

MESSAGE FROM THE DIRECTOR AND THE BOARD CHAIR

FOR 19 YEARS, THE LABOR PROJECT FOR WORKING FAMILIES has stood on the frontlines with unions, advocates and community groups across the nation to win and advance family-friendly workplace policies such as affordable family leave, paid sick days and worker-controlled flexibility. Together, we have braved hard times, especially the brazen assault on working families and the labor movement over the past year. The stakes are high for all workers. Yes, we need good jobs – where workers have dignity, the right to collectively bargain, a healthy and safe work environment, good wages and benefits. But it's time we set the bar higher. We also need good jobs that do not force us to choose between a paycheck and a new baby, a sick child, a disabled sibling, or a parent who has Alzheimer's. We need good jobs that allow us to take the time to care for ourselves and those important to our lives. These are not personal issues. These are core labor issues. And these are not issues that can wait.

As a national organization housed in the pioneering state of California, the Labor Project has nurtured and successfully cultivated a fertile ground of family-friendly workplace policies. We are now casting our net wider. Thanks to your constant support and encouragement, we are forging ahead with a renewed strategic vision to widen the reach and scope of our efforts. We have hired staff and opened an office in Washington DC. In the coming years, we will diligently persist to ensure that all workers have access to family-friendly workplace policies, that workers' rights are expanded and enforced, and that work family rights are in the national spotlight.

We will keep fighting for bread, and for roses too. Onward!



Netty Firestein

NETSY FIRESTEIN
EXECUTIVE DIRECTOR



Art Pulaski

ART PULASKI
CHAIR, BOARD OF DIRECTORS
EXECUTIVE SECRETARY TREASURER, CALIFORNIA LABOR FEDERATION

HIGHLIGHTS



- **Honored** at an AFL-CIO Executive Council reception. Speakers included AFL-CIO Secretary-Treasurer Liz Shuler and American Federation of Teachers (AFT) President Randi Weingarten.

- **Co-hosted** "Strategies for a Family Friendly Economy: A Conversation with New Union Leaders" with Georgetown University's Kalmanovitz Initiative for Labor and the Working Poor. Speakers included Amalgamated Transit Union (ATU) International President Larry Hanley; Service Employees International Union (SEIU) President Mary Kay Henry; Association of Flight Attendants (AFA-CWA) International President Veda Shook; and AFL-CIO Secretary-Treasurer Liz Shuler.



- **Sponsored** forums on "Unions and Workplace Flexibility at the Crossroads" to highlight new research on strengthening union-negotiated workplace flexibility. Hosted at the AFL-CIO and Georgetown University, the forums featured Elizabeth Bunn, AFL-CIO; Kris Rondeau, AFSCME New England Organizing Projects; Armeta Dixon, 1199 SEIU; and Dr. Peter Berg, Michigan State University.



- **Led** the California Work & Family Coalition which passed a bill to protect health coverage for women on pregnancy leave and advanced statewide policies on family leave and paid sick days.

- **Coordinated** labor participation in national forums on workplace flexibility sponsored by the US Department of Labor.

- **Co-sponsored** two events in Los Angeles (with the UCLA Labor Center) and Berkeley (with Berkeley Center for Health, Economic & Family Security) on "Leaves that Pay", a new study on employer and worker experiences with Paid Family Leave in California. The events featured study authors Ruth Milkman (CUNY) and Eileen Appelbaum (CEPR).

- **Released** new reports with Berkeley Center for Health, Economic & Family Security:

- **Guide to Implementing Paid Family Leave: Lessons from California**

http://www.working-families.org/learnmore/pfl_guide.pdf



- **Reforming Family and Medical Leave Laws: Promoting Health and Economic Security for California's Working Families** http://www.working-families.org/learnmore/reforming_fmlla.pdf

- **Developed** a new website for the California Work & Family Coalition – www.workfamilyCA.org. The website integrates social and new media strategies to engage Californians in the movement for work family rights.





