



Time to Care: Public Policies to Make Workplaces Better for Women & Families

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About Us



The National Partnership for Women & Families is a nonprofit, nonpartisan advocacy group dedicated to promoting fairness in the workplace, access to quality health care and policies that help women and men meet the dual demands of work and family.

The National Partnership wrote the first draft of the Family and Medical Leave Act and led the coalition that fought for its enactment. We have worked with advocates across the nation to win family friendly policies for workers and their families.

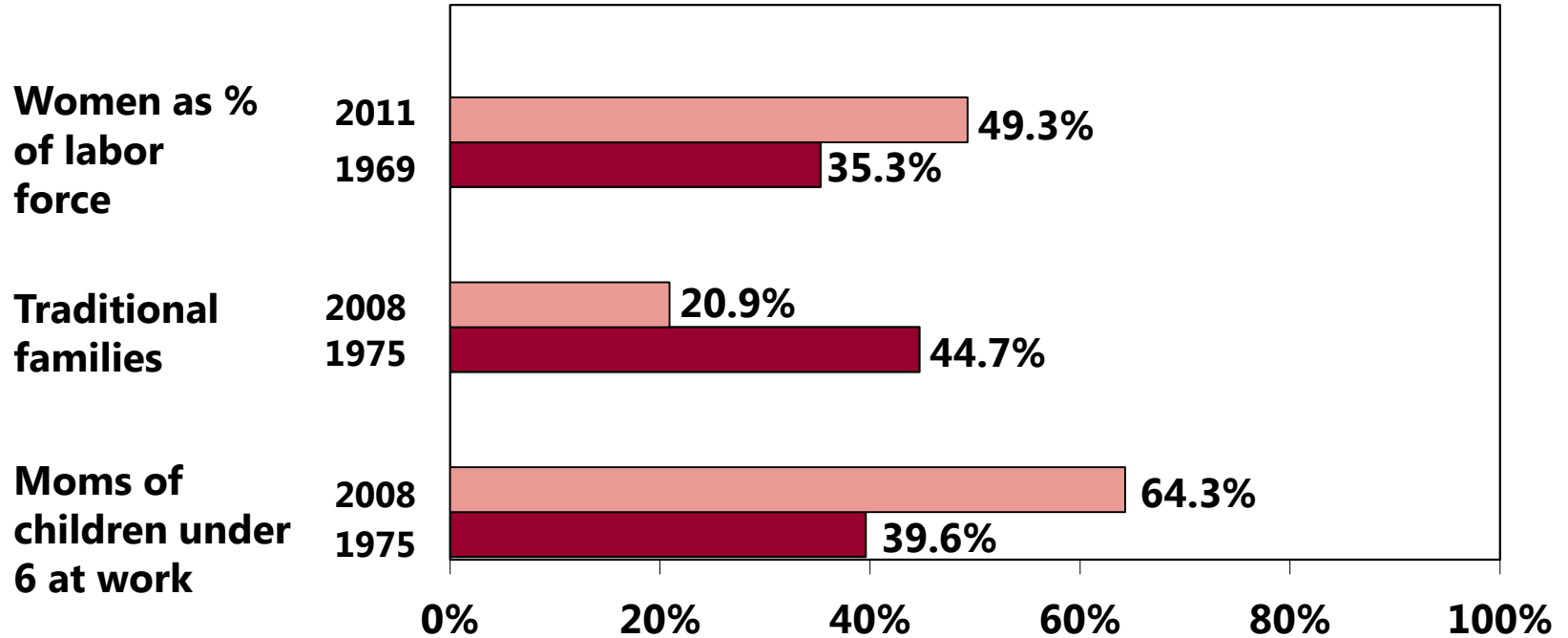
More information is available at www.NationalPartnership.org.



