

# **Concrete Supports for Families: Increasing Access to Family Friendly Workplace Policies**



**MomsRising.org**

**Mamás Con Poder**

# Areas of Work in North Carolina

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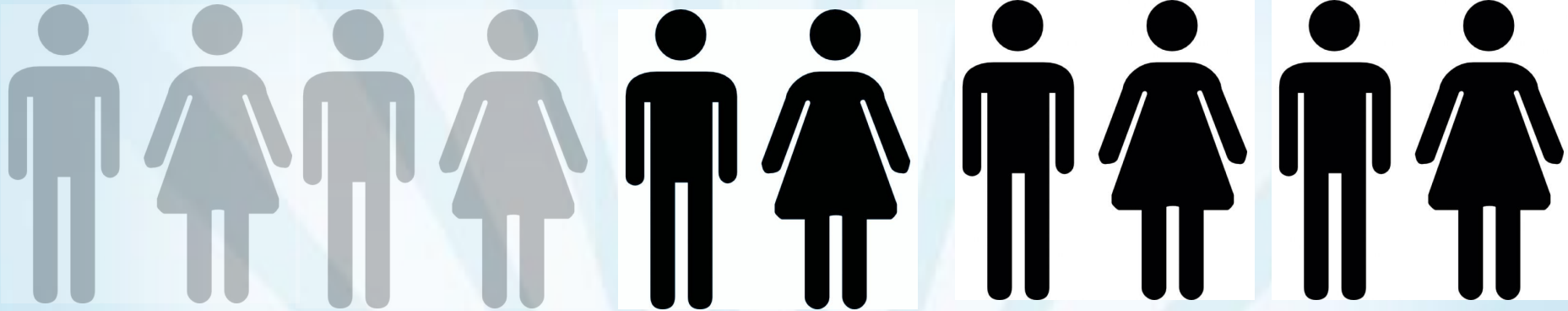
- ★ **Workplace Justice**
- ★ **Early Learning**
- ★ **Health care**
- ★ **Hunger & Food Insecurity**
- ★ **Immigration**
- ★ **Gun Violence Prevention**
- ★ **Toxic-Free Childhood**
- ★ **Maternal Justice**
- ★ **MomsVote**



# Paid Family Leave - State of Play

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**Only 17% of American workers - and 5% of low wage workers - have access to paid leave. In NC, only 12% have access to paid leave.**



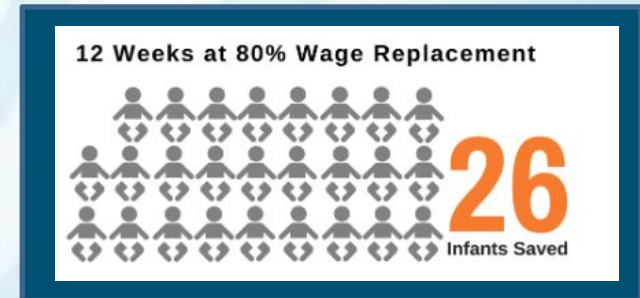
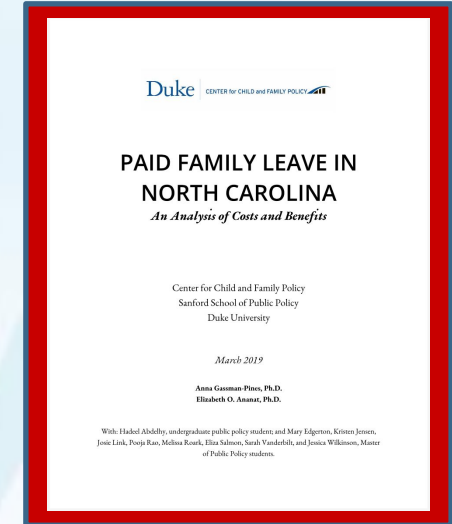
**Fewer than 40% of employees have access to personal medical leave through their employer.**

# Duke Center for Child and Family Policy Study

A recent **study from the Duke Center for Child and Family Policy** found that a paid family and medical leave insurance program in North Carolina would reduce infant mortality, nursing home costs, and use of government assistance.

The research projected that a program offering **twelve weeks leave with 80% wage replacement** would:

- **save 26 infant lives** in North Carolina each year – a 3 percent drop in our state's currently abysmal infant mortality rate!
- **keep 205 individuals out of nursing home care** each year, cutting costs by between \$16.7 million and \$18.6 million
- **reduce** the number of individuals needing public assistance through the **Temporary Assistance for Needy Families (TANF) program by 956**, saving **\$451,232 to \$780,096** in North Carolina's TANF costs annually;
- provide **meaningful support for families** addressing a loved one's **opioid or other substance abuse** addiction.



# Local paid leave: 19 communities and counting!

CONGRATULATIONS!

