HIGHLIGHTS FROM 2019

Workplace Justice Campaigns & State Moms Force Base Building
The last twelve months have seen tremendous MOMentum for the MomsRising Workplace Justice and State Moms Force teams. Significant advancements have been made at the local, state, and national level on our efforts to win paid family and medical leave, paid sick days, equal pay, breastfeeding rights, and accommodations for pregnant workers and more.

Over the course of the year, our volunteers have:

- Taken tens and tens of thousands of engagement steps to help move these policies forward by educating leaders, the media, and the public in big and small ways;
- Made nearly fifty thousand urgent calls to legislators at the federal, state, and local levels.

See below for a snapshot of our work at the local, state, and national levels.
MOMSRISING VOLUNTEERS:
Building Capacity, Influence, & Power

FULL SPEED AHEAD:
National Momentum, Federal Bill Introductions, Hearings, and More!

In January 2019, a historic new Congress was inaugurated and kicked off 12 months of historic momentum on a number of the MomsRising Justice League priorities: Comprehensive paid leave, equal pay, earned sick time, minimum wage, and accommodations for pregnant workers.

Paid Family and Medical Leave
This year has been a historic and unprecedented year for advancing paid family and medical leave at the federal level and MomsRising has been there every step of the way.

The FAMILY Act was re-introduced by Senator Gillibrand (D-NY) and Representative Rosa DeLauro (D-CT-3) in February with a powerful press conference, featuring MomsRising storyteller and Senior Campaign Director, Karen Showalter. On the day of the introduction, MomsRising staff and members delivered materials to 70 target offices on Capitol Hill in support of comprehensive paid family and medical leave, with an emphasis on how paid leave helps close the gender wage gap. MomsRising volunteers worked hard throughout the year to help grow momentum for the FAMILY Act and it has worked. At years end the FAMILY Act has crossed the significant milestone of having over 200 cosponsors and it is the only
bipartisan bill in Congress in support of comprehensive paid family and medical leave.

Immediately after the press conference, Rep. DeLauro hosted a roundtable discussion for new members of Congress to ask questions of advocates about paid leave. MomsRising’s Maternal Justice campaign director was able to answer questions about the connection between reducing maternal mortality and paid leave.

**Historic (HERstoric) first ever full U.S. House Ways and Means Committee Hearing on Paid Family and Medical Leave**

MomsRising member Marisa Howard-Karp testified before Congress at the first-ever full Ways and Means Committee hearing on the need paid family and medical leave. Marisa shared her powerful story about needing paid leave when both her parents faced life-changing medical crises just months apart and needed Marisa to help care for them. Marisa was a star of the hearing because her powerful story hit on so many important intersections in the need for leave including sandwich generation, chosen and expanded family definition, job protection and more. Marisa wasn’t the only MomsRising member to make an appearance; Rep. Lloyd Doggett shared Alysia’s story about needing leave to be with her mother, which you can also read here.

**Leveraging Congressional Recess Periods to Advance Paid Leave**

We delivered materials and stories from members to 22 in-district offices of members of the U.S. House Ways and Means Committee in April, and reinforced those deliveries with social media content tagging and targeting those members. We’re continuing to use multimedia tools like Zero Weeks and other videos as organizing hooks to educate our membership about what a strong policy looks like when it comes to paid family and medical leave so that we can head off at the pass the dangers of falling into the “something is better than nothing” trap around a parental leave only push.
Paid Leave for Federal Employees

Our volunteers were thrilled when comprehensive paid family and medical leave for federal employees was under consideration for inclusion in the National Defense Authorization Act (NDAA) and they sent nearly 10 thousand letters of support to the Hill. The agreement to include 12 weeks of paid parental leave for approximately two million federal workers as part of the National Defense Authorization Act is a significant and meaningful step forward for the federal workforce and the country. As an organization that has prioritized paid family and medical leave for all of our 13-year history, we are thrilled that millions more working people will soon have paid parental leave to care for new or newly adopted babies. However, we are disappointed not just by how limited this paid leave is but also by reports that the White House demanded funding for President Trump’s Space Force in return for supporting this measure.

Paid family and medical leave is an urgent national priority and should not require trade-offs in order to advance. We have long said that paid family and medical leave isn’t rocket science. Congress shouldn’t have to authorize funds for space ships in order to win passage. Paid family and medical leave is a basic support that nearly every other country guarantees and the United States of America certainly should as well. Our hope and expectation is that the experience of the federal workforce with paid parental leave will add to the mountain of evidence demonstrating that paid leave works well for employers as well as employees, and that this advance will soon be expanded to comprehensive paid leave for the federal workforce and, through the FAMILY Act, for all private and public sector working people.

Historic (HERstoric) first ever full U.S. House Committee on Oversight and Reform Hearing on Paid Family and Medical Leave:

We’re bookending 2019 with another important and unprecedented hearing on comprehensive paid leave in the House. On Tuesday, December 10th the House Oversight and Reform Committee held a hearing on paid leave and New Hampshire MomsRising member Jacqui Silvani was asked to testify and share her personal story of how a lack of paid family and medical leave turned her toddler son’s medical crisis – a rare cancer diagnosis and treatment – into a financial crisis for her family from which they are still recovering.

Supporting Expanding the FMLA

Days before year ends, the good news keeps coming with Sen. Durbin of Illinois announcement that he’s introducing legislation to expand the definition of “family” in the Family and Medical Leave Act. The Family Medical Leave Modernization Act would:

- Update the FMLA’s definition of family to include a domestic partner, parent-in-law, aunt, uncle, sibling, adult child, grandparent, grandchild, son- or daughter-in-law, and other significant relationship; and
- Guarantee that parents and other family caregivers have the ability to take time off to attend a medical appointment or school function, such as a parent-teacher conference, without risk of losing their job.

Expanding the definition of “family” has long been a priority of MomsRising and is an important step towards ensuring that our future wins on comprehensive paid family and medical leave at the national level.
**Paid Leave For All Launches**

MomsRising is thrilled to be a founding member and key player in the launch of the largest national campaign ever to win paid family and medical leave. The Paid Leave For All campaign will bring together our communities, from small businesses to advocates to workers, and leverage our shared expertise and resources to change the narrative and turn this urgent need into political reality.

**Earned Sick Time**

The Healthy Families Act was re-introduced by Senator Patty Murray (D-WA) and Representative Rosa DeLauro (D-CT-3) in March, with a press conference and MomsRising member call-in day, which generated over 1,200 calls to Capitol Hill offices in support of paid sick days.

**Raising the Wage**

The Raise the Wage Act was reintroduced in January and passed by the House in July. MomsRising members made over 1,300 calls to their U.S. Representatives and Senators in support of raising the minimum wage.

**Accomodations for Pregnant Workers**

The Pregnant Workers Fairness Act (PWFA) was reintroduced in the U.S. House of Representatives in May with bipartisan support. In addition to thousands of MomsRising members contacting their members of Congress online in support of the bill, 35 MomsRising members in key target districts visited their U.S. Representatives’ in-district offices during the August recess to deliver a 1-pager with personal stories and information about why it’s critical for PWFA to become law. A very productive hearing on PWFA was held in October by a House Education & Labor subcommittee. We continue to push for the House to pass the PWFA and are working in coalition to bring a bipartisan Senate version of the bill to introduction.