New Economic Truths



Women make up half of all workers

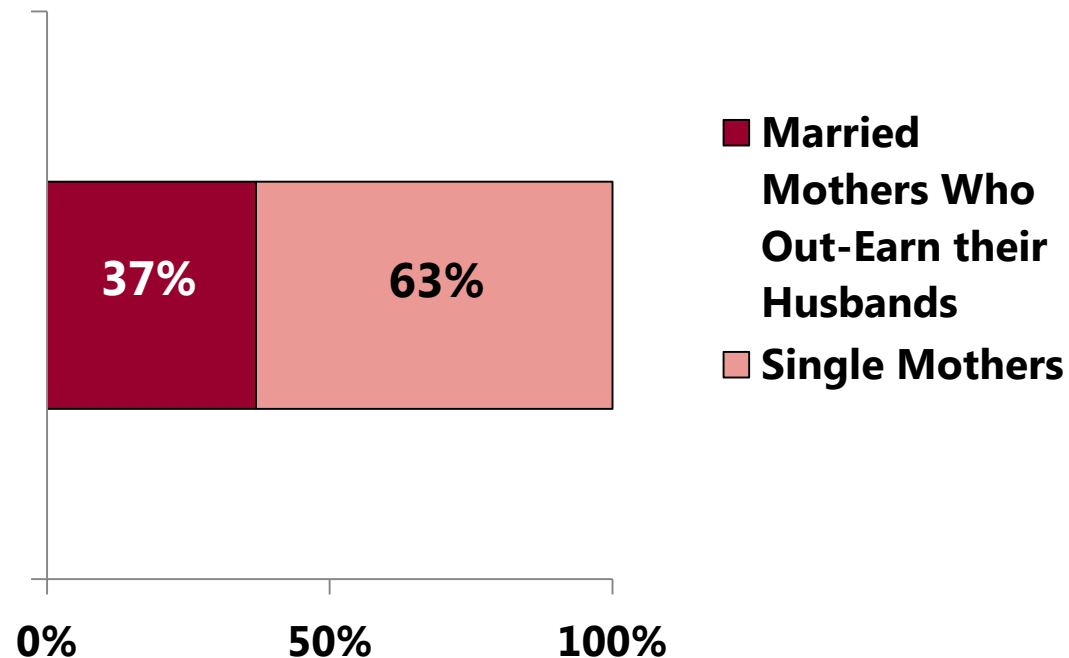


Source: Center for American Progress (4/2012) and (10/2009)

New Normal: Breadwinner Moms



- ▶ **40 percent of all households with children include mothers who are the sole or primary source of income for the family.**
 - ▶ “Breadwinner moms” are made up of two different groups – married mothers who have higher incomes than their husbands, and single mothers.