WE WERE HERE

- **2010 Western Regional Summer Institute for Union Women**
- **2010 Women of Labor Conference** – California Labor Federation & UFCW Women’s Network
- **2011 United Association for Labor Education** Conference
- **2011 California Working Families Policy Summit** hosted by the California Center for Research on Women and Families
- **Combating Pay Secrecy for Paycheck Fairness** – Congressional Staff Briefing
- **Coalition of Labor Union Women** National Leadership Meeting
- **National Dialogue on Workplace Flexibility** – Department of Labor
- **Focus on Workplace Flexibility** – An Alfred P. Sloan Foundation Conference
- **Leaves that Pay: Employer and Worker Experiences with Paid Family Leave in California** – Center for American Progress Panel Discussion
- **Making it Work: Advancing Workplace Policies for Today’s Families** – National Summit of the Values @ Work and the National Partnership for Women and Families
- National trainings for unions on family-friendly workplace policies
- Trainings for California unions on family leave laws



IN YOUR WORDS



“Working people need to know about the Labor Project for Working Families. The Labor Project has been a voice for the rights of working men and women all across the country. This national organization is doing the difficult work that we all strive to do each day – put the needs of working families at the forefront of the debates in this country. I believe in the initiatives of the Labor Project. Labor’s values are their values, and labor’s work is their work. By strengthening our relationship with them, all working people in this country will benefit.”

Liz Shuler
Secretary-Treasurer, AFL-CIO



“It’s time to get serious about good jobs. And it’s time to not only create good jobs but to support workers rights and a voice on the job through collective bargaining. We need more good union jobs that give parents a real voice in negotiating the benefits they most need for their families. The Labor Project for Working Families has made great strides in educating and engaging unions in the movement to build family friendly workplaces. We value their expertise and partnership in building a better American workplace.”

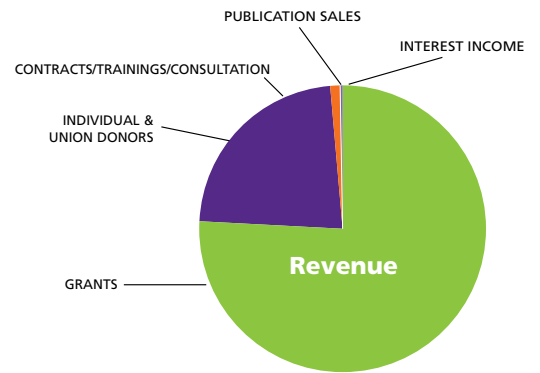
Larry Cohen
President, Communications Workers of America



“The Labor Project for Working Families has been a leader in the movement to provide all workers with access to paid time off when they need to provide necessary care for their families. Their leadership helped make paid family leave a reality for California’s working families – a program that has served as a model and an inspiration for state and national efforts to win this for all families. Their work with community groups doing outreach and education about the California program has been crucial to efforts to inform those most in need of paid family leave about the program. At the national level, the Labor Project plays a critical role in coalitions to win paid sick days and paid family leave, bringing dedication and experience to these efforts.”

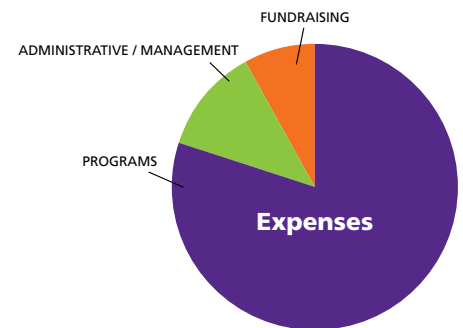
Eileen Appelbaum
Senior Economist, Center for Economic and Policy Research

FINANCIALS



Revenue \$486,912

- GRANTS \$441,373 (76.05%)
- INDIVIDUAL & UNION DONORS \$132,943 (22.90%)
- CONTRACTS/TRAININGS/CONSULTATION \$4,920 (0.85%)
- PUBLICATION SALES \$729 (0.13%)
- INTEREST INCOME \$407 (0.07%)



Expenses \$491,751

- PROGRAMS \$383,565 (78%)
- ADMINISTRATIVE/MANAGEMENT \$59,010 (12%)
- FUNDRAISING \$49,175 (10%)

THANK YOU TO ALL OUR FUNDERS, SPONSORS, FRIENDS & SUBSCRIBERS

OUR FUNDERS

Alfred P. Sloan Foundation
Berger Marks Foundation
Rosenberg Foundation
The California Wellness Foundation
US Department of Labor – Women's Bureau

Through Family Values @ Work Consortium:

Annie E. Casey Foundation
Ford Foundation
Hagedorn Foundation
Moriah Fund
Ms. Foundation for Women
Open Society Foundation
Public Welfare Foundation
Rockefeller Family Fund
Unitarian Universalist Veatch Program

In-kind support provided by:

Institute for Research on Labor
and Employment, UC Berkeley

OUR SPONSORS

NATIONAL INITIATIVE FUND

Special thanks to the following for their contribution to this new Fund to expand our national policy efforts:

