

Message from the Presidents

We get a lot of questions as we do the work of serving clients, providing legal support for lawmakers and coalition partners around the country and making the case for policies supporting families. But the question we've been asked most frequently over the past few months is: "How do you do it all?"

How is it possible for such a small organization to change so many lives through the laws they help pass, the representation they provide their clients, the media coverage they garner for issues around work and family, and the outreach and public education they offer, both locally and nationwide, including a path-breaking book for expecting and new parents about their workplace rights?

The answer has a lot to do with our extraordinary staff and our wonderful partners. But the main answer has to do with you. Your support has enabled us to do this work. Thanks to your ongoing commitment to A Better Balance we are making our city, state and nation a better place for workers with families. And we will continue to fight for needed legal reform while educating and empowering workers to benefit from new laws and helping them to enforce their rights.

We hope you enjoy reading about our successes over the past year. Those successes are yours as well.

Sincerely,
Dina and Sherry

Empowering Individuals with Information about their Rights



<http://babygate.abetterbalance.org/>

Babygate: Surviving Pregnancy and Parenting in the Workplace—ABB's guide for expecting and new parents about their workplace rights—was republished in September 2014 by the Feminist Press, and went mobile in late October. Babygate the website—babygate.abetterbalance.org—breaks down federal and state laws addressing everything from job accommodations during pregnancy to caregiver discrimination, family leave, and breastfeeding protections, so that women and men across the country can better navigate the workplace during pregnancy and early parenthood and be their own best advocates.

ABB is also thrilled to announce the release of a new web-based tool to help

New Yorkers understand and exercise their rights under the NYC Earned Sick Time Act. Through a series of plain-language questions, the Earned Sick Time Advisor educates and empowers workers by helping them to determine whether they qualify for sick time and then calculate the number of hours they have accrued. Check it out at: www.abetterbalance.org/web/advisor.

In early December, ABB will be running its second workshop for new parents and family planning groups at the NYC LGBT Community Center. Through these workshops, we are helping to educate new and expecting LGBT parents about their rights to sick time, family leave, and employment non-discrimination.



www.abetterbalance.org/web/advisor

The Pregnancy Penalty: How Motherhood Drives Inequality & Poverty in New York City



a better
balance
the work and family legal center

October 2014

The Pregnancy Penalty

In October, A Better Balance released our latest report—*The Pregnancy Penalty: How Motherhood Drives Inequality and Poverty in New York City*.

The report names, explains and offers solutions to the pregnancy penalty: bias and inflexibility towards women in the workplace that starts when they become pregnant and snowballs into lasting economic disadvantages. Informed by the latest research and by the experiences of our hotline callers, the report offers a set of proposals for New York City to address the pregnancy penalty and make progress toward the promise of opportunity and equality for all. The report was featured, along with ABB Co-President Dina Bakst and ABB Community Advocate Award recipient, Armanda Legros, on the Melissa Harris-Perry Show on MSNBC on October 25, 2014.

The Supreme Court will hear an important pregnancy discrimination case this term: *Young v. UPS*. The high court will decide whether a company policy that provides accommodations to many groups of workers, but not pregnant employees, violates the Pregnancy Discrimination Act (PDA). ABB co-authored an amicus (friend of the court) brief analyzing the legislative history of the PDA and explaining the devastating economic impact that such policies have on working families. ABB also cosponsored a rally in Washington DC on December 3rd, the date of oral argument, showing support for Peggy Young—the face of this important case.

Advancing Family-Friendly Legislation Across the Country

It has been a year of tremendous victories and momentum for paid sick time legislation. In 2014, more than a dozen paid sick time laws were passed around the country, and ABB has provided extensive bill drafting and legal support to these campaigns. In August, the California Legislature passed a paid sick time law with the Governor's support, making it the second state in the country with a statewide paid sick time law. Less than a month later, four cities in New Jersey passed paid sick time laws, and we were on hand to meet with elected officials, answer legal questions, and testify in support of the bills. Finally, paid sick time laws on the ballot in four places this November passed by overwhelming margins. As a result, Massachusetts is now the third state with a statewide paid sick time law, and laws were passed in Oakland (California) and two additional cities in New Jersey.