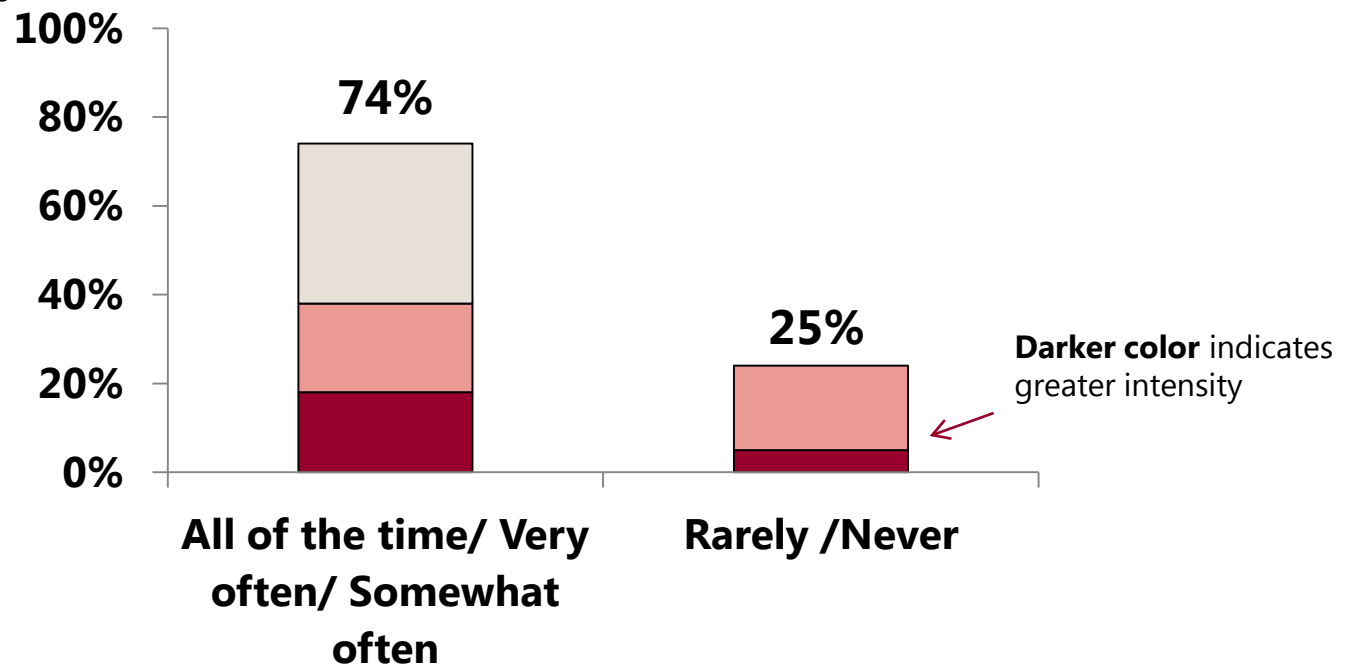


Source: Pew Research Center, “Breadwinner Moms” (05/2013)

Conflict Between Work and Family is **All Too Frequent**



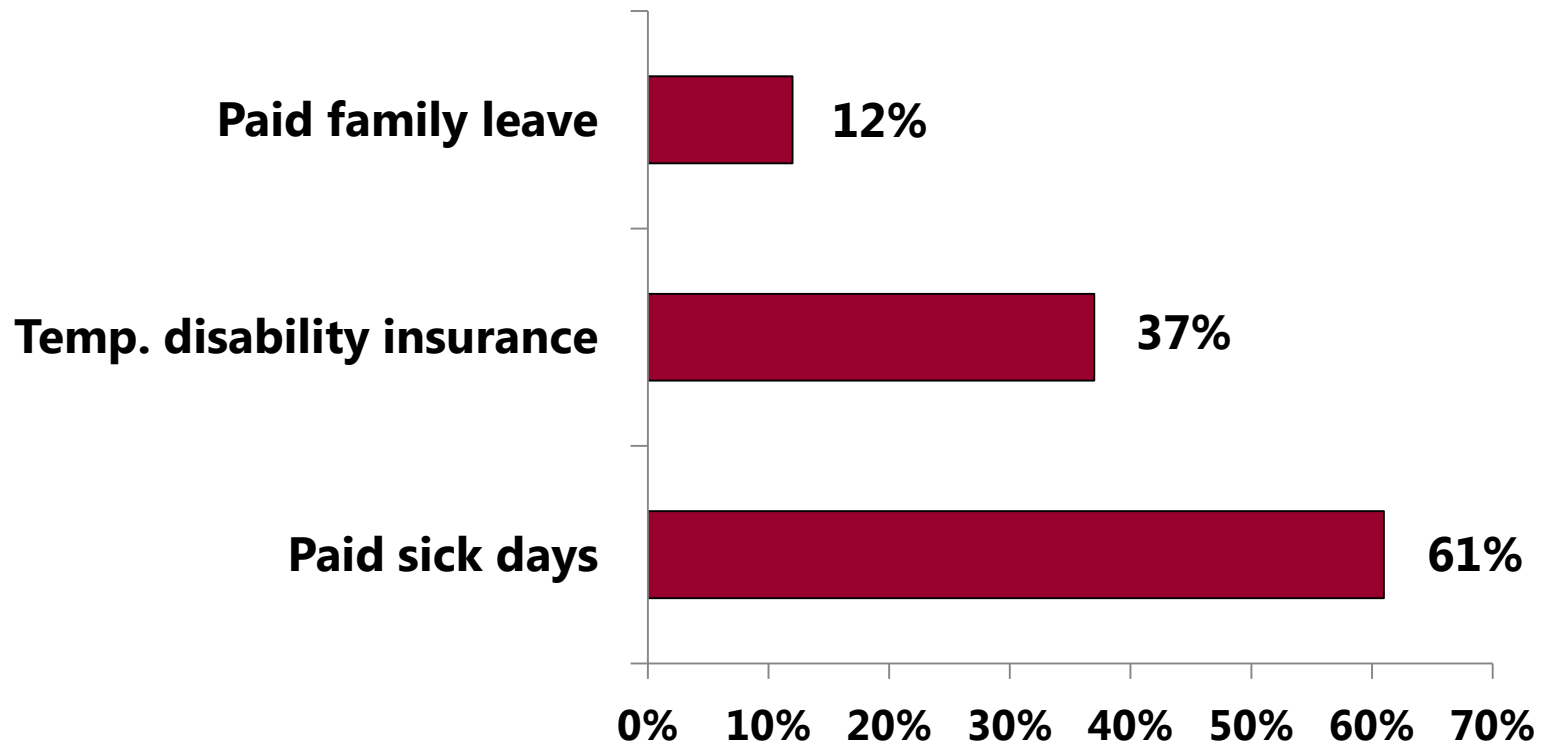
How often do you, or your neighbors or friends face hardships when managing work, family and personal responsibilities – all of the time, very often, somewhat often, rarely, or never?



