



Winning Flexibility for Low-Wage Women: 9to5's Work-Family Campaign

All workers need paid time off for routine needs, including a child's flu or a school meeting, as well as for more extensive needs such as birth or serious illness. Yet many low-income workers have no paid leave of any kind. Barriers faced by middle or upper income women can turn into full-blown crises for these workers. Caring for a sick child may mean losing not just wages but employment and bouncing from one low-wage job to another with no safety net in between.

To win change for all women, we must ensure flexibility for those with the fewest resources. 9to5's campaign focuses on three areas:

- 1) **Expand access and affordability of family leave** – maintain hard-won job protections, include more workers, allow leave for more situations such as school activities, and establish funds for paid leave.
- 2) **Establish a new guarantee of paid sick days** for routine illnesses, which are not covered by FMLA.
- 3) **Increase child care funding and opportunities for education/training in TANF**, with no increase in work requirements, and end sanctions for caregivers' needs. Increase protections for nonstandard workers and access to unemployment insurance for low-wage and nonstandard workers.

Changing National Policy

9to5 supports national legislation, including:

- The **Family Leave Expansion Act** would lower the threshold for coverage under FMLA to 25 employees (from 50), allow use of FMLA for routine school and medical appointments, and create a fund for states to test wage replacement models.
- The **Healthy Families Act** would guarantee 7 paid sick days for employees in firms of 15 or more.
- The **Balancing Act** would increase child care funds, increase access for nonstandard workers, and create funds for paid family medical leave.

Changing State Policy

9to5 Activists and chapters are involved in state coalitions supporting legislation that will:

- provide job-protected leave for working parents to participate in their children's school activities or routine medical appointments for themselves and family members
- provide guaranteed minimum sick days, use of sick days for illness of family members
- expand access to unemployment insurance for low-wage and nonstandard workers

What You Can Do

9to5 members share their personal experience through letters and meetings with elected officials and the media, speak to other groups, and participate in local coalition activities. Having a family shouldn't cost you your job - and your employment shouldn't jeopardize children's well-being. To find out how you can get involved, call our hotline at **1-800-522-0925** email us at activist@9to5.org, or visit our website:

www.9to5.org