



# WORKING FAMILIES REPORT CARD: TENNESSEE

Across the nation, people are working harder than ever, but too many families are still struggling to make ends meet. For many hardworking people in Tennessee, it's been too long since they got a raise; workplace policies make it nearly impossible for people to both care for and provide for their families; and discrimination shuts too many people out of good-paying jobs. It does not have to be this way. Democratic lawmakers in Congress have introduced responsible solutions to help Americans make a better life for themselves and their families.



## ACROSS THE NATION & IN THE STATE

### MINIMUM WAGE

Full-time, year-round work at the current federal minimum wage of \$7.25 leaves a family of three below the federal poverty line. In Tennessee, **811,000 people** will benefit from an increase in the federal minimum wage to \$12 by 2020.



### PREGNANT WORKER FAIRNESS

There are **2.4 million pregnant women** in our nation's labor force—all too often they are denied explicit reasonable job accommodations. In Tennessee, there are **52,012 pregnant women** in the labor force.



### LGBT EQUALITY

Lesbian, gay, bisexual, and transgender (LGBT) individuals are more likely to have low incomes in states that lack explicit protections from discrimination—**2.6 percent** of Tennesseans identify as LGBT.

### AFFORDABLE CHILD CARE

Only **one in six** children eligible for federal child care assistance actually receives it. Tennessee has frozen its waiting list though it no longer refers to its policy as "frozen intake."



### PRE-K ACCESS

Nationwide, only **three in ten** four-year-olds are currently enrolled in a high-quality preschool program. Only **10.6 percent** of 3- and 4-year-olds in Tennessee are enrolled in state prekindergarten programs.

### EQUAL PAY

Nationwide, women working full-time, year-round typically make only **79 cents** for every dollar a man makes. On average, women in Tennessee make only **81.6 cents** for every dollar paid to their male counterparts. Compared to their white male counterparts, Asian American women earn **87.9 cents** on the dollar, African American women earn **68.8 cents** on the dollar and Latina women earn **49.7 cents** on the dollar.

### SICK LEAVE

Across the nation, **43 million** workers do not have access to a single day of paid sick leave. In Tennessee, **44.8 percent of workers** lack access to paid sick leave.

Some states aren't waiting for Congress – they are taking steps to enact the responsible solutions working families need. How does Tennessee stack up?

### TENNESSEE

	YES	NO
➤ Minimum wage higher than \$7.25		✗
➤ Paid sick days		✗
➤ Paid family and medical leave		✗
➤ Clear nondiscrimination protections on the basis of sexual orientation and gender identity		✗
➤ An explicit right to reasonable accommodations on the job for pregnant workers who need them		✗

## RESTORING ECONOMIC STABILITY FOR WORKING FAMILIES

It's time for Congress to change the rules to restore economic stability to help working families succeed. House Democrats' Working Families Resolution will:

- **Boost wages** by raising the minimum wage, eliminating the tipped minimum wage, strengthening workers' right to organize, and protecting workers from misclassification
- **Help working people achieve a better balance between work and family** by providing workers with paid sick days, paid family leave, and flexible, predictable, and stable schedules while also ensuring that workers have access to high-quality early learning opportunities and affordable child care
- **Level the playing field** by strengthening the law guaranteeing equal pay for equal work, ensuring that pregnant workers have an unmistakably clear right to reasonable accommodations when they need them to continue working safely during pregnancy, and providing explicit protections from discrimination based on sexual orientation and gender identity