterbalance.org)
- If you believe that you have been treated illegally at work, you can call ABB's hotline to get advice and learn about next steps at *833-NEED-ABB (833-633-3222)*

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