



# WORKING FAMILIES REPORT CARD: TEXAS

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 Texas, 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 Texas, **3,445,000 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 Texas, there are **213,300 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—**3.3 percent** of Texans identify as LGBT.

### AFFORDABLE CHILD CARE

Only **one in six** children eligible for federal child care assistance actually receives it. In Texas, **17,730 children** are on a waiting list for child care subsidies. Three jurisdictions have a frozen waiting list.

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

### TEXAS

- 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

YES	NO
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## 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