Source: Lake Research Partners and The Tarrance Group Election Poll for the National Partnership for Women & Families (11/2012)

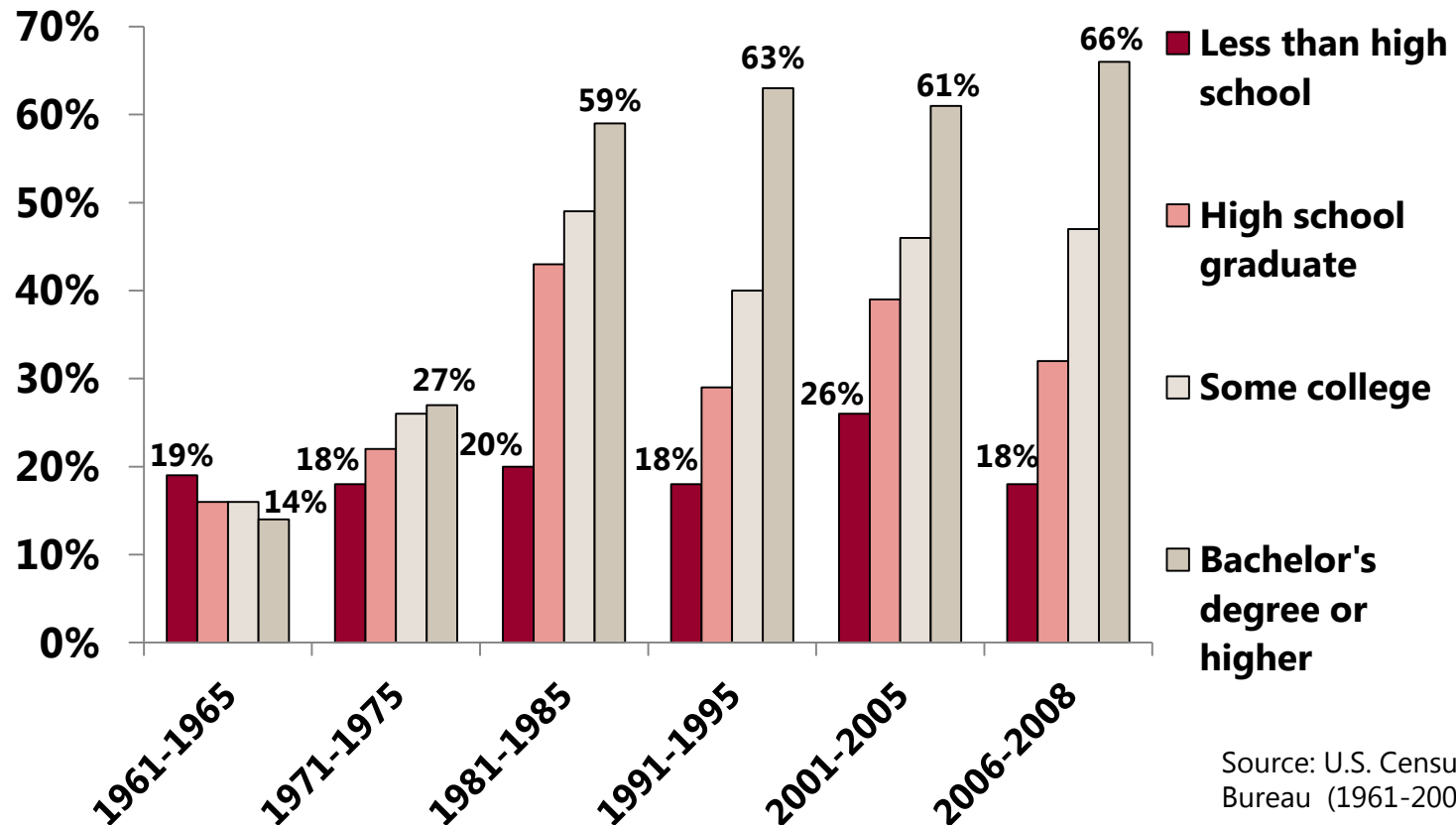
Paid Leave for Family and Medical Reasons is Far From Universal