American Federation of Teachers (AFT)
Service Employees International Union (SEIU)
Amalgamated Transit Union (ATU)
Family Values @ Work
Ford Foundation

VISIONARIES (\$10,000+)

American Income Life Insurance Co.
United Food & Commercial Workers
International Union

CHAMPIONS (\$7,500-\$9,999)

American Federation of State, County
and Municipal Employees
American Federation of Teachers

LEADERS (\$5,000-\$7,499)

American Federation of Labor and Congress
of Industrial Organizations
Amalgamated Transit Union
California Teachers Association
International Brotherhood of Teamsters
Service Employees International Union

PARTNERS (\$2,000-\$4,999)

Association of Flight Attendants - CWA
California Nurses Association/National
Nurses Organizing Committee
SEIU Local 1000, CSEA
*UFCW Women's Network

ORGANIZERS (\$1,000-\$1999)

*AFGE Women's/Fair Practices Departments
AFT Guild Local 1931
California Faculty Association
California Federation of Teachers
California Labor Federation
Communications Workers of America
International Brotherhood of Electrical Workers
Laborers' Strategic Committee on
Public Employees
Laborers International Union of North America
1199SEIU United Healthcare Workers - East

ADVOCATES (\$500-\$999)

ATU Local 192
California School Employees Association
CWA District 9
CWA - Southern California Council
Florida Professional Firefighters
International Association of Machinists
*Newport-Mesa Federation of Teachers,
AFT Local 1794
San Francisco Labor Council
SEIU Local 721
United Steelworkers
*UA Local 38
*UFCW Canada
UFCW Local 5
UFCW Women's Network South Region One
United Labor Bank

SUPPORTERS (\$250-\$499)

AFGE Local 1122
AFSCME New England Organizing Projects
AFT Local 2121
*ATU Local 1555
*ATU Local 1574
Berkeley Federation of Teachers
California Media Workers Guild, Local 39521
California Teamsters Public Affairs Council
Carpenters, Northern California Counties
Coalition of Labor Union Women
Coalition of Labor Union Women -
East Bay Chapter
CWA Local 9000
CWA Local 9410
Engineers & Scientists of California
Local 20, IFPTE
Five Counties CLC
*IAMAW Local Lodge 1781
IBEW Local 6
IBEW Local 302
*IBEW Local 234
IBEW Local 1245
IFPTE Local 17
IFPTE Local 21
ILWU Northern California District Council
*Oakland AFT Local 771
*OPEIU Local 3
Plumbers and Steamfitters Local 159
*Professional Staff Congress/CUNY
Sacramento Central Labor Council
San Bernardino-Riverside Counties CLC
San Mateo County Central Labor Council
*SEIU Local 503
SEIU United Service Workers West
Teamsters Local 70
*Teamsters Local 237 Retirees Benefit Fund
Teamsters Local 315
Teamsters Local 350
Teamsters Local 853
Teamsters Local 952
*Texas AFL-CIO
UFCW Local 1428
United Educators of San Francisco,
AFT Local 61
UNITE HERE Local 2
*University Professional & Technical
Employees
*USW Local 9445
* New Sponsors

FRIENDS & SUBSCRIBERS

UNIONS & ORGANIZATIONS

AFL-CIO Library George Meany
Memorial Archives
AFSCME DC 1707 - Education
Department
AFSCME DC 47
AFSCME Local 2700
APWU East Bay Area Local 47
ATU Local 265
Butler County United Labor Council
Canadian Union of Postal Workers
Centre for Families, Work & Well-Being,
University of Guelph
Essex-West Hudson Central Labor Council
Musicians Union Local 6, AFM
Local 2/Hospitality Industry Child
& Elder Care Plan
Public Health Institute
San Francisco Culinary, Bartenders
& Service Employees
South Bay Labor Council
The Building & Construction Trades
Council of San Mateo County
9to5 National Association of
Working Women
University of Tennessee Law Library
Washington State Labor Education
& Resource Center

INDIVIDUALS

Maria Abadesco
Eileen Appelbaum
Lauren Asher
Gail Bateson
Donald Bentley
Nancy Biagini
Larry Bilick
Kathy Black
Ellen Bravo
John Burbank
Sandy Burud
Barbara Byrd
John Carrese & Nora Cody
Judi Casey
Debra Chaplan
Ed Chiera
Dan Clawson
Dorothy Sue Cobble
Arlyce Currie
Ilana Debare & Sam Schuchat
Elaine Douglas
Mark Dudzic

