

HIGHLIGHTS

Organizing and Bargaining

- Collaborated with Wake Up Walmart on national actions to protest Walmart's negative sick days policy.
- Brought 250 labor and community activists together with Family Values@Work and the National Partnership for Women and Families to build skills and lobby for work and family policies.

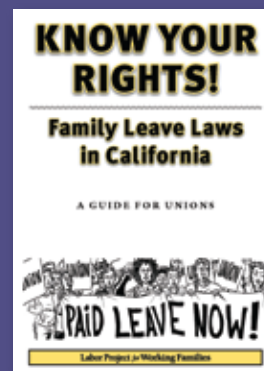


- Recruited national unions to bring a labor perspective to legislative efforts, federal contracting and national events, including upcoming Department of Labor Forums.
- Organized a successful statewide campaign to protect the California State Disability Insurance program – which funds paid family leave and disability leave.
- Played a leading role in coordinating and expanding Family Values @ Work, now a consortium of 14 states advocating for paid sick days and family leave policies.
- Co-hosted California Working Families Summit with Labor Secretary Hilda Solis.



Advocacy

- **New Approaches to Organizing Women and Young Workers: Social Media & Work Family Issues**, co-authored with Berkeley Labor Center and Cornell ILR Programs, on using social media tools and work family issues in organizing campaigns. www.working-families.org
- **Know Your Rights! Family Leave Laws in California**, a Labor Project guide for unions to get the facts about California's family leave laws. Click on "Learn More" at www.working-families.org
- **Workplace Solutions for Childcare**, ILO, focuses on workplace childcare examples around the world. Featured in the chapter on the US, highlighting union examples. www.ilo.org
- **Custom-Fit Workplace**, by Joan Blades & Nanette Fondas. Featured in the chapter on unions and flexible work options.



MESSAGE FROM BOARD CHAIR AND DIRECTOR

The Labor Project for Working Families took a huge step forward in our work this year. With a new administration in the White House, we have been able to play a larger national role in advocating with unions for work family balance for all workers. Following the first ever White House Forum on Workplace Flexibility, the Department of Labor invited us to help bring the union voice to 10 follow up forums across the country. We produced some excellent resources and have built up our online presence. And we've expanded our work with labor-community coalitions in the states advocating for family leave and paid sick days for all workers. We highlight some of these exciting activities from the past year in this **Year in Review**.

Work family balance means economic security for working families. In these tough economic times, it is more important than ever to stand together to defend these important rights. As always, we could not do this work without you – whether you are a local or national union, a foundation, an advocacy organization or an individual donor, your support is critical to our work on behalf of working families and we thank you.

Netsy Firestein, Executive Director

Art Pulaski, Chair, Board of Directors/ Executive Secretary-Treasurer, California Labor Federation

WE WERE HERE

We presented keynotes and trainings at regional and national events including:

- Teamster Women's Conference
- Laborers Regional and National Conferences
- CLUW National Convention
- UFCW Women's Network Convention
- Empire State College, Community Forum
- UC Berkeley Reproductive Justice Conference
- CWA District 9 Annual Conference
- California Working Families Policy Summit
- Berger-Marks Foundation: Women Activists Talk Union
- NUPGE Women's Conference (Canada)
- AFSCME District Council 57 Leadership Conference
- Summer Institute for Union Women
- Trainings for California unions on family leave laws



FIND US ONLINE

- Interactive website at www.working-families.org
- Online bargaining resource at www.learnworkfamily.org
- Downloadable newsletter, Labor Family News
- Blogs at the *Huffington Post*, *AFL-CIO NOW*, *Momsrising*, *CA Labor Federation Labor's Edge*, *Sloan Network Work and Family Blog*, *Drum Major Institute*
- Podcasts with KQED Radio and the New America Foundation



To read our blogs and listen to our podcasts, visit our Press Room at www.working-families.org.