Percent of workers nationwide with access to...



Just 50 Percent of New Mothers Take Any Time Off with Pay

Access to paid leave for first-time mothers lags for all, but the gap between better and less educated mothers is staggering.



Source: U.S. Census Bureau (1961-2008)

Nearly All Workers Would Benefit from Paid Leave



- ▶ Workers' inability to afford unpaid leave is the **most common reason for forgoing a needed leave**.
- ▶ Parents need time to bond with new infants and adopted children for **healthy child development**.
- ▶ As the **population ages**, increasing proportions of workers will have caregiving responsibilities.
- ▶ As **people stay in the workforce longer**, they may encounter a serious health condition that requires time away from work.

Paid Leave is Good for Newborn and Child Health



- ▶ **Newborns whose mothers take leave for at least 12 weeks are more likely to be breastfed, receive medical check-ups and get critical immunizations.**
 - ▶ An additional 10 weeks of paid leave for new parents, on average, reduces post-neonatal mortality by up to 4.5 percent.
 - ▶ In California, which has had a state paid leave program since 2004, mothers who use the program are more likely to initiate breastfeeding and to continue breastfeeding for approximately twice as long as mothers who do not use the program.
- ▶ **Parental time off facilitates early detection of developmental delays at a time when problems can be most effectively addressed and interventions identified.**

State-level Progress on Family and Medical Leave Insurance Programs

- ▶ **California (2002)**
- ▶ **Washington (2007, never implemented)**
- ▶ **New Jersey (2008)**
- ▶ **Rhode Island (2013)**
- ▶ **Task forces in Vermont, Connecticut, New Hampshire (2013)**
- ▶ **Campaigns also in New York, Colorado, Wisconsin**



BREAKING NEWS

Chafee signs bill granting disability pay to workers caring for newborns, sick relatives

Federal Proposal: Family And Medical Insurance Leave Act (FAMILY Act)