**Equal Pay**

The Paycheck Fairness Act was re-introduced by Rep. Rosa DeLauro (D-CT-3) and Senator Patty Murray (D-WA) in January. MomsRising member Adriana Hutchings spoke alongside Speaker Pelosi, Rep. Ocasio-Cortez, and Lilly Ledbetter at the re-introduction’s press conference. She shared her personal story of experiencing unequal pay and called for Congress to take swift action on solutions to the wage gap, like the Paycheck Fairness Act, paid sick days, paid leave, and affordable childcare.

In February, the U.S. House Committee on Education and Labor held a hearing on the Paycheck Fairness Act.
MomsRising’s very own Kristin Rowe-Finkbeiner testified before the committee on the importance of the Paycheck Fairness Act and its provisions that help close the wage gap.

At the end of March, the U.S. House of Representatives PASSED the Paycheck Fairness Act! Upon its passage, MomsRising members immediately urged the U.S. Senate to do the same.

MomsRising is a proud member of the Equal Pay Today Roundtable, serving on the Outreach & Education and Policy committees and providing expertise regarding the moms’ wage gap. We are also a key member of the national Paycheck Fairness Act coalition.

On an annual basis, we lead the planning, coordination and content creation for Moms’ Equal Pay Day. We also co-sponsor and contribute significantly to intersectional content creation for AAPI Women’s Equal Pay Day, Overall Women’s Equal Pay Day, Black Women’s Equal Pay Day, Native Women’s Equal Pay Day, and Latina Equal Pay Day.

(For examples of content and social media metrics from the various equal pay days can be found in the Social Media: A Force for Good section toward the end of this document.)

We are currently leading coalition efforts to better highlight the wage gaps and pay discrimination facing incarcerated women, LGBTQ+ women, undocumented workers, women with disabilities, and Afro-Latinas in our work and observation of equal pay days.

LIGHTS, CAMERA, ACTION!

74% of all internet traffic is now video-based, so we created new videos to help highlight workplace justice issues for a wider audience. These videos help educate our members, the media, policy makers, and more. In fact our coalition partners often use our videos to help educate their own constituencies about workplace justice issues.
EQUAL PAY DAY: A Cup ‘o Justice

For the second year in a row, we teamed up with Main Street Alliance to mark equal pay day with a fun and high-impact culture change gimmick.

- Over 40 coffee shops and other small businesses in 12 different states used our custom coffee sleeves and napkins on Equal Pay Day, which raised awareness about the link between access to paid family/medical leave and closing the gender wage gap.
- At least 19,000 customers on-the-ground directly interacted with our materials. They also posted the materials on social media, generating an impressive online footprint.
- 20 different media sites and news stations covered the project.

RAISING WOMEN’S VOICES

To educate policy makers on the real impacts of the gender wage gap, we created a storyboard of unequal pay stories.

The storyboard was hand-delivered by MomsRising members and staff to 70 target offices on Capitol Hill.

ON AVERAGE, WOMEN ININDIVIDUALLY LOSE OUT ON OVER $10,000 EACH YEAR BECAUSE OF UNEQUAL PAY

REAL STORIES ABOUT UNEQUAL PAY

Laura M., San Ramon, CA

AnnMarie D., Amherst, MA
THE POWER OF PAID SICK DAYS

Inspired by the 2018 victories for paid sick days in Maryland, New Jersey, Duluth, MN, and Austin, TX, MomsRising members mobilized to make paid sick days a reality in Nevada, Maine, Portland, ME, and Albany County, NY. Ultimately, Nevada and Maine were successful in passing paid sick days.

Snapshot of actions taken by MomsRising members:

- Paid Sick Days for Maine!
- Albany County Legislature: Pass Paid Sick Days!
- Portland City Council: PASS Earned Paid Sick Days!
- Paid Sick Days for Nevada!

COLORADO

State Paid Family and Medical Leave Legislative Campaign

For the 2019 legislative session, MomsRising was on the steering and executive committees for the Colorado paid family and medical leave coalition (for the CO FAMLI Act). The steering committee met weekly to plan and implement our legislative strategy, organize plans, and coordinate media opportunities. As a member of the Executive Committee, our Colorado staff member-led efforts on two Colorado polls - one with 600 voters statewide and one with 300 small businesses statewide. In addition, she was a key voice at business negotiation meetings with the bill sponsors and business lobby groups, and she was a part of meetings with the CO Dept of Labor to ensure their full cooperation with the program. She also provided continual technical support and resources to the entire steering committee and coalition, sharing national resources, lessons learned from other states, and helped to draft the 2019 Colorado policy. In addition to providing policy and technical support for the coalition, we engaged our Colorado members and constituents in a variety of grassroots activities since January.

- Co-hosted the FAMLI Act Rally and Day of Action on Tuesday, April 9th
- Delivered nearly 1,900 petition signatures to 23 Colorado State Senators
- Shared 32 constituent stories with 17 State Senators
- Sent 425 constituent phone calls to 10 targeted State Senators through patch-thru technology
- Submitted 4 member LTEs to local papers around the state, 2 were published: Natalie Henderson and Terri Resley
- Prepped 2 members to testify in the Senate Finance Committee, and MR staff testified in both the Senate Business and Finance committees
**Statewide Paid Family and Medical Leave Listening Tour**

MomsRising launched a statewide paid family and medical leave listening tour across Colorado in early February. The tour included 5 stops around the state (Fort Collins, Boulder, Pueblo, Avon, and Grand Junction). For the listening tour, we partnered with Good Business Colorado to bring small business voices to each event. The program incorporated a screening of Zero Weeks, story sharing, a short history of paid leave across the US and in CO, a deep discussion on what participants want to see in a CO program, and a call to action to get involved with MomsRising and Good Business Colorado moving forward. After the tour, we sent an online survey to our other CO members to ask them to consider the same questions we discussed on the tour. A report on both the tour and survey can be found here.

**Victory! SB19-188 passes**

On May 1st, the Colorado legislature passed SB19-188, the CO FAMLI Act. This bill originally would have created a paid family and medical leave insurance program for the entire state, ensuring that all Coloradans have access to paid leave when they need to care for themselves, a seriously ill loved one, or to welcome a new child. In late April, the CO FAMLI Act was amended because it didn’t have enough support to pass the Colorado State Senate. Rather than implementing a full paid leave program, SB188 instead created a path for implementation by immediately setting up a task force to review expert research and analysis and then conducting an independent actuarial analysis of a program recommended by the task force. All of the research collected this year will be presented to the legislature next year along with recommendations, and the CO FAMLI Act bill sponsors are committed to introducing 2020 legislation based on those recommendations. Read more about this victory on our blog post.