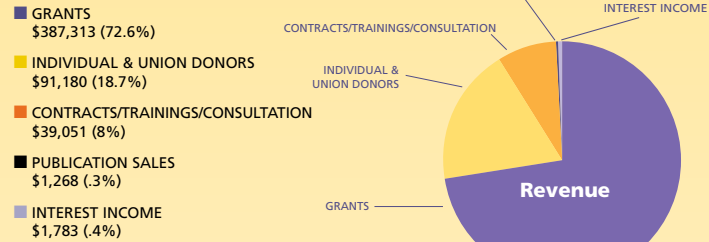


"The Labor Project for Working Families has been at the forefront of the struggle to win work-family policies to bolster women and men's economic security. With their expertise and leadership they have led the way and served as a model and inspiration for advocates around the country. They've played a critical role in national coalitions advocating for paid sick days and paid leave. We couldn't ask for a more dedicated or experienced partner in this fight!"

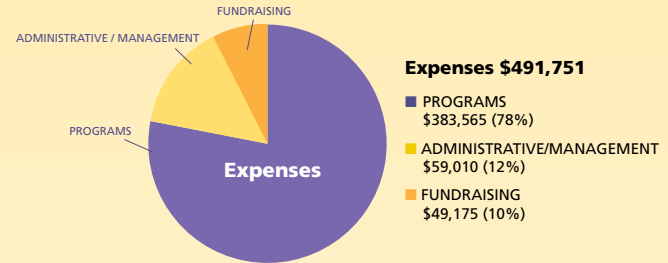
Portia Wu
Vice President
National Partnership for Women and Families

FINANCIALS

Revenue \$486,912



*Gap covered by reserves from previous year.



Expenses \$491,751



"As our country works to rebuild our economy, we should focus on creating good jobs. But good jobs include the flexibility to balance demands outside work – such as paid time off to care for a sick child, an elderly parent or a new baby and flexible work hours to attend a parent-teacher conference or a child's doctor's appointment. We rely on our partnership with the Labor Project to help unions lead the movement for family friendly workplaces. The unique expertise and commitment of the Labor Project is an asset to unions and to working families across the country. It's good for kids, for families and for our economy."

Randi Weingarten
President
American Federation of Teachers



"We need to build a strong movement that allows us to put our families first. These are core issues in organizing campaigns - workers are struggling with time off for sick kids, scheduling that changes every week and caring for elderly parents. The Labor Project for Working Families lends expertise in organizing, bargaining and advocating for family friendly workplaces. The Labor Project, and our unions, lead the fight for better policies, at the workplace and through legislation. Together we can bring real change to the work site and real relief for workers and their families."

Esther Lopez
Director
Civil Rights and Community Action Department,
United Food and Commercial Workers International Union

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

OUR FUNDERS

Alfred P. Sloan Foundation
Annie E. Casey Foundation
Berger-Marks Foundation
Ford Foundation
Ms. Foundation for Women
Moriah Fund
Public Welfare Foundation
Rockefeller Family Fund
The California Wellness Foundation
The Hagedorn Foundation
Unitarian Universalist Veatch Program

In-kind support provided by:
Institute for Research on Labor and Employment, UC Berkeley

OUR SPONSORS

CHAMPIONS (\$7,500-\$9,999)
American Federation of State, County and Municipal Employees
American Federation of Teachers

LEADERS (\$5,000-\$7,499)
California Teachers Association
International Brotherhood of Teamsters
Laborers International Union of North America
Service Employees International Union
United Automobile, Aerospace & Agricultural Implement Workers of America
United Food & Commercial Workers International Union

PARTNERS (\$2,000-\$4,999)
AFL-CIO
Association of Flight Attendants - CWA
California Nurses Association
SEIU Local 1000, CSEA
Office & Professional Employees International Union
SEIU Local 1021

ORGANIZERS (\$1,000-\$1999)
AFT Guild Local 1931
California Faculty Association
California Federation of Teachers
California Labor Federation
International Brotherhood of Electrical Workers
UAW Local 2865
1199SEIU United Healthcare Workers - East
United Steelworkers

ADVOCATES (\$500-\$999)