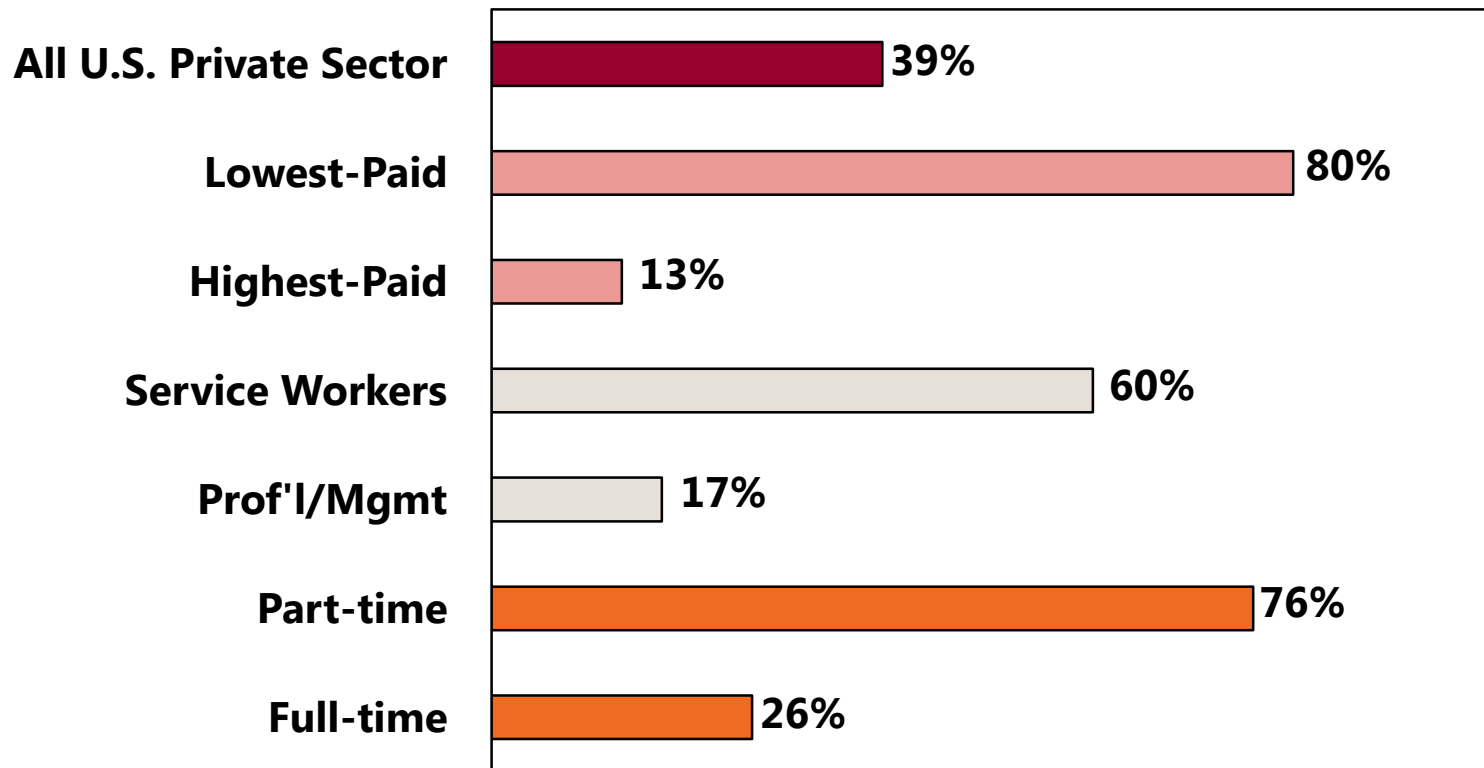


- ▶ Introduced in late 2013.
- ▶ Self-sustaining **national insurance program** modeled on successful paid leave state programs.
- ▶ Provides **12 weeks of paid leave annually** for birth/adoption, to care for a loved one, to address own serious health condition, military caregiving purposes.
- ▶ Benefits are **66 percent** of highest wages in last three years, up to \$4000/month
- ▶ Funded through employer-employee payroll deductions of .2 percent (2¢ for every \$10 in wages). **Would cost \$1.50 per week for worker/employer to insure worker with median earnings.**
- ▶ Would apply regardless of employer size, part-time status or time on the job.