## Apex, NC

THANK YOU, APEX TOWN COUNCIL,  
FOR APPROVING  
6 WEEKS PAID PARENTAL LEAVE  
FOR TOWN EMPLOYEES

CONGRATULATIONS!

## Morrisville, NC

MORRISVILLE TOWN COUNCIL  
APPROVES 6 WEEKS PAID PARENTAL  
LEAVE FOR TOWN EMPLOYEES

CONGRATULATIONS!

## Cary, NC

CARY TOWN COUNCIL  
APPROVES 6 WEEKS  
PAID PARENTAL LEAVE FOR  
TOWN EMPLOYEES

CONGRATULATIONS!

## Hillsborough, NC

HILLSBOROUGH BOARD OF  
COMMISSIONERS APPROVES 6 WEEKS  
PAID PARENTAL LEAVE FOR TOWN  
EMPLOYEES

CONGRATULATIONS!

## Wake County, NC

WAKE COUNTY COMMISSIONERS  
APPROVE 6 WEEKS PAID PARENTAL  
LEAVE FOR COUNTY EMPLOYEES





# Impact on Business

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*According to research from Family Forward NC:*

- 75 percent of mothers and 50 percent of fathers have **passed up work opportunities, switched jobs, or quit** to care for their children.
- Nearly 40 percent of parents say they've **left a job because it lacked flexibility.**
- These trends can also **negatively affect career attainment** of parents with young children, especially mothers.
- Employers agree—71 percent think family-friendly policies have a **positive impact on their organization** and those who've incorporated them see the positive benefits firsthand.

# NC Paid Leave Advocacy Landscape

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- Think Babies Coalition
- NC Families Care Coalition
- NC Early Education Coalition
- Essentials For Childhood
- Early Childhood Action Plan
- Perinatal Health Strategic Plan
- Pathways to Grade-Level Reading
- Family Forward NC
- NC Council for Women
- Duke Child and Family Policy Center
- Child Fatality Task Force



# Paid Sick Days, Kin Care, & Safe Days

In NC, 1.6 million workers— 38 percent of our state's workforce have 0 paid sick days. Zero.



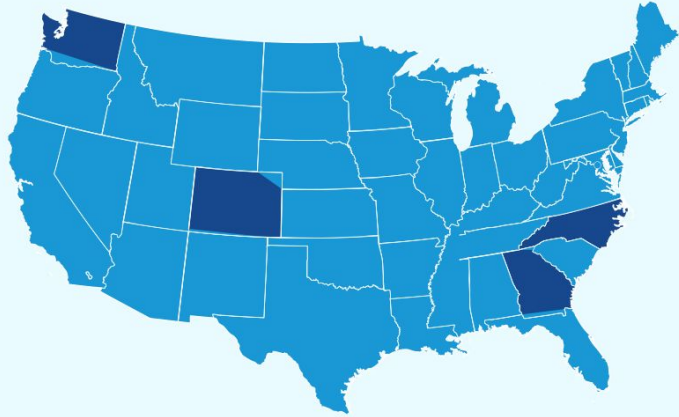
For a typical family without paid sick days, on average, **3.3 days of pay lost due to illness are equivalent to the family's entire monthly health care budget, and 2.7 days are equivalent to its entire monthly grocery budget.**





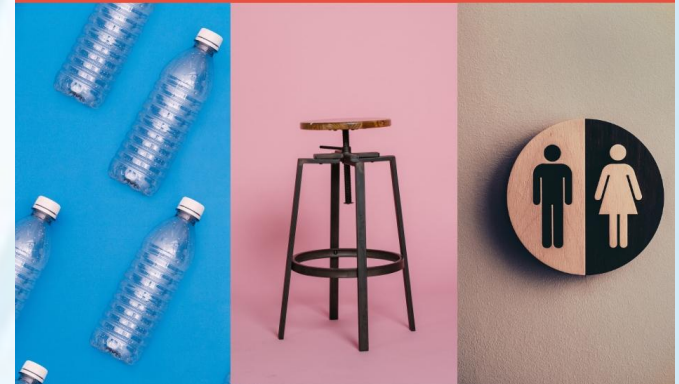
# Pregnant Worker Accommodations

North Carolina is one of only 4 states in the nation with **no protections for pregnant workers** beyond federal law.



In December 2018, **Governor Roy Cooper** extended **pregnancy accommodations to all state employees through Executive Order No. 82**: Promoting Health and Wellness by Clarifying Protections Afforded to Pregnant State Employees.

**Accommodations for pregnant workers are as easy as:**



Southern states including: South Carolina (unanimously), Kentucky, Louisiana, and WV have all passed these laws recently.

S558, the Enact NC Healthy Pregnancy Act, was filed for the first time this session by Sens. McKissick, Steinburg, Waddell.

# Thank You!

How can we work together?  
Questions?

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**Text Keyword MOMS to 747464**