**Post-Session Activities & Organizing**

After the legislative session wrapped up, we continued to play a key role in the Colorado FAMLI coalition, including participating in a coalition debrief, planning grassroots actions for legislative accountability, and strategizing about who would be best to put on the Task Force. When the Task Force collected public comments in September, 30 Colorado MomsRising members crafted and submitted substantive comments, covering policy specifics like length of leave, job protection, the advantages of a state-run program vs. privatization, inclusive family definition, employer and employee contributions, and progressive wage replacement. MomsRising also submitted an organizational comment to the Task Force. During the coalition’s call-in day on December 5th, MomsRising members across the state made calls to their CO State Senators and Representatives, asking them to support an affordable, accessible and adequate paid family and medical leave social insurance program in 2020.

**Federal Targets**

In February, MomsRising staff met with Colorado’s two new Members of Congress, Rep Joe Neguse and Rep Jason Crow, to discuss the federal FAMILY Act, share CO paid leave stories, and urge them both to become co-sponsors of the bill. Rep Neguse had just signed on as a co-sponsor before our meeting with his staff, but they were eager to learn about our members’ stories in his district.
This year in New Hampshire, we were looking to enhance the understanding of and support for a comprehensive and equitable paid family and medical leave program looks like. We sought to engage decision makers, business owners, elected officials and families in discussions about what a high quality paid family leave program looks like and to build momentum from the grassroots for the kind of change that will truly benefit all families. We have also tried to engage sectors such as early learning community, small business owners, kinship caregivers and the disability community. We have been engaging these communities by serving in leadership positions on in-state coalitions and shared advocacy of integrated priorities.

NH Listening Tour

Over the first 4 months of the year we hosted Zero Weeks screenings and Listening Tour events and have completed a 12 stop listening tour - choosing a mix of smaller intimate gatherings which allow for robust discussion with a few large events. We are focusing these sessions on small business groups - including one with a rotary club and more traditionally conservative audiences/areas with the intent to broaden support outside of our traditional base. We have also presented to grassroots groups who expressed interest.

Additional Actions

- We are actively collecting stories at each listening tour stop and have collected new stories from 15 members to date. These have been presented to grassroots/elected officials to further advance discussions on what a quality paid family leave program look like.

- To support these efforts, MomsRising invested in dedicated support to help with on the ground organizing in support of the listening tour - this includes creating and distributing flyers, phone calls, logistical support and follow up for listening tour locations and story collection.

- We continue to provide strong leadership at the NH Early Learning Table anchoring all workplace justice issues within the early learning space. MomsRising is working with the early learning community on messaging that integrates Paid Family and Medical Leave with other early interventions including home visiting and access to affordable high quality child care.

- We were able to share video testimonies from Moms with the Federal Reserve Bank of Boston at a New Hampshire convening on affordable child care.

THE BUSINESS CASE FOR PAID FAMILY & MEDICAL LEAVE IN NEW HAMPSHIRE

SMALL BUSINESS OWNERS ON WHY THEY SUPPORT PAID FAMILY & MEDICAL LEAVE

**Jarette Gildersleeve**
Owner, Phoenix Transportation
Hopkinton, NH

I am a proud mother of two daughters, ages 1 and 3, as well as one son who is my husband and earn a small transportation business in Hopkinton, NH. As a business owner, I struggle financially due to the needs of my family and the lack of paid family and medical leave. For Spinner, our four-month-old son, we created a plan for his care so we could be there for our children.

My daughter suffers from a debilitating illness, the one hospital visit where I was working for a non-profit organization. My former employer offered benefits like sick days and medical leave, which I found myself using, rotating during her hospitalizations. The balance between caring for this child in the hospital and caring for our children who are at home is a painful struggle I speak on too.

I wanted to work and help my family financially, but no insurance could not and did not work. My paid family and medical leave is something I could not do without. If I had not been able to focus on my job and work from my business, how could I have afforded to pay my employees.

This experience only amplified the extreme need to offer our employees realistic support to help with on the ground organizing in support of the paid family leave program. As an employer, I’ve learned about the importance of knowing your employees and the challenges they face.

**Tim LeClair**
Owner, The Amish Homestead
Concord, NH

I am a proud mother of two daughters, ages 13 and 3, as well as one son who is my husband and earn a small transportation business in Hopkinton, NH. As a business owner, I struggle financially due to the needs of my family and the lack of paid family and medical leave. For Spinner, our four-month-old son, we created a plan for his care so we could be there for our children.

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**Darlene Gildersleeve**
Owner, Phoenix Transportation
Hopkinton, NH

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**Ann Campbell**
Owner, The Campbell House
Sullivan County, NH

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- We have also arranged to meet with the staff of the NH Congressional delegation to secure continued support of the federal FAMILY Act securing our last delegation member Rep. Chris Pappas as a co-sponsor.

- We had over 10 members testify at the state Paid Family Leave hearings.

- We have had two new members draft blog posts - on on-the-ground advocacy and engagement.
  - Regan’s blog: https://www.momsrising.org/blog/kent-street-coalition-changing-policy-one-postcard-at-a-time
  - Marcella’s blog: https://www.momsrising.org/blog/my-experience-testifying-for-paid-leave-in-nh

- We have been working alongside the UNH Institute on Disability to provide additional opportunities for NH Leadership graduates to offer additional advocacy and organizing opportunities.

- We also ran our first in-depth training for a cohort of 12 MomsRising members in New Hampshire. We worked to cement equity in the way that they view issues and honor the multi-issue lives our members lead.

- We were able to have a member from NH testify at the House Oversight Committee hearing on Paid Family and Medical Leave on December 10th. - Jacqui shared her story of her son’s diagnosis of childhood cancer and the devastating effect that the lack of paid family leave had on her family.
  - This is the link to her testimony https://www.c-span.org/video/?c4837527/user-clip-jacqui-silvani-fmla-testimony&fbclid=IwAR0xAKeVB9HwBrkh_bRHEZ2a5sLy7kxZNKQqnjWp7PLCF33dw5UgP0QfjQ
  - The full testimony that was featured in Ms. Magazine https://msmagazine.com/2019/12/10/what-not-having-paid-leave-meant-for-my-family/

NEW MEXICO

We have continued to provide technical assistance to coalition members in New Mexico. We have provided polling research, other states’ bills, model legislation, feedback on a local NM policy, data on other states passed and introduced policies, and much more. There has been considerable turnover at the lead organization, but we have continued to support their efforts and share our policy expertise with new staff as they come on to the organization.

Two Paid Family and Medical Leave bills were introduced this session, and it is unlikely either will pass this year. We will continue to be involved in the ongoing efforts for paid leave in the state through technical assistance, organizing our members, and sharing our stories. We met with NM’s two new Members of Congress, Rep Deb Haaland and Rep Xochitl Torres Small, and with NM’s two Senators, Tom Udall and Martin Heinrich, to urge them to co-sponsor the FAMILY Act. Senator Heinrich and Rep Haaland were both newly added as co-sponsors when we met, and Senator Udall signed on as a co-sponsor again after our meeting.
Ensuring Federal Support for Working Families

MomsRising engaged our North Carolina Congressional Delegation on policies at the national level that could help lift up and support working families, including paid family and medical leave, earned sick days, and equal pay.

