

Ann-Marie Harrington—where is Ann? Ann-Marie is right here. So Ann-Marie, she's the president of a company called Embolden, based in Pawtucket. And it provides web services to community foundations and nonprofits. Small business—about 20 employees; 21 I think she said. She just hired somebody, must have been. [Laughter] But she lets them work from home and keep a flexible schedule when they need to. And she says that's increased her company's productivity.

So I'm taking a page from these companies' playbooks. This summer I directed the Federal agencies in the executive branch to put flexible workplace policies in wherever possible, make it clear that all Federal employees have the right to request them. We want the best talent to serve our country, and that means making it a little bit easier for them to maintain that work-family balance.

But these are issues that are too important to hinge on whether or not your boss is enlightened. We have to raise our voices to demand that women get paid fairly. We've got to raise our voices to make sure women can take time off to care for a loved one and that moms and dads can spend time with a new baby. We've got to raise our voices to make sure that our women maintain and keep their own health care choices. We've got to raise our voices to basically do away with policies and politicians that belong to—in a “Mad Men” episode. “Mad Men” is a good show, but that's not who we want making decisions about our workplaces these days. When women succeed, America succeeds. And we need leaders who understand that. That's what we need.

## The President's Weekly Address *November 1, 2014*

Hi, everybody. On Friday, I had a discussion with working women in Rhode Island about the economic challenges they face in their own lives, challenges shared by many of you.

Thanks to the work we've all put in, our economy has come a long way these past 6 years. Over the past 55 months, our businesses

So, if you care about these policies, you've got to keep pushing for them. This shouldn't be partisan. Republicans and Democrats should be supportive of all these issues.

I was talking to Tom Perez; he had just come back from Europe. He was talking to chambers of commerce and conservative politicians. They were all supportive of family leave, supportive of childcare, because they understood it actually made the economy more productive. This isn't a liberal or conservative agenda.

When I talk to women, like the ones I spoke to earlier, when I hear folks' stories from across the country, and when I think about my own mom and how she made it all work, or my grandmother, nobody is looking at these issues through partisan lenses. We're not Democrats first or Republicans first, we are Americans first. And as Americans, it's up to us to protect and restore the ideals that made this country great.

And that is that in this country, no matter who you are, what you look like, where you come from, whether you are male or you are female, here in America, you can make it if you try. That's the promise of America. That's the future I'm going to fight for. I want you to fight there with me.

Thank you, everybody. God bless you.

NOTE: The President spoke at 11:24 a.m. In his remarks, he referred to Lisbeth Avalos, student, and Nancy Carriuolo, president, Rhode Island College; and Amalia M. Perez, daughter of Secretary of Labor Thomas E. Perez. He also referred to his niece Leslie Robinson, nephew Avery Robinson, and sister Maya Soetoro-Ng.

have added 10.3 million new jobs. For the first time in 6 years, the unemployment rate is below 6 percent. And on Thursday, we learned that over the past 6 months, our economy has grown at its fastest pace since 2003.

But the gains of a growing economy aren't yet felt by everyone. So we've got to harness

this momentum and make the right choices so that everyone who works hard can get ahead.

In recent weeks, I've talked about these choices, from raising the minimum wage to creating new jobs in construction and manufacturing. Today I want to focus on what I discussed with those women: the choices we need to make to help more women get ahead in today's economy.

Right now women make up almost half of our workers. More women are their family's main breadwinner than ever before. So the simple truth is, when women succeed, America succeeds. And we should be choosing policies that benefit women, because that benefits all of us.

Women deserve fair pay. Even though it's 2014, there are women still earning less than men for doing the same work. We don't have second-class citizens in this country; we shouldn't in the workplace either. So let's make sure women earn equal pay for equal work and have a fair shot at success.

Women deserve to be able to take time off to care for a new baby, an ailing parent, or take a sick day for themselves without running into hardship. So let's make sure all Americans have access to paid family leave.

Pregnant workers deserve to be treated fairly. Even today, women can be fired for taking too many bathroom breaks or forced on unpaid leave just for being pregnant. That's wrong, and we have to choose policies that ensure

pregnant workers are treated with dignity and respect.

New parents deserve quality, affordable childcare. There's nothing like the peace of mind that comes with knowing that your kids are safe while you're at work. And the benefits that children get out of early enrichment can pay off for a lifetime. But in many States, sending your kid to daycare costs more than sending them to a public university. So let's start demanding pre-K for our kids.

And when most low-wage workers are women, but Congress hasn't passed a minimum wage increase in 7 years, it's long past time that women deserve a raise. About 28 million workers would benefit from an increase in the minimum wage to \$10.10 an hour, and more than half of those workers are women. The local businesses where these workers spend their money would benefit too. So let's do this. Let's give America a raise.

All of these policies are common sense. All of them are within our reach. We've just got to speak up and choose them, because they'll build a stronger America for all of us.

Thanks, and have a great weekend.

NOTE: The address was recorded at approximately 12 p.m. on October 30 in the Map Room at the White House for broadcast on November 1. The transcript was made available by the Office of the Press Secretary on October 31, but was embargoed for release until 6 a.m. on November 1.

## Remarks at a Campaign Rally for Senatorial Candidate Gary C. Peters and Gubernatorial Candidate Mark H. Schauer in Detroit, Michigan November 1, 2014

*The President.* Hello, Detroit! Oh, it's good to be back in Michigan! It's good to be back at Wayne State! Go Warriors!

Give it up for a Wayne State alum, your next Senator, Gary Peters! Give it up for your next Governor, Mark Schauer! We've got some outstanding lawmakers who are here today: my friend Carl Levin, Debbie Stabenow, John Conyers, Sandy Levin. We've got the dean of the House, John Dingell; the next Representa-

tive from Michigan's 12th, Debbie Dingell. We've got a full house. We've got folks fired up. We've got folks ready to go.

Three days. Three days, Michigan. Three days. Three days until you get to choose a new Governor and a new Senator. And here's what you've got to do until then. If you came to this rally, I know you also are going to go vote or are—I don't worry about you. I need you to grab a friend. I need you to get some classmates.