Elizabeth Ecks
Holly Fechner
Fred Feinstein
David Firestein
Jacki Fox Ruby
Ellen Galinsky
Derek Green
Pat Greenfield
Sylvia Guendelman
Monica Halas
Helen Hiram
Carol Hoffman
Shelley Kessler
Lynn King
Judy Kurtz
Jill Lawrenz
Lauren Lazarovici
Donna Levitt
Michael Lighty
Fiona Ma
Paula Macchello
Thomas Mason
Mary Ann Massenburg
Maisie McAdoo
& David Neustadt
Cecilia McCarthy
Linda Meric
Martin Morgenstern
Kerry Newkirk
Harold Nitwosky
Sherry Novick
Lisa Jaicks
Clifton Ogle
Peter Olney
Ralph Palladino
Paula Rayman
Nancy Roberts
David Rosenfeld
Nancy Sampson
Susan Seitel
Kathleen Serrapede
Margaret Shelleda
Charles & Mary
Simmons
Nancy Strohl
& Peter Siegel
Keith Sudduth
Paul Weiss
Marcy Whitebook
Susan Winning
Marie Young

SUPPORT US!

Donate online at
www.working-families.org
or mail a check to:
Labor Project for Working Families
2521 Channing Way #5555
Berkeley, CA 94720

MISSION

To win and advance work family rights through the collective power of working people.

VISION

We envision an American workplace that places equal value on doing our jobs and caring for our families. We envision an active and engaged movement that collectively ensures our rights as workers, family members and caregivers.

VALUES

Building Union Power

We believe that unions play a pivotal role in advancing family-friendly policies as part of a broader effort to promote the health and economic security of working families. We support workers' rights to organize and collectively bargain as essential strategies for improving workplace standards.

Fostering Strategic Collaborations

We believe that strategic partnerships are essential to win and advance work family rights. We build solidarity between unions, advocacy and community groups in our work.

Respecting Family Diversity

We advocate for workplace rights that reflect the diverse nature of American families and their caregiving roles.

BOARD OF DIRECTORS

Art Pulaski
California Labor Federation

Donald Cohen
Cry Wolf Project

Shelley Kessler
San Mateo County Central Labor Council

Stan Kiino
Association of Flight Attendants-CWA Local 29011

Connie Leyva
UFCW Local 1428

Michael Lighty
National Nurses United

Paula Macchello
International Brotherhood of Teamsters

Kerry Newkirk
Coalition of Labor Union Women

Katie Quan
Center for Labor Research and Education, UC Berkeley

Margaret Shelleda
California Federation of Teachers (retired)

Mila Thomas
SEIU Local 1021

NATIONAL ADVISORY BOARD

Carol Anderson
American Federation of State, County and Municipal Employees

Ann Flener
United Steelworkers

Carol Golubock
Service Employees International Union

Esther Lopez
United Food and Commercial Workers International Union

Karen Nussbaum
Working America

Kara Deniz
International Brotherhood of Teamsters

Rosalyn Pelles
AFL-CIO

Cheryl Teare
American Federation of Teachers

Christine Zook
Amalgamated Transit Union



AWARDS & STAFF NEWS

Netsy Firestein, Executive Director, has received a "practitioner's fellowship" from the Kalmanovitz Initiative for Labor and the Working Poor at Georgetown University in Washington, DC. The fellowship will last for three months in fall 2011 and will allow Netsy to take time away from her regular work to conduct research on a national paid family leave campaign.

We have hired a new staff member for our Washington DC office. **Carol Joyner, National Policy Director**, will engage labor unions in efforts to win and advance federal and state work family policies.



OUR STAFF

Netsy Firestein, Executive Director
Jenya Cassidy, Education & Training Coordinator
Brandy Davis, Policy Coordinator (former)
Carol Joyner, National Policy Director
Vibhuti Mehra, Communications & Development Director
Ferheen Abbasi, Administrative Assistant
Elena Ginebreda-Frendel, Administrative Assistant (former)



CONTACT US

Labor Project for Working Families
(510) 643-7088
info@working-families.org
www.working-families.org

HEADQUARTERS

2521 Channing Way No. 5555
Berkeley, CA 94720

WASHINGTON DC OFFICE

5025 Wisconsin Avenue
Washington DC 20016

STAY CONNECTED



/LaborProject



@LaborProject



/LaborProject2011