ABB Co-President Sherry Leiwant with
RI State Senator Gayle Goldin

In 2014, Delaware, Illinois, Minnesota, New Jersey, West Virginia, Philadelphia, Washington DC, and two cities in Rhode Island (Central Falls and Providence) all passed laws ensuring that pregnant workers do not have to choose between their health and their paycheck. ABB provided extensive bill drafting and legal support to many of these campaigns. ABB is now advising on enforcement of these laws. We look forward to building on this incredible momentum and guaranteeing these protections for the rest of the country in the coming years by passing the federal Pregnant Workers Fairness Act.

ABB is continuing to build support in New York State for our paid family leave insurance legislation, while helping a number of other states across the country research and draft paid family and medical leave bills. Through webinars, written reports, workshops, and conferences, ABB has also been working to raise awareness about the intersection of work-family issues and LGBT equality. We are currently expanding our project around the workplace rights of LGBT workers and their loved ones, and working to deepen collaboration among leaders in the LGBT, work-family, labor, and reproductive rights movements.



ABB Senior Staff Attorney Jared Make
with other advocates after testifying
in favor of the Paid Sick Time law in
Paterson, NJ

ABB's Southern Office

ABB continues to educate and empower working families across the South. In recent months, we have provided Know Your Rights materials to hundreds of families at local events and trained community leaders. ABB recently partnered with MomsRising, which gathered 10,000 signatures in support of ABB client, Lyndi Trischler. Police Officer Trischler was denied light duty while pregnant because of a citywide discriminatory policy. Dina Bakst's Op-Ed about Officer Trischler's story was featured in the *Cincinnati Enquirer*. ABB also submitted testimony to the Tennessee Commission on Human Rights about the issues affecting the State's working families.

Major Forum on Families and Flexibility in New York City

ABB worked closely with New York City Comptroller Scott Stringer to put together a forum on "Families and Flexibility: Reshaping the Workplace for the 21st Century" held in September. Over 100 people attended the forum, which featured Anne-Marie Slaughter, New America President and CEO, as the keynote speaker. ABB Co-President Dina Bakst spoke on a panel moderated by Rachel Swarns of the *New York Times* on the need for flexibility and the ways in which employers can meet that need. ABB Co-President Sherry Leiwant spoke on a panel moderated by Steven Greenhouse of the *New York Times* on the need to include the particular challenges of low-income wage earners in the conversation about flexibility.

We are particularly proud that Dena Adams, whose advocacy we highlighted in our mid-year newsletter, continues to use her experience to draw attention to the struggles of working parents and push for family-friendly policy reforms. Dena spoke at the forum, telling her story and responding to the inflexibility of her former employer by saying, "I can do both jobs: I can be a very good mother and an excellent worker - if I'm given the chance."



ABB Community Advocate Dena Adams speaking out earlier this year at the NYC City Council.

Enforcing New York City's Earned Sick Time Act

After leading the way to pass the NYC Earned Sick Time Act, which went into effect on April 1, 2014, ABB is now working directly to enforce the law for our clients. As part of our outreach and organizing campaign, ABB is making presentations about the Earned Sick Time Act as well as the NYC Pregnant Workers Fairness Act, getting the word out at fairs and community events, and working on outreach with community organizations, city officials, and parent leaders. We are proud that ABB has already distributed **more than 10,000** flyers, brochures, and other educational materials on these important new legal protections.

And ABB is directly representing workers. Through our free legal hotline, we've helped **more than 100** workers in just a few months. With our help, clients who were denied their paid sick time have been paid (sometimes with additional compensation for violations of the law) and employers have learned that they cannot get away with ignoring the new sick time law. In one of our cases, an employer changed its workplace policies to be in compliance with the law after ABB's intervention. We testified about our clients and legal hotline at a City Council hearing on the law's implementation. Because we are making outreach and enforcement about sick time a top priority, we look forward to representing even more clients in the coming months and working together with the City to make sure New Yorkers know their rights.

Supporting Low-Wage Pregnant Workers with Representation

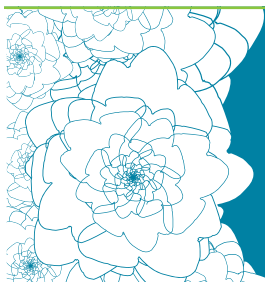
ABB is using the NYC Pregnant Workers Fairness Act, which went into effect on January 30, 2014, to help expecting mothers throughout the city. Angelica Valencia came to us after being pushed out of her job because her doctor told her she needed to avoid working overtime for a few months while pregnant. Angelica was featured in "The Working Life" column by Rachel Swarns in the *New York Times* on October 20, 2014, where her story garnered over 800 reader comments and an offer from her employer to reinstate her. The article also featured ABB client, Sonica Smith, a pregnant retail worker, whom we helped obtain the modest accommodations she needed to stay healthy and earn a paycheck. The story was a follow-up to a *New York Times* piece featuring another ABB client, Floralba Espinal, from earlier this year. ABB was similarly able to get Ms. Espinal back to work, with back pay, after she was pushed out of her retail job while pregnant.