41 Million Workers: No Paid Sick Days



Percent of Private Sector Workers **Without** Access to Paid Sick Days



Source: Bureau of Labor Statistics (2013)

Urgent Need, Significant Consequences

- ▶ **41 million:** number of workers without paid sick days, millions more without paid sick days to care for a child or family member
 - ▶ 80 percent of lowest wage workers – no paid sick days vs. 13 percent of highest wage workers.
- ▶ **3.5 days:** number of unpaid days off that jeopardize a family's monthly grocery budget
- ▶ **23 percent:** share of U.S. adult population that has experienced or been threatened with job loss for taking a sick day

Progress on Paid Sick Days Is Possible

- ▶ **2006:** San Francisco
- ▶ **2008:** Washington, D.C.
- ▶ **2011:** Connecticut, Seattle
- ▶ **2013:** Portland, NYC, Jersey City
- ▶ **2014:** Newark, N.J.; Washington, D.C. and NYC expansions; etc.?
- ▶ **2015:** Your city or state?

THE BIG STORY

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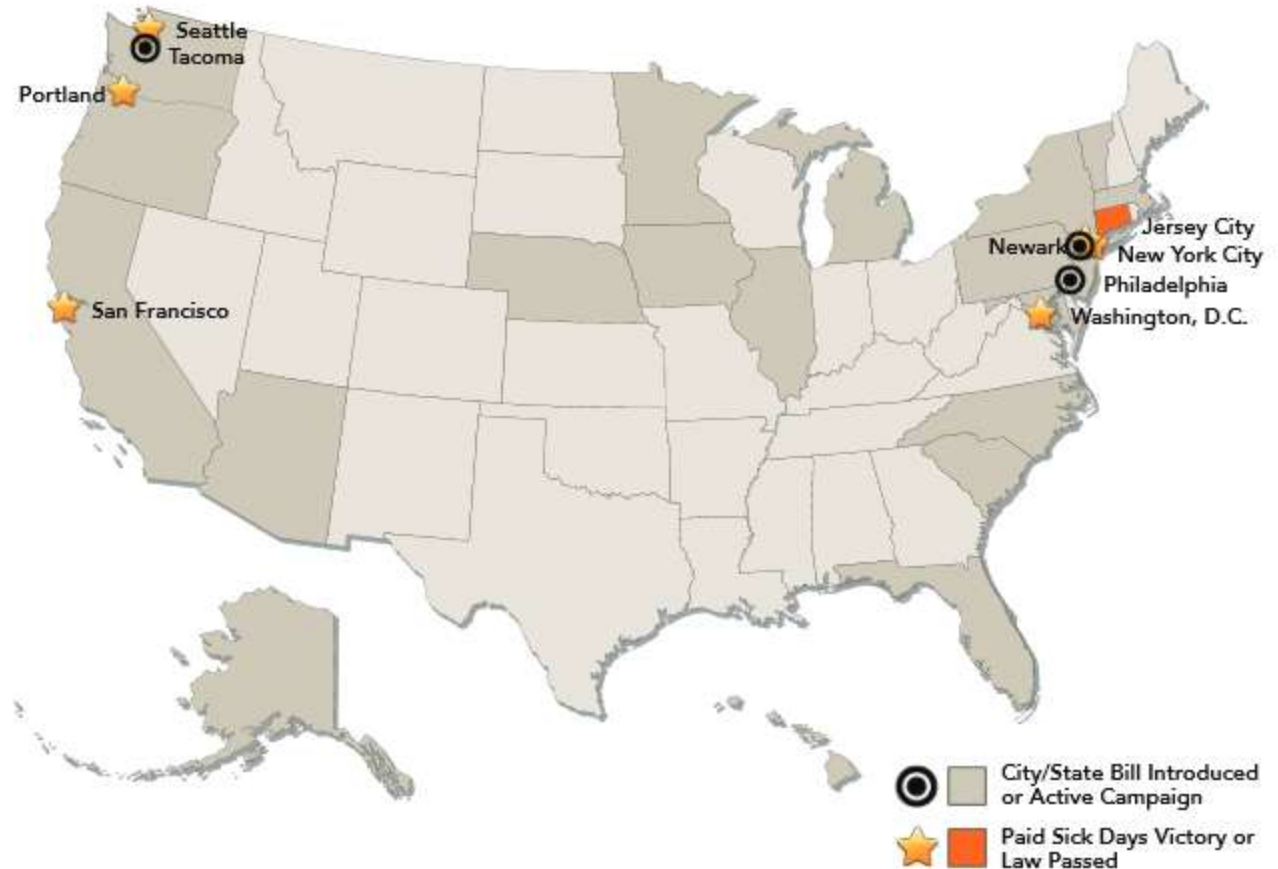
PAID SICK TIME LAW PASSES IN NYC, VETO OVERRIDDEN