• MomsRising members delivered member stories to Senator Tillis, Rep. Adams and Rep. Burr about why paid family and medical leave is important to their families.

• During the August recess MomsRising cohosted a screening of the documentary Zero Weeks followed by a community discussion with our partners on the need for paid leave.

Lifting Up Policies that Lift Families

Over the last three years, MomsRising has invested significant energy in educating policy partners, engaging academics, and participating in various task forces considering what policies would best improve the lives of NC families in an effort to build a multi-faceted drumbeat for policy change. This work came to fruition in 2019 when we saw MomsRising’s economic security policies included in a broad range of policy agendas, studies, and discussions, including:

• The NC Families Care Agenda legislative agenda, the legislative agenda of more than two dozen diverse organization which serves as the state’s leading coalition on workplace justice issues (MomsRising co-convenes the coalition);

• The Think Babies Advocacy Agenda, the legislative agenda of 17 organizations focused on early childhood issues (MomsRising sits on the coalition’s Leadership and Campaign teams)

• The Governor’s Early Childhood Action Plan, a strategic document laying out the Administration’s priorities to improve the lives of our state’s children;

• A study of paid family and medical leave insurance released by the Duke Center for Child and Family Policy which was unveiled at a legislative briefing featuring a panel including three MomsRising members (the study was undertaken in response to a proposal MomsRising submitted to the Child Fatality Task Force); and

• A task force convened by the NC Institute of Medicine to help NC develop a risk appropriate perinatal system of care (MomsRising sits on the task force).
These are in addition to the inclusion of workplace justice policy priorities in the Pathways Grade-Level Reading Policy Recommendations, the NC Perinatal Health Strategic Plan, and NC Council for Women economic policy recommendations.

2019 North Carolina Legislative Agenda

In 2019, MomsRising pursued broad state legislative agenda which included the filing of the state’s first stand-alone, comprehensive bill that would create a paid family and medical leave insurance program as well as bills that would address pregnancy discrimination and pregnancy and lactation accommodations, paid sick days, kin care and safe days along with a number of other issues.

• For the first time this session, North Carolina saw the introduction of a bill [The NC Families First Act (HB 696)] that would create a paid family and medical leave insurance program based off best practices from other programs around the country and gold standard language on inclusive definition of family and progressive wage replacement. MomsRising led on the development of this bill, identifying a primary sponsor and working with him and the attorneys at A Better Balance to draft a bill that asks for what we really want and which will be ready for movement in 2021. Working with the bill sponsors, MomsRising organized a press conference on April 10th for the bill filing that featured the bill sponsors, MomsRising’s state campaign director, a mom who had been fired after the birth of a child, and a new partner Willetta Barnette of the Institute for Family Caregiving. MomsRising’s national media team worked with the sponsor’s office to draft the press release and do media turnout, resulting in nine positive press hits.

• At the urging of MomsRising, the NC Child Fatality Task Force (a joint legislative/ expert committee focused on child mortality) agreed in 2015 to endorse the concept of a study looking at access to paid leave as a way to reduce childhood fatalities. This led to the creation of an advisory committee to craft a study outline. MomsRising served on this committee and worked with the conveners to identify stakeholders who should participate, experts to brief the body, and background materials. As a result of this work, the Duke Child and Family Policy Center undertook the study, which they released on March 13, 2019. MomsRising served as a resource throughout the study process, supporting their media efforts surrounding the release, and assisted with the coordination of a legislative briefing for state lawmakers on April 3. The legislative briefing included a panel featuring a MomsRising parent advocate, an OB/GYN who serves on the MomsRising steering team, and a small business owner we’ve been cultivating.


— And the study can be found here: https://duke.app.box.com/s/9wti16byhyyzz6k9ri2yib3t1prgl8

— We also coordinated a series of four follow-up op-eds in key media markets around the state.
MomsRising hosted our first ever legislative breakfast on May 16, 2019. Framed as a Mother’s Day conversation around caregiving, we hosted lawmakers in the legislative cafeteria for a screening of the 20 minute trailer for the film Zero Weeks followed by a discussion on paid leave featuring a mom who lost her job when she had a child and a sandwich generation caregiver who cared for her mother and daughter while battling her own serious illness. Nearly two dozen lawmakers attended. We had a robust discussion with several lawmakers sharing their own caregiving stories. Prior to the breakfast, MomsRising delivered printed invitations highlighting caregiving to every office along with Mother’s Day carnations, in addition to electronic outreach. During the breakfast, we used custom-designed placemats highlighting caregiving needs in NC and lack of access to paid leave. The placemats included trivia and a word search featured the logos of MomsRising, the Justice Center, NC Families Care Coalition, Action NC, the Institute for Family Caregiving, the NC Coalition on Aging, Think Babies Coalition, NC Early Education Coalition, the NC Pediatric Society, NC Child, and Prevent Child Abuse NC. We delivered placemats to all 170 offices the day of the breakfast. The placemat is below.

The 2019 session also saw movement around sick days legislation. Two bills were filed, one modeled after the federal Healthy Families Act and one focused on kin care and safe days. The kin care and safe days bill passed unanimously through committee with bipartisan support and champions, marking the first time a sick days bill has moved in North Carolina. While it did not make it to a floor vote, it did significantly raise awareness and ready the ground for future legislative efforts.

In addition, a bipartisan pregnancy and lactation accommodations bill was filed for the first time this session. According to the US Dept of Labor, North Carolina is one of only 4 states with no protections for pregnant workers beyond federal law. While the bill did not advance, it raised awareness and helped lay the foundation for the next long legislative session.

Four Additional Proposals
MomsRising also drafted and submitted four proposals to the legislative/ expert Child Fatality Task Force for consideration. These included proposals in support of paid family and medical leave insurance, paid sick days, kin care, and safe days, pregnancy and lactation accommodations, and medical lactation. All four were accepted, and MomsRising coordinated three hours of testimony including seven speakers. All four proposals passed the Perinatal Health Committee unanimously and will be considered by the full task force at their meeting in February.

Advocacy Day
MomsRising partnered with the NC Early Education Coalition and other Think Babies partners to host an advocacy day that brought 150 parents, children, and early childhood professionals to Raleigh to participate in a playdate and storytime with lawmakers as well as one-on-one meetings with state legislators. MomsRising members hand-delivered the 2019 Think Babies Legislative Agenda, along with a custom storybook written by our state campaign director on what children and families need to thrive, to every state legislator’s office.

**Executive Action**

MomsRising has been working closely with members of the Cooper Administration to advance policies that impact women and families, resulting in four executive actions.

In December 2018, Governor Cooper signed Executive Order 82, guaranteeing pregnant worker accommodations for state employees under the Governor’s purview. The Office of State Human Resources worked to ensure the participation of other state agencies, bringing the covered number of employees to 59,000. This Executive Order happened after MomsRising coordinated meetings with a number of Administration officials and partners and provided background information and sample language.