ABB Client, Angelica Valencia, featured in The New York Times

A Better Balance in the Media

Is paid sick leave the next minimum wage?	Brian Mahoney, Politico	November 2014
Walmart's Inhumane Policies for Pregnant Workers	Amien Essif, In These Times	November 2014
Pregnant? Working? A New Resource for Knowing Your Rights	KJ Dell'Antonia, The New York Times	October 2014
With Supreme Court case pending, UPS reverses policy on pregnant workers	Brigid Schulte, The Washington Post	October 2014
How workplaces can make parenting easier	The Melissa Harris-Perry Show	October 2014
Baby on Way, Worker Gets Her Job Back	Rachel Swarns, The New York Times	October 2014
Women Are Still Losing Jobs For Getting Pregnant	Amanda Marcotte, Slate	October 2014
New report shows how the "pregnancy penalty" drives economic inequality	Maya, Feministing	October 2014
Doctor Says No Overtime; Pregnant Worker's Boss Says No Job	Rachel Swarns, The New York Times	October 2014
Working While Pregnant	Elizabeth Gedmark on Marc Amazon 700WLW	October 2014
Opinion: Florence policy punishes pregnant workers	Kristen Rowe-Finkbeiner & Dina Bakst, Cincinnati.com	October 2014
Moms group to city: Change pregnancy policy	Amanda Van Benschoten, Cincinnati.com	September 2014
The feminist battle that too many women ignore	Elissa Struass, The Week	September 2014
Pregnant Walmart Worker Alleges Discrimination and Unfair Firing	Bryce Covert, Think Progress	September 2014
Is Being Pregnant in the US Grounds for Getting Fired?	Katey Troutman, The Wall Street Cheat Sheet	September 2014
Lawmakers, civil rights leaders tell Supreme Court to support pregnant workers	Brigid Shulte, The Washington Post	September 2014
States move to ensure pregnant workers get fair chance to stay on job	Brigid Shulte, The Washington Post	September 2014
Pregnancy and Parenting While Working	Brian Lehrer, The Brian Lehrer Show	September 2014
Working While Pregnant	Caroline Modarressi-Tehrani, Huff Post Live	September 2014
Pregnant Women Just Earned More Workplace Rights in Illinois	Michelle Chen, The Nation	August 2014
Pregnancy in the Workplace: Know Your Rights	Jodi Meltzer, The Stir	August 2014
Passaic Council introduces measure requiring all employers to provide paid sick leave	Richard Cowen, The Record	August 2014
Pregnant cop forced to continue patrol work- or take unpaid leave	Eun Kyung Kim, Today	August 2014
Field work or no pay for pregnant Kentucky police officer Lyndi Trischler	CBS This Morning	August 2014
Police work, pregnancy collide in Ky. town	Amanda Van Benschoten, USA Today	August 2014
Represent NYC Episode 4: The Paid Sick Leave Act with Borough President Gale Brewer	The Manhattan Neighborhood Network	August 2014
New Statistics: Pregnancy discrimination claims hit low-wage workers hardest	Brigid Schulte, The Washington Post	August 2014
Pregnant women fight to keep jobs via 'reasonable accommodations'	Brigid Schulte, The Washington Post	August 2014
Pregnant Walmart Worker Ends Up Fired After Walmart Said It Would Help Pregnant Workers	Bryce Covert, Think Progress	August 2014
Maria Shriver Interview with ABB Co-President Dina Bakst: "Managing Pregnancy and Parenting in the American Workplace"	Maria Shriver, NBC News	July 2014



Spring Celebration

Please SAVE THE DATE for next year's Spring Celebration at the Gansevoort Park Avenue on Monday, May 4, 2015.
Gansevoort Park Avenue Park Lounge, 420 Park Avenue South, NYC at 29th Street (Park Avenue Rooftop Entrance)