

# Make It Work

## POLICY PLATFORM

### WORK & FAMILY

**It's 2015. Almost everyone is working inside and outside the home – and our rules about work and family need to sprint to catch up. Men and women should be able to be with their children, or any close relative, when they are needed and not sacrifice a paycheck to do it. That means access to:**

**EARNED SICK DAYS.** Congress should pass the Healthy Families Act, so employees can earn up to seven paid, job-protected sick days each year for self and family care.

**FLEXIBILITY AND PREDICTABILITY FOR WORKERS.** Congress should pass the Schedules that Work Act, which ensures workers have the right to request a flexible schedule, compensates workers for at least four hours of work if they're called in but sent home early and for at least one hour if they're on call, and requires schedules are received at least two weeks in advance.

**PAID FAMILY AND MEDICAL LEAVE.** Congress should pass the FAMILY Act, which guarantees up to 12 weeks of partial income to care for one's own serious illness or that of a family member, in the case of birth or adoption, or to provide care for military family members.

**FAIR TREATMENT FOR MOMS-TO BE.** Congress should pass the Pregnant Workers Fairness Act, which ensures pregnant workers will not be fired unnecessarily or denied reasonable job modifications that will keep them working while maintaining a healthy pregnancy.

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### EQUAL PAY

**Employers pay women, on average, just 78 cents for every dollar a man makes. It's even worse for women of color - 64 cents for Black women, and 54 cents for Latinas. At this rate, women won't see equal pay in the United States for another 43 years, in 2058. To achieve equal pay, we need:**

**TRANSPARENCY.** We propose a new public database housed by the Department of Labor that makes clear the wages employers pay for different job categories – by sex, race and ethnicity. Pay data should be transparent to encourage a closer look at pay practices, to arm women with the knowledge they need to ask for fair wages, and to improve enforcement.

**BETTER PROTECTIONS.** Congress should enact the Paycheck Fairness Act, which makes it harder for businesses to defend wage disparities by closing loopholes in current law, allows wage comparisons among employees without retaliation, and makes it more expensive for employers to violate the law.

**RAISE THE WAGE.** Congress should enact the Raise the Wage Act, which raises the minimum wage to \$12/hour, creates one fair wage for all workers by eliminating the separate sub-minimum wage for tipped workers, and indexes it to the median wage

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## CAREGIVING

The average cost of child care is over \$11,000 dollars per child and out of reach for many middle class families, even if both parents are working. And it's impossible for low-wage workers who do not earn much more than that working full time. Having access to affordable childcare doesn't just help the parents – it makes economic sense. Having access to quality, affordable child care is good for parents, good for children, and good for the economy.

We also need good options for long-term care for other loved ones, especially for our parents as they get older. It's long past time for solutions that support hardworking families who are trying to raise kids or care for elders. We need access to care options that are affordable and high quality, value caregivers, and are flexible for families. Those should include:

**CHILD CARE AND AFTER SCHOOL CARE FOR ALL.** Our proposal guarantees subsidies for middle class and low-income families for a variety of options for children through age 12, including child care centers, family care homes, home-based care, before and after school care, and family, friend and neighbor care. It ensures no one pays more than 10% of their take home pay on child care, and guarantees no copayments for families in poverty. It ensures providers earn at least \$15/hour.

**PRESCHOOL FOR ALL.** Our proposal calls for federal-state partnerships to provide public preschool for three and four year olds.

**SOCIAL SECURITY CAREGIVER CREDIT.** Our proposal provides credits from Social Security for people who take time out of the workforce to care for family members.

**NURSE HOME VISITING.** Our proposal increases investment in this evidence-based program that provides home visits for pregnant women and new parents by nurses, social workers and other professionals to improve maternal and child health, development and learning.

**HEAD START/EARLY HEAD START.** Our proposal supports the Early Head Start-Child Care Partnerships program and increases the duration of Head Start to a full school day and year.

**LONG-TERM CARE.** As a down-payment on comprehensive long-term care reforms, we're calling for a new state innovation fund to address long-term care needs, flexible options, the high cost of care and care workforce development.

**MORE  
INFO**

For more extensive information on Make It Work's policy platform, please visit:

[www.makeitworkcampaign.org/policy](http://www.makeitworkcampaign.org/policy)