ATU Local 192
CWA District 9
CWA Local 1034
CWA - Southern California Council
California School Employees Association
Contra Costa County Central Labor Council
Florida Professional Firefighters
International Association of Machinists
IFPTE Local 21
Operating Engineers Local 3
SEIU Local 721
Teamsters Local 350
UFCW Local 5
United Labor Bank
United Teachers Los Angeles

SUPPORTERS (\$250-\$499)

AFGE Local 1122
AFSCME Local 2187
AFSCME Local 2700
AFSCME New England
AFT Local 2121
ATU Local 265
Berkeley Federation of Teachers
California Media Workers Guild, Local 39521
Carpenters Local 22
Carpenters, Northern California Counties
Coalition of Labor Union Women
Coalition of Labor Union Women - East Bay Chapter
CWA Local 9000
CWA Local 9410
Five Counties Central Labor Council
IBEW Local 6
IBEW Local 302
IBEW Local 1245
IFPTE Local 17
IFPTE Local 20
ILWU Northern California District Council
North Bay Labor Council
OPEIU Local 29
Plumbers & Steamfitters Local 159
Sacramento Central Labor Council
San Bernardino-Riverside Counties CLC
San Francisco Central Labor Council
San Mateo County Central Labor Council
South Bay Labor Council
Teamsters Joint Council 7
Teamsters Local 70
Teamsters Local 315
Teamsters Local 350
Teamsters Local 853
UFCW Local 101
UFCW Local 1428
United Educators of San Francisco
United Labor Bank - San Francisco Branch
Weinberg, Roger & Rosenfeld

FRIENDS & SUBSCRIBERS

UNIONS & ORGANIZATIONS

9 to 5, National Association of Working Women
AFSCME DC 1707
AFSCME DC 47
AFSCME Information Center
Alameda County Labor Council
APWU Local 47
Berkeley Media Studies Group
Butler County Labor Council
Canadian Union of Postal Workers
George Meany Memorial Archives
IAMAW Local Lodge 1781
LERC - Evergreen State College
Musicians Union Local 6, AFM
OPEIU Local 3
Professional Staff Congress/CUNY
UFCW Local 648
UNITE HERE Local 2
University of Guelph
University of Tennessee
WFC Resources, Inc.
WFD Consulting

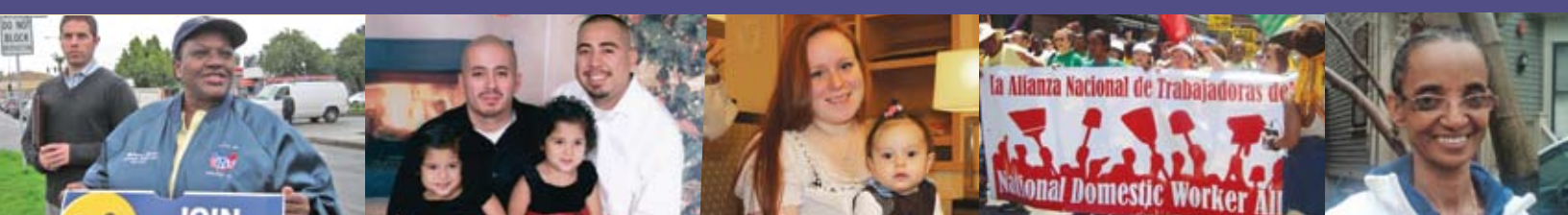
INDIVIDUALS

Maria Abadesco
Pam Aguilar
Eileen R. Appelbaum
Gail Bateson
Donald A. Bentley
Frances Berumen
Ellen Bravo
John Burbank
Sandy Burud
Debra Chaplan
Edward Chiera
Dan Clawson
Dorothy Cobble
Rona Cohen
Arlyce Currie
Ilana deBare
Mark Dudzic
Elizabeth Ecks
Tom Edminster
Fred Feinstein