Gov. Cooper followed this up on Equal Pay Day 2019 with Executive Order 93 prohibiting the use of salary history in the state hiring process. He announced this as the NC Council for Women, appointed by the Governor partnered with MomsRising to host an Equal Pay Day coffee at the legislature and at four other locations across the state. MomsRising worked closely with Gov. Cooper’s policy staff, providing examples of similar executive orders in other states and data on how salary history perpetuates the wage gap. We participated in trouble-shooting conversations on how this could be incorporated in the state’s current hiring practices.

On May 23, 2019, Gov. Cooper announced Executive Order 95, providing 6-8 weeks of paid parental leave to state employees under his purview. The Executive Order was unveiled at a signing ceremony at the Executive Mansion where MomsRising’s state campaign director was one of two invited speakers in addition to the Governor. The Executive Order originally covered only the 57,000 employees directly under the authority of the Governor. The Office of State Human Resources worked with other state agencies, getting all but two to adopt the policy, leading to just over 59,000 covered employees. MomsRising worked closely with the Governor’s policy staff throughout this process, connecting them to research, model language, and human resource staff in local governments who had adopted policies previously. We also provided trouble-shooting as staff addressed agency concerns over implementation.

In October, the UNC Board of Governors followed the Governor’s lead, approving a similar policy covering 33,000 additional employees. MomsRising sent in both organizational and member comments in support.
Finally, in honor of Domestic Violence Awareness Month, Governor Cooper issued an Executive Directive allowing all state employees under his purview to use paid leave time for domestic violence, sexual assault, or stalking-related needs for themselves or a loved one. MomsRising organized a coalition of the NC Coalition Against Domestic Violence, the NC Coalition Against Sexual Assault, Prevent Child Abuse NC, NC Child, and the NC Council for Women to provide guidance in the development of this policy and were invited as a lead partner to join with affected state employees for a private discussion and signing with the Governor.

All of these policies were groundbreaking for North Carolina, providing new momentum to legislative work and inspiring local governments to consider similar actions. We are currently in talks with the NC Association of County Commissioners about putting all of these forward as best practices for local governments.

We’ve seen a lot of momentum in the Keystone state in the last twelve months both in terms of our advancing our policy agenda at the local, state, and national level and increasing our base building capacity, as well.

Pennsylvania had a huge win with the introduction of the Family Care Act by bi-partisan co-sponsors in both the state house and senate this year. Based on a thorough study led by the PA Department of Labor, the bill does a great job of proposing a solid Paid Family and Medical Leave plan that would not only have a huge impact on working people and families, but also has a real chance of passing.

At the federal level, our PA congressional delegation plays an important role on key committees including Ways and Means. Nine of our 18 representatives are sponsors of the FAMILY Act, and one of our two Senators - in fact securing Sen. Casey’s support of the FAMILY Act at the end of 2018 was one of key highlights from last year. His support is especially important given his role on key Senate Committees. Our Governor is supportive and eager to help at both the state and federal levels, as needed. As a result MomsRising’s work in Pennsylvania is critical, well-placed, and has the power to push forward the momentum around comprehensive PFML at all levels. Our Pennsylvania membership is one of our largest and most active, and ready to get active on all levels.

Our work this year has been focused on building political will, and educating and mobilizing constituents. Highlights include:

**Paid Leave Listening Tour**

This fall we kicked off our listening tour with eight fantastic stops in the central part of the state and the Lehigh Valley in: Harrisburg (twice), Carlisle, York (twice), Hanover, Lancaster and Allentown. We engaged over 150 community leaders, business owners, parents, and elected officials through these events, including State Representative Patty Kim, PA Audi-
tor General Eugene Pasquale, Cumberland County Commissioner Jean Foschi, and Allentown City Councilmember-Elect Joshua Siegel. These have been tremendous opportunities to talk about elements of a good paid leave bill, but more importantly get input from participants on what they’d like to see a final bill look like. Four of these events were conducted in partnership with CASA, targeting largely undocumented and entirely-immigrant populations and facilitated entirely in Spanish. In the new year we continue with an additional 8-10 stops in Gettysburg, Erie, Pittsburgh, Philadelphia, State College, and more. Our plan is to consolidate feedback and stories from across all of these events and deliver them as one package to educate both state and federal legislators about what people on the ground really prioritize in a strong paid leave policy, and why this work would make such a strong difference in their lives.

Legislator Engagement

We’ve continued a steady drumbeat of legislator engagement both before and after the introduction of legislation in Pennsylvania, and at both the state and federal levels.

• In February 2019, we delivered member stories about the need for comprehensive paid leave alongside key facts making the case for a strong policy to members of the Pennsylvania federal delegation in Washington, D.C. This included sit-down meetings with Congressman Brendan Boyle and staff for Congressman Dwight Evans. We also delivered a thank you card signed by hundreds of our members to Senator Casey for his signing onto the FAMILY Act.

• In spring of 2019, we delivered stories from our members about the need for comprehensive paid leave, and a petition from over 500 MomsRising members, to key members of the Pennsylvania state legislature.

• In fall of 2019, we hosted an event in the state capitol urging legislators to Stand Up for the Sandwich Generation with Comprehensive Paid Family and Medical Leave. We handed out over 150 sandwiches with fun informational toothpick-flags outside the Capitol cafeteria, and delivered packets including peanut butter & jelly packets with paid leave messaging, member stories, facts and our petition with over 750 signatures, to all members of the House and Senate Labor and Industry and Appropriations Committees (over 100 legislators total).
Also in fall of 2019, eight MomsRising members delivered the Sandwich Day packets (above) to their state representative in-district offices. MomsRising staff held meetings with five state representatives either in district or in the state capitol.

**Additional Highlights**

- In May our Pennsylvania Director was a guest on the Capitol-region **public radio program Smart Talk**, alongside the Republic and Democratic Senate Co-Sponsors of the legislation.

- Our PA Director was invited to a **meeting with the Pennsylvania Secretary of Labor and the Governor’s office** in December to discuss executive-level support and actions around paid family and medical leave. We have a close ongoing relationship with the governor’s office, which puts us in a great position to help queue up their support in the most strategic way possible.

- Our PA Director also **spoke at the Equal Pay Day rally in Harrisburg** on April 12, sharing why equal pay is so important to her as a mom of a young girl, who at this rate won’t achieve pay equity for decades. We also staffed a table in the Capitol Rotunda to discuss the overlap between equal pay and paid leave with staff and legislators.

- We worked with **8 local coffee shops to offer Equal Pay Day coffee sleeves** in early April, which always serve as great conversation starters and educational materials for customers. Seven news outlets covered the events in Harrisburg and Philadelphia.

- We also **sponsored screenings of the powerful documentary Zero Weeks** at Lehigh University, the YWCA of Gettysburg and Harrisburg, the Hershey Public Library, the Carlisle Public Library, with the AAUW chapter in State College, and with a citizens group in Tioga County, to name just a few stops. A total of 69 people attended these events, and we identified several individuals with powerful stories about needing paid leave to support their elderly parents.

- We also began a series of focus groups to nail down the structure of the **Paid Leave for All national campaign here in Pennsylvania**, which MomsRising will lead.

