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Why Join The A Better Balance Board of Directors

Who We Are

A Better Balance: The Work and Family Legal Center is a national legal advocacy organization based in New York City and Nashville, Tennessee. Since our founding in 2006, ABB has been on the forefront of efforts to promote fairness in the workplace and insure that workers can care for their families and their own health without risking their economic security. Through nationwide policy advocacy, legal services, strategic litigation, and enforcement and education, ABB is improving workers' lives at the local, state, and federal level. The organization has fought for and won new paid leave policies, laws fostering equal pay, pregnancy and caregiver protections, breastfeeding accommodations, inclusive family definitions, and victories on other women's rights and economic justice issues throughout the country. Our advocacy work and legal efforts have gained national recognition in dozens of news outlets, including *The New York Times*, *Washington Post*, *The Wall Street Journal*, and more. We are dedicated to lifting up the voices of our clients and those most directly affected by our policy work, and we have a particular focus on centering gender, economic, and racial justice. Our free and confidential hotline provides legal assistance and information to low-wage workers across the country. Additional information about A Better Balance's work is available at www.abetterbalance.org.

Recent Accomplishments

A Better Balance's legal efforts are improving the lives of women and all caregivers at the local, state, and federal levels. For example:

- Drawing from the experiences of low-wage pregnant workers who sought support through our legal clinic, we published "Pregnant, and Pushed Out of a Job," a 2012 op-ed in the *New York Times* that sparked a national conversation on the lack of clear legal protections for pregnant workers. We were flooded with calls from allies seeking to enact protective legislation in their states, invited to DC to help draft federal legislation, and we've continued to lead the movement to strengthen legal protections for pregnant workers. This year, we brought the stories of so many women who were unjustly forced to choose between their job and a healthy pregnancy to the national stage, testifying at a Congressional hearing on the Pregnant Workers Fairness Act. And in November, we brought together dozens of advocates from across the South for the first Southern Pregnant Workers Fairness Convening. As a result of our efforts, **workers in 27 states—red, blue, and purple—now have the explicit right to reasonable pregnancy accommodations when they need them.**
- A Better Balance is often the only organization with legal and policy expertise participating in state, local, and national coalitions seeking to secure paid leave and paid sick time. Most people don't realize that about a third of our country's workforce lacks even a single day off to care for their own or a family member's illness. Until 2017, there were only three states that had a program for paid family leave; after tireless efforts, we were able to pass the nation's fourth paid family leave law in



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New York, and have used our New York model to pass five additional paid family and medical leave laws across the country. A Better Balance has also provided extensive legal advice and support for efforts to secure paid sick days guarantees throughout the country. **We have now helped pass laws guaranteeing paid sick days in 11 states and 23 localities (including the largest cities in the country – New York, Chicago and Los Angeles).** And this year alone, we helped to defend more than 6 million workers' rights to paid sick time from state interference and corporate lawsuits challenging the laws.

- ABB runs a free and confidential legal hotline that serves workers nationwide, particularly in New York and the South, who are having problems at work due to their family responsibilities, pregnancy, breastfeeding, or lack of leave. We are proud to have provided direct support to over 1,000 callers to our hotline this year. **We've also reached thousands of workers through regular trainings and educational events, and hundreds of thousands more online through our cutting-edge database of Know Your Rights guides.**

Role of Board Members

By serving on the ABB Board, you will:

- 1) Create positive social change by promoting fairness in the workplace and helping workers care for themselves and their families without sacrificing their economic security.
- 2) Serve as a steward of the organization, accepting the obligation to both preserve and advance the enterprise. This includes both fiduciary duties (e.g., due diligence on finances, ensuring compliance with laws and bylaws, avoiding conflict of interest) and strategic partnership (e.g., strategic thinking, reviewing and adapting strategic plans, asking critical questions).
- 3) Serve as an ambassador for the organization, advocating for its mission.
- 4) Play an active role in raising the funds ABB needs to advance the work laid out in its strategic plan.
- 5) Deepen your capabilities in shepherding the development of a fast-growing organization in the area of social justice.
- 6) Be inspired by the efforts of our staff and enjoy the camaraderie of working with a talented group of fellow board members, who like you, want to help advance the work of a fast-paced, leading national organization.