Nina Fendel
Shirley Firestein
Jacki Fox Ruby
Naomi Gerstel
Janet C. Gornick
Derek Green
Sylvia Guendelman
Monica Halas
Mona Harrington
Carol Hoffman
David Hurlburt
Arlene A. Johnson
Rebecca Jones
Shelley Kessler
Lee Lahtinen
Laureen Lazarovici
Ann Lehman
Sherry Leiwant
Donna Levitt
Fiona Ma
Paula Macchello
Mary Ann Massenburg
Maisie McAdoo
Donald J. McCaffrey
Cecilia McCarthy
Linda Meric
Marty Morgenstern
Kerry Newkirk
Peter Olney
Ralph Palladino
Kalima Rose
David Rosenfeld
Louise Rush
Nancy Sampson
Susan Seitel
Margaret Shelleda
Irene Spiropoulos
Mila Thomas
Meg Vasey
C. Kin Wai
Macy Whitebook
Susan Winning

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



OUR MISSION

The Labor Project for Working Families partners with unions to advocate for family friendly workplaces because no one should have to choose between work and family.

OUR VISION

We envision a world in which all workers have time and resources to care for themselves and their families.

OUR WORK

Founded in 1992, the Labor Project is a national non-profit organization that educates and empowers unions to organize, bargain and advocate for family friendly workplaces. We build broad based coalitions that unite labor, community and advocacy groups to advance policies that put families first.

OUR VALUES

• *Respecting Caregiver Diversity*

We believe that a family friendly workplace is one that values caregivers - both paid and unpaid - and respects their diverse needs to promote a healthy and viable balance between work and home life. We recognize a broad definition of family that includes an array of relationships and living situations.

• *Building Solidarity*

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' right to organize and collectively bargain as an essential strategy for improving workplace standards. We strive to build solidarity between unions, advocacy and community groups in all our work.

• *Valuing Innovation*

We believe in thinking big and breaking new ground. We are in it for the long haul and we are committed to growth and change as the workforce evolves. We seek and heed a diversity of opinions from our colleagues, partners and all those with whom we interact to build innovative solutions for complex problems.

BOARD OF DIRECTORS

Art Pulaski
California Labor Federation

Pam Aguilar
Contra Costa County Central Labor Council

Shelley Kessler
San Mateo County Central Labor Council

Michael Lighty
California Nurses Association

Paula Macchello
International Brotherhood of Teamsters

Marty Morgenstern
Former Chair, Center for Labor Research and Education, UC Berkeley

Kerry Newkirk
Coalition of Labor Union Women

Katie Quan
Center for Labor Research and Education, UC Berkeley

Margaret Shelleda
California Federation of Teachers

Mila Thomas
SEIU Local 1021

NATIONAL ADVISORY BOARD

Kathleen A. Casavant
AFL-CIO

Patti Devlin
Laborers International Union of North America

Donna Dolan
Communications Workers of America

Ann Flener
United Steelworkers

Carol Golubock
Service Employees International Union

Deborah King
NY Union Child Care Committee

Esther Lopez
United Food and Commercial Workers

Karen Nussbaum
Working America

Sally Payne
International Brotherhood of Teamsters

Yvonne Syphax
American Federation of State, County and Municipal Employees

Cheryl Teare
American Federation of Teachers

HONORS

- **2009 Caregiver Recognition Award** from the Los Angeles Caregiver Resource Center in recognition of our advocacy for family caregivers.
- **Awards for General Excellence and Best Content 2010 by the International Labor Communications Association (ILCA)** for our **LEARNWorkFamily** website, an online resource on bargaining for work family issues. www.learnworkfamily.org



Labor Project for Working Families

2521 Channing Way No. 5555
Berkeley, CA 94720
(510) 643-7088

info@working-families.org • www.working-families.org



Nhi, Vibhuti, Jenya, Brandy, Netsy

OUR STAFF

Netsy Firestein, Executive Director
Jenya Cassidy, Education & Training Coordinator
Brandy Davis, Policy Coordinator
Vibhuti Mehra, Communications & Development Director
Carol Joyner, Washington D.C. Consultant
Eileen Berkun, Administrative Assistant
Nhi Tran (former), Administrative Assistant
Jeffrey Dam (former), Administrative Assistant