- Finally, greasing all of this work are our **strong relationships with local leaders and organizations** throughout the commonwealth. We are active participants in the minimum wage, women’s health, Shutdown Berks, Family Care Act, and other spaces where we regularly support, engage and connect with grasstops and grassroots allies.
2019 Legislative Advocacy

In 2019, MomsRising pursued its most ambitious legislative agenda to date, covering an expansive set of priorities that impact the lives of women and families. These issues include: passing and funding a modernized Working Families Tax Credit, ban on employers asking about pay history, secure scheduling (also known as fair work week), modernizing unemployment insurance laws to be more inclusive of family caregivers, a capital gains tax, affordable childcare, and technical corrections to the paid family and medical leave program.

Lobby Day

Washington State sprung into the 2019 legislative session with a member lobby day, complete with advocacy training, a press conference, and one-on-one meetings with state legislators. MomsRising members hand-delivered the 2019 Legislative Agenda to key members of the Washington State Legislature. MomsRising preceded the lobby day with a month of action, during which over 80 members downloaded the 2019 legislative agenda to deliver to their state legislators.

MOMentum in the 2019 Legislative Session

MomsRising members brought MOMentum to the 2019 legislative session with in-person testimony, phone calls to their legislators, and thousands of emails to state lawmakers in support of these various priorities. Moms also joined MomsRising in Olympia to hand-deliver petition signatures and member stories to key lawmakers offices during semi-weekly Moms on the Hill events. This advocacy paid off in big ways. The Washington State Legislature made significant progress on key issues like the Working Families Tax Credit, secure scheduling, and unemployment insurance reform. We also passed a priority piece of legislation to ban all employers from asking about pay history and making pay ranges more transparent.

Equal Pay Day

MomsRising organized an in-person Equal Pay Day celebration at a local, family-friendly taproom where moms, women, and family members came together to learn about new equal pay protections and take action in support of equal pay legislation in the state legislature.
Building the 2020 Legislative Agenda

MomsRising alongside our members and coalition partners spent the months after legislative session building power, organizing for the work ahead, and connecting with legislators about the issues most important to moms and families. This work has included speaking at local community organizations and with partner orgs, supporting internal coalition development work, and amplifying member power with targeted campaigns like November’s Month of Action and legislator meeting guide to support members meeting with lawmakers about MomsRising’s 2020 legislative agenda.

Washington Paid Family and Medical Leave Implementation

WA MomsForce Fellowship (July 2019 - June 2020)

The fellowship is a year-long leadership development and community capacity-building program for select parents and caregivers to lead culturally relevant outreach efforts in support of Washington’s new Paid Family and Medical Leave program. Fifteen moms, including six Spanish-speaking moms, were selected to participate in the inaugural cohort and they represent some of Washington’s communities that are farthest from opportunity and most likely to experience barriers to accessing the new program.

Through the fellowship, MomsRising and MamásConPoder is leveraging the expertise and relationships of parent and caregiver leaders to share information about paid leave in a way that meets the unique and differing needs of communities. Importantly, the fellowship is also growing capacity and power in directly affected communities so they can continue outreach and advocacy efforts beyond the duration of the fellowship. You can read more about the WA MomsForce Fellowship here and view a Storyforj about the power of our fellows here.

Latinx Focus Group in Walla Walla

MomsRising led a hugely impactful Paid Family and Medical Leave focus group in Walla Walla. Together with our local MomsForce Fellows, we recruited nearly 20 Spanish speaking Latinx folks to provide feedback on the Employment Security Department's preliminary Spanish language creative campaign.

Baby Shower Outreach Events (October - December 2019)

MomsRising hosted three baby shower themed outreach events to celebrate the arrival of paid leave and share information about benefits. At each event, WA MomsForce Fellows shared information about paid leave and shared their own personal stories as examples of what paid leave means to them and their communities. MomsRising collected donations of diapers, wipes and formula for local families in need.
MomRising hosted baby shower events with hundreds of attendees and multiple media hits in these locations and with these partners respectively:

- Spokane with Vanessa Behn Crisis Nursery
- South Park with Families of Color Seattle and WestSideBaby
- Vancouver
- Tacoma with Speaker Laurie Jinks

**Granger Harvest Festival (October 2019)**

Four of our Latinx MomsForce Fellows co-hosted a harvest festival in Granger, WA that included approximately 200 people from the Yakima region. Fellows led the planning and implementation of the event and ensured the program, materials, and activities effectively communicated about the importance of paid leave benefits. The event featured a detailed presentation by fellows and MomsRising staff about the new paid leave program, including time for questions and answers. The event resulted in three media hits that multiplied our impact by broadcasting information about paid leave in and around Yakima.

**Tina’s Story (October 2019)**

WA MomsForce Fellow Tina bravely shared her story about the compounding impacts of (un)paid leave and (un)affordable child care with a local videographer. Her story was produced into [this 6-minute video](#) that also features her 11 year-old son AJ and aptly captures the importance of a range of early supports for parents and kids. MomsRising played the video at the launch of a convening of state-based and national paid leave advocates and administrators.

**Tabling at Local Community Events for Families (Ongoing)**

MomRising staff and WA MomsForce Fellows have been talking with thousands of Washingtonians about paid leave, and sharing our multilingual resources, at community events across the state. Our tabling efforts have focused most heavily on events that draw people with low-incomes and people of color. Among the events fellows have tabled at are:

- Rainier Beach Back 2 School Bash
- Tacoma Ethnic Fest
- Snohomish Kla Ha Ya Days Festival
- NW Baby Fest
- Seattle Chinatown-ID DragonFest
- Kent Juneteenth
- Granger Cherry Festival
- Spokane Hallowfes
- Tacoma Multicultural Child And Family Hope Center Back to School Night
- Spokane Community Connection Expo with Spokane Mama, October
- Walla Walla ECEAP/Head Start open house
- Walla Walla San Patricio Fair
- Seattle-King County public health department health insurance open enrollment
- Tenino Resource Fair
- St. Mark’s Moms Club
- Vancouver coffee meetup
Spanish-Language Meetup in Centralia with 400 People! (August 2019)

Together with one of our amazing WA MomsForce Fellows, we hosted a Spanish-language Paid Family and Medical Leave meetup in Centralia with more than 400 people from nearby towns, primarily members of the Latinx community. Our MamásConPoder Director presented about the new program and explained the many ways paid leave supports healthy child development and strong attachments between parents/caregivers and babies. We addressed growing fears resulting from the administration’s public charge announcement and alleviated concern about participation in public state programs like paid leave. Excitingly, we had great success with outreach using voter file data and texting Hispanic-identified individuals in Spanish to invite them to the event.

