



Democratic lawmakers in Congress have introduced responsible solutions to help Americans make a better life for themselves and their families. While these proposals are currently blocked by the Majority, working people in cities and states across the country, are fighting for and winning legislation to **boost wages, help workers balance work and family, and level the playing field** so that all workers have a fair shot at success.

Key Polling

Minimum wage: 3 in 4 Americans, including more than half of Republicans, support raising the minimum wage to over \$12 an hour by 2020. (*Hart Research Associates 2015 poll*)

Paid sick days: 70% of Americans said companies should be required to provide paid sick days, including 85% of Democrats and 51% of Republicans. (*Huffington Post 2015 poll*)

Paid family leave: 67% of Americans support paid maternity leave and 55% support paid paternity leave, with half of Republicans supporting paid maternity leave. (*Huffington Post 2015 poll*)

Schedule fairness: 72% of respondents supported providing two weeks' advance notice of schedules to retail and fast food workers, as well as extra pay for last-minute scheduling changes. (*New York Times-CBS News 2015*)

Stronger protections from pregnancy discrimination: 91% of all voters support stronger protections for pregnant workers from being fired or demoted. (*Democracy Corps 2013 poll*)

Stronger protections from pay discrimination: 69% of women support strengthening our equal pay laws, including 80% of Democrats and 56% of Republicans. (*Clarity Campaign Labs 2015 survey*)

Stronger protections from LGBT discrimination: Nearly seven in ten Americans support legislation to end workplace discrimination against LGBT workers. (*Public Religion Research Institute 2015 poll*)

State and Local Campaigns to Boost Wages

- **Raising the minimum wage:**
 - In 2015, campaigns for higher minimum wages succeeded in two states and seven localities.
 - Voters in Alaska, Arkansas, Illinois, Nebraska, and South Dakota all approved ballot measures raising their state minimum wages in 2014.
 - Twenty-nine states and the District of Columbia now have minimum wage laws in place higher than the federal minimum wage (\$7.25). Those states are: Alaska, Arkansas, Arizona, California, Colorado, Connecticut, Delaware, Florida, Hawaii, Illinois, Massachusetts, Maryland, Maine, Michigan, Minnesota, Missouri, Montana, Nebraska, New Jersey, New Mexico, New York, Nevada, Ohio, Oregon, Rhode Island, South Dakota, Vermont, Washington, and West Virginia.

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State and Local Campaigns to Help Workers Balance Work & Family

- *Paid sick days:*
 - In 2015, 8 localities and 1 state, Oregon, passed paid sick day laws. And in 2014, 10 cities and 2 states (California and Massachusetts) passed earned sick days legislation. Overall, 4 states, the District of Columbia, and 18 localities have earned paid sick day laws in effect. The laws generally permit employees to accrue one hour of paid sick leave for every 30 to 40 hours worked.
 - To date in 2016, Vermont, Maryland, Minneapolis and San Diego have active paid sick days campaigns.
- *Paid family leave:*
 - California, New Jersey, and Rhode Island have paid family leave laws. The laws provide covered workers with a percentage of average weekly earnings (55 percent to 66 percent) for between 4 and 6 weeks for family care in a year. They are generally financed through a payroll tax.
 - Additional campaigns to pass paid family leave legislation are currently underway in New York and Washington, DC.
- *Schedule fairness:*
 - Vermont passed a law in 2014 that gives workers the right to request a flexible schedule. San Francisco passed the Retail Workers Bill of Rights in 2014 which provides workers in large chain stores and restaurants with flexible and predictable schedules.
 - In 2015, California, Connecticut, Illinois, Indiana, Maine, Maryland, Massachusetts, Minnesota, New York and Oregon all introduced fair scheduling legislation.

State and Local Campaigns to Level the Playing Field

- *Providing workers with an explicit right to reasonable accommodations during pregnancy:*
 - 10 states and 2 localities have passed laws giving pregnant workers an unmistakably clear right to reasonable accommodations during pregnancy since 2014.
 - Overall, 17 states, the District of Columbia, and 4 localities have enacted legislation providing additional protections to pregnant workers, including: Alaska, California, Connecticut, Delaware, District of Columbia, Hawaii, Illinois, Iowa, Louisiana, Maryland, Minnesota, Nebraska, New Jersey, New York, North Dakota, Rhode Island, Texas and West Virginia.
- *Protecting LGBT workers from discrimination:*
 - 7 states have passed laws prohibiting either gender identity or sexual orientation discrimination in employment since 2011. Overall, 19 states, the District of Columbia, and 225 cities and counties currently have laws that prohibit employment discrimination on the basis of sexual orientation and gender identity.
- *Strengthening our equal pay laws:*
 - California, Connecticut, Delaware, Illinois, New York, North Dakota, and Oregon all passed legislation in 2015 to strengthen their equal pay laws. At least 21 other states introduced equal pay legislation in 2015.

The momentum is building for vital workplace protections like a fair minimum wage, schedules that work, paid sick days and family leave, and stronger protections from workplace discrimination. The progress being made at the state and local level is clear. This is why Democrats must continue to **call on the Majority to pass the responsible solutions in the Working Families Agenda.**

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