By JENNIFER PELTZ — Jun. 27, 2013 3:59 AM EDT

2014 Paid Sick Days Campaigns

Most active campaigns:

- ▶ Massachusetts
- ▶ Vermont
- ▶ Maryland
- ▶ Washington
- ▶ Oregon
- ▶ Minnesota
- ▶ California





Federal Proposal: **Healthy Families Act**

- ▶ Allows workers in businesses with 15 or more employees to earn up to **seven job-protected paid sick days each year.**
- ▶ Workers could use sick days to **recover from their own illnesses, access preventive care or provide care to a sick family member.**
- ▶ Also allows workers who are survivors of domestic violence, stalking or sexual assault to **use their paid sick days to recover or seek assistance** related to an incident.
- ▶ Includes a **simple method** for calculating accrued sick time.
- ▶ Allows employers to **use their existing policies.**

Pregnancy Accommodations: A Growing Need for Working Women



- ▶ 35 years after the Pregnancy Discrimination Act, **pregnant women continue to face discrimination in the workplace.** The EEOC has seen a rise in claims in recent years.
- ▶ **Employers are able to deny pregnant women “reasonable accommodations”** that federal law requires them to grant to other workers.
- ▶ The following states have passed protections for private sector workers that go beyond federal law: **California, Connecticut, Hawaii, Louisiana, New Jersey, Maryland.**
- ▶ But a **stronger federal standard is needed** to protect all women workers.

Federal Proposal: Pregnant Workers Fairness Act



- ▶ Modeled on the Americans with Disabilities Act.
- ▶ Applies to businesses with 15+ employees.
- ▶ Employers **must make reasonable accommodations** for the known limitations of pregnant employees or applicants **because of pregnancy, childbirth or related medical conditions**, unless the accommodation imposes an undue hardship.
- ▶ Employers **cannot deny employment opportunities to pregnant employees or applicants** based on their need for reasonable accommodations.
- ▶ Employers **may not require employees to take leave** if reasonable accommodations could otherwise be provided.

Coalitions Thrive When Groups Representing Women and Kids Participate

▶ **Groups active in national family & medical leave insurance, paid sick days and pregnancy accommodations coalitions include:**

- ▶ Alliance for Children and Families
- ▶ Childbirth Connection
- ▶ Easter Seals
- ▶ First Focus
- ▶ MomsRising
- ▶ National Association of Mothers' Centers
- ▶ Physicians for Reproductive Health
- ▶ U.S. Breastfeeding Committee
- ▶ YWCA USA
- ▶ ZERO TO THREE



Get Involved!

What You Can Do Back Home



▶ **Share experiences with lawmakers**

- ▶ As professionals, educate lawmakers about the needs of working mothers
- ▶ Encourage parents to speak up/speak out about the impact of these policies

▶ **Communications**

- ▶ Letters to the editor and op-eds (templates available!)
- ▶ Participate in or lead your own social media efforts
- ▶ Sponsor organizational action alerts or petitions to lawmakers

▶ **Peer education**

- ▶ Educate others in your community at events or at smaller meetings

▶ **Research**

- ▶ Conduct or help others conduct field research that will aid education and advocacy efforts



Recap of Family Friendly Policies

▶ Paid Leave/Family Medical Leave Insurance

- ▶ Federal bill: [FAMILY Act](#)
- ▶ H.R. 3712/S. 1810

▶ Paid Sick Days

- ▶ Federal bill: [Healthy Families Act](#)
- ▶ H.R. 1286/S. 631

▶ Pregnancy Accommodations

- ▶ Federal bill: [Pregnant Workers Fairness Act](#)
- ▶ H.R. 1975/S. 942

For More Information



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