Outreach to Community Leaders and Workers at First Fruits Farm in Prescott (August 2019)

Vista Hermosa is home to approximately 2,500 workers during harvest season and 1,500 workers during the remainder of the year. We met with a small group of local leaders, including the local Promotora and the director of the child care center, to talk through the ins and outs of Washington’s new program and answer questions. We also shared our Frequently Asked Questions document for ITIN filers and talked through various needs, and challenges, to ensure access to paid leave for seasonal and migrant workers. We also hosted a Spanish-language back-to-school event with 150 members of the Vista Hermosa community: Farm workers and their families joined us for a back-to-school party where we showed our animated paid leave video, talked with workers about their individual circumstances and questions, and described paid leave as a critical support for healthy families and resilient communities.

MamásConPoder Events (Summer 2019)

We hosted a series of bilingual events in Latinx communities across Washington State in partnership with MamásConPoder, our Latinx community at MomsRising. This summer we held a celebration in Walla Walla at the Valle Lindo housing community for farmworkers. More than 60 people joined an interactive conversation about Washington’s new paid leave program with plenty of time for questions and answers about eligibility and benefits. In advance of this event we worked with the Employment Security Department to create a Frequently Asked Questions document specifically for ITIN filers. The event was covered in this piece by the Walla Walla Union Bulletin. We also tabled at the Granger Cherry Festival, presented on the main stage about paid leave, and passed out information about the new program (attached to candy!) to more than 1,000 people as part of the Cherry Festival parade.
Play-ins (Spring 2019)
We traveled the state hosting play-ins (a play on sit-ins) with families to share information about paid leave with attendees and to leverage media coverage of the new program. We hosted a bilingual play-in in Pasco with thirty community members, most of whom were monolingual Spanish speakers. We had great news coverage by KEPR and by the Tri-Cities Herald.

SOCIAL MEDIA:
A Force for Good

EQUAL PAY DAYS
In collaboration with organizational partners, we marked each of 2019’s equal pay days with greater success and reach than ever. In June, MomsRising was the lead anchor and organizer of Moms’ Equal Pay Day activities.

AAPIEqualPay Day Twitter Storm
• 1,286 people participated
• Reach: 5,882,134 Twitter users
• Impressions: 9,183,614

#EqualPayDay Twitter Storm
• 1,505 people participated
• Reach: 2,137,750 Twitter users
• Impressions: 3,305,203

#MomsEqualPay Day Twitter Storm
Metrics for both #MomsEqualPay AND #MomsEqualPayDay
• 2,999 people participated
• Reach: 4,428,110
• Impressions: 6,250,507

#BlackWomensEqualPay Day Twitter Storm
• 1,363 people participated
• Reach: 2,286,532
• Impressions: 3,690,091

#NativeWomensEqualPay Day Twitter Storm
• 1,350 people participated
• Reach: 2,294,318
• Impressions: 3,657,373

#LatinaEqualPay Day Twitter Storm
• 1,283 people participated
• Reach: 7,246,190
• Impressions: 11,226,920
TWEETS: A sampling of MomsRising graphics and sample tweets shared by elected leaders, celebrities, and scholars:

BLOG POSTS

Workplace Justice posts on our blog, including topics like paid family and medical leave, paid sick days, equal pay, and breastfeeding, tend to be in our top 10 most-viewed posts every week.
SELECTED MEDIA COVERAGE

January 2019:
Guest Column: Turner Supports WA’s New Paid Leave Program
Chinook Observer, Tiffany Turner, January 2, 2019

$2 a Week is a Bargain for the Peace of Mind Paid Leave Will Provide Those Who Need It
The Olympian, Adriana Hutchings, January 3, 2019

A California Dream for Paid Leave Has an Old Problem: How to Pay for It
New York Times, Claire Cain Miller and Jim Tankersley, January 6, 2019

Opinion: Paid Family And Medical Leave Program Supports Workers, Businesses
South Seattle Emerald, Lauren Hipp, January 11, 2019

Washington’s Paid Family and Medical Leave Program Supports Workers, Businesses
Real Change, Lauren Hipp, January 23, 2019

February 2019:
The U.S. Has Never Needed Paid Family and Medical Leave More
Ms Magazine, Kristin Rowe-Finkbeiner and Ruth Martin, February 6, 2019

Lawmakers Move To Improve Paid Family Leave Program In New Jersey
NJ Spotlight, Colleen O’Dea, February 11, 2019

Gillibrand Invites Trump to Talk Paid Leave
Erie News Now, Matt Knoedler, February 12, 2019
Also picked up in: WENY

Push for Paid Family Leave Heats Up Ahead of 2020
The Hill, Naomi Jagoda, February 14, 2019

Paycheck Fairness is Long Overdue
Ms. Magazine, Laura Mui, February 20, 2019

Group Pushes for Paid Family and Medical Leave
NBC 11, Megan McNeil, February 24, 2019

Why We Need Paid Family Leave
The Skanner, Ruthie Guidry, February 28, 2019

March 2019:
Democratic Lawmakers Float National Plan For Paid Sick Days
Law 360, March 14, 2019
Moms Have the Power to Transform Child Care in America. This is What Stands in Their Way.
*Mashable*, Rebecca Ruiz, March 16, 2019

Ivanka Trump Has ‘Failed the Families of This Country’ So Far with Paid Family Leave Proposals Advocates Say
*Newsweek*, Jessica Kwong, March 18, 2019

What Paycheck Fairness Means to Muslim Women Like Me
*Ms. Magazine*, Tasmia Khan, March 18, 2019

Terri Resley: Family Medical Leave Act Will Improve Lives of Colorado Families
*Times-Call*, Terri Resley, March 20, 2019

Letters: Family Leave Act, Freedom of the Press, Tax Returns and Ballot Spot, There’s an App for That
*Denver Post*, DP Opinion, March 21, 2019

Family Leave, Childcare Advocates Host ‘Family Play-in’
*KEPR*, Christopher Poulsen, March 24, 2019

Paid Leave Next Film Series Topic
*The Robesonian*, Staff, March 25, 2019

Paid Family and Medical Leave: Politicians Must Step Up for Women’s Economic Security Or Move Aside | Opinion
*Newsweek*, Kristin Rowe-Finkbeiner, March 26, 2019

The ‘Paycheck Fairness’ Bill Would Ban Companies From Asking About Salary History
*Market Watch*, Andrew Keshner, March 28, 2019

**April 2019:**

WXZ News at 6
*WXZ (ABC) Detroit*, April 2, 2019

WSOC News
*WSOC (ABC) Charlotte*, April 2, 2019

WGHP News at 4
*WGHP (FOX) Greensboro*, April 2, 2019

WCTI News
*WCTI (ABC) Greenville-Asheville*, April 2, 2019

WRAL News at 5 (NBC)
*WRAL (NBC) Raleigh*, April 2, 2019

WTVD News at 4 (ABC)
*WTVD (ABC) Raleigh*, April 2, 2019

MomsRising Raises Awareness on Equal Pay Day
*ABC 11 WTVD*, Anna Rivera, April 2, 2019
To Whrink Wage Gap, Cooper Bars NC Agencies From Looking at Salary Histories When Hiring
WRAL, Matthew Burns, April 2, 2019

Equal Pay 2019 in Charlotte
WBTV, Dedrick Russell, April 2, 2019

Local Businesses Spread the Word About Pay Equality
WLOS, April 2, 2019

KATU News at 5
KATU (ABC) Portland, April 2, 2019

KTVL News at 12
KTVL (CBS) Medford, April 2, 2019

Five Things for Tuesday, Including Free Museums and Giant NCAA Deals
Portland Business Journal, Jon Bell, April 2, 2019

Local businesses support women on 'Equal Pay Day'
KATU2, Jackie Labrecque, April 2, 2019

WHP News at 6
WHP (CBS) Harrisburg, April 2, 2019

WGAL News at 6
WGAL (NBC) Harrisburg, April 2, 2019

KWWL News at 6
KWWL (NBC) Iowa City, April 2, 2019

How Washington State is Taking on the Wage Gap
KUOW, Paige Browning, April 2, 2019

Ivanka Trump is ‘Shortsighted’ in Supporting New Paid Leave Plan that Fails to Meet Family Needs, Advocates Say
Newsweek, Jessica Kwong, April 6, 2019

Ivanka Trump SAVAGED after Backing Controversial Family Leave Bill - ‘It’s SHORTSIGHTED’
Express, Clive Hammond, April 8, 2019

Proposal Would Provide Paid Family Medical Leave
WUNC North Carolina, Rusty Jacobs, April 10, 2019

WGHP FOX Greensboro
WGHP Greensboro NC, April 10, 2019

WTVD ABC Raleigh
WTVD Raleigh NC, April 10, 2019
JEANNINE SATO: Paid Leave is About our Families and Our Future
WRAL, Jeannine Sato, April 11, 2019

NC Lawmakers Introduce Paid Family Leave Guarantee for All Workers
Public News Service, April 16, 2019

The Fayetteville Observer, Sharon Hirsch, April 27, 2019

May 2019:

The Smart Diaper is Coming. Who Actually Wants It?
Vox, Michael Waters, May 2, 2019

Sexism Is Keeping An Important Progressive Policy Off The Front Page
Huffington Post, Emily Peck, May 7, 2019

Op-ed: The Rise of the Warrior Mom
Ms. Magazine, Kristin Rowe-Finkbeiner, May 10, 2019

Cooper Boosts Parental Leave for 56,000 State Employees
WRAL (NBC) Raleigh, Travis Fain and Laura Leslie, May 23, 2019

Gov. Cooper Issues Paid Parental Leave Order for State Workers
Associated Press, Gary D Robertson, May 23, 2019

Also Picked Up In:
- Albany Times Union
- Beaumont Enterprise
- Belleville News-Democrat
- Biloxi Sun Herald
- Bradenton Herald
- Centre Daily Times
- Chron.com
- Clay Center Dispatch
- Columbus Ledger-Enquirer
- CT Post
- Danbury News Times
- Edwardsville Intelligencer
- Fairfield Citizen
- Fayetteville Observer
- Fort Worth Star-Telegram
- FOX Carolina
- Fresno Bee
- Greensboro News & Record
- Greenwich Time
- Hilton Head Island Packet
- Houston Chronicle
- Huron Daily Tribune
- Lexington Herald-Leader
- Merced Sun-Star
- Midland Reporter-Telegram
- My Journal Courier
- My Plainview
Event Sheds Light on Paid Leave Program
*Walla Walla Union-Bulletin*, Vicki Hillhouse, May 24, 2019

WA's Paid Family Leave is Less Than 9 Months Away. Here’s What You Need to Know
*Crosscut*, Melissa Santos, May 24, 2019

June 2019:

*The Proposed Family Care Act*
*WITF Smart Talk*, Anna Sirianni, June 11, 2019

July 2019:

*Equal Pay Advocates Say Ivanka Trump ‘Ignored The USWNT’s Demands’ While Cheering On Their World Cup Victory*
*Newsweek*, Jessica Kwong, July 10, 2019

August 2019:

*Butterfield, Advocates to Discuss Paid Leave*
*Wilson Times*, August 8, 2019

*Advocates for Paid Family Leave Promote Issue at Screening*
*Wilson Times*, LaMonique Hamilton, August 11, 2019

*The Wage Gap Costs Black Women Nearly $1 Million In Their Lifetimes*
*Huffington Post*, Taryn Finley, August 22, 2019

*Inside Her Story: Black Women Want And Need Equal Pay*
*Tom Joyner Morning Show*, August 23, 2019

*Fayetteville Event Promotes Breastfeeding Among African-American Moms in Fayetteville*
*Fayetteville Observer*, Melody Brown-Peyton, August 26, 2019

*Policy Could Give 33K UNC System Workers Access to Paid Parental Leave*
*WSOC*, Anthony Kustura, August 27, 2019

*Normalizing Black Breastfeeding*
*Afro*, Lenore T. Adkins, August 30, 2019
**September 2019:**

*We Know What You Did This Summer*

_North Carolina Health News, Yen Duong, September 10, 2019_

**October 2019:**

*Chatham Community Hunger Forum Scheduled for Oct. 25 in Pittsboro*

_Chatham News + Record, Zachary Horner, October 18, 2019_

*MomsRising to Throw Baby Shower in Spokane to Celebrate Paid Family and Medical Leave*

_KREM2, Helen Smith, October 19, 2019_

*Granger Harvest Festival Sunday to Celebrate New State Paid Family Leave*

_Yakima Herald, Janelle Retka, October 25, 2019_

*Harvest Restival in Granger Raises Awareness About New Paid Family Leave Program*

_Yakima Herald, Janelle Retka, October 28, 2019_

*Join us Thursday in Rockingham County for Rural Hunger, Food Insecurity Forum*

_Carolina Public Press, Staff Reports, October 30, 2019_

**November 2019:**

*Latinas in U.S. Earn 54 Cents for Every Dollar a White Male Makes*

_CBS News, November 20, 2019_

Also picked up by **WCBI**

**December 2019:**

*Progressive Groups Mount Largest Ever Campaign for Paid Family Leave Law*

_The Guardian, Steven Greenhouse, December 10, 2019_

*Daily on Healthcare, Sponsored by SBEC: Will Progressives Block the Drug Pricing Bill?*

_Washington Examiner, Kimberly Leonard & Cassidy Morrison, December 10, 2019_

*Feminists Sound Off on This Week's Progress for Paid Leave*

_Ms. Magazine, Carmen Rios, December 10, 2019_


_Ms. Magazine, Jacqui Silvani, December 10, 2019_
MomsRising.org is an online and on-the-ground grassroots organization of more than a million people who are working to achieve economic security for all families in the United States.

MomsRising is working for paid family leave, flexible work options, affordable childcare, and for an end to the wage and hiring discrimination which penalizes so many others. MomsRising also advocates for better childhood nutrition, health care for all, toxic-free environments, and breastfeeding rights so that all children can have a healthy start.

Established in 2006, MomsRising and its members are organizing and speaking out to improve public policy and to change the national dialogue on issues that are critically important to America’s families. In 2013, Forbes.com named MomsRising's web site as one of the Top 100 Websites For Women for the fourth year in a row and Working Mother magazine included MomsRising on its “Best of the Net” list.