In this issue:

**FINDING TIME**
- A Snapshot of Heather Boushey’s New Book on US economic policies and family life
- CA PFL: What it means to Live in a State with Paid Family and Medical Leave

**UNIONS WINS IT!**

CBA Language in the LPWF’s Contract Database
The Labor Project for Working Families has completed an update of our Contract Database. Listing more than a thousand family friendly clauses, we’re seeing a real increase in paid sick days language and improved definitions of family. It’s clear: at the bargaining table, we are fighting for members to be paid when they have to take time off to care for self or a sick family member. And we’re changing who gets defined as family. Here are some sample pieces of contract language. Details and more context can be found at www.working-families.org:

**ATU - Local: 1555 & Employer: Bay Area Rapid Transit District**

Accrual: Covered employees shall accrue one (1) day of sick leave for each full month of employment. Sick leave credits may be accumulated to a total of two hundred fifty (250) working days.

**UFCW Local: 400 & Kaiser Fdn. Health Plan & Hosp**

16.1 Accrual Rates:
(a) All permanent full time employees accrue sick leave benefits at the rate of eight (8) hours per month for a total of twelve (12) working days per year. (b) All permanent part time employees hired to work 20+ hours/week accrue sick leave benefits on a pro-rated basis.

**CHANGING WORKPLACES, CHANGING FAMILIES: The 1940s to Today**

BY HEATHER BOUSHEY, EXECUTIVE DIRECTOR AND CHIEF ECONOMIST OF THE WASHINGTON CENTER FOR EQUITABLE GROWTH

In today’s economy, most people who are caregivers are in the workforce. Their ability to navigate the day-in, day-out conflicts between being a productive worker and still attending to the needs of their family is not just critical for businesses, but for the economy as well. A parent balancing the care of his children and ailing parent may have limited options in what kinds of jobs he can take, or if he can take a job at all, which has an effect on the overall labor supply. Long hours or unpredictable schedules may force an employee to cut back at work in order to balance her family responsibilities, meaning a decrease in her family’s financial well-being. Children raised with a lack of resources or quality care do not grow up to be the most productive members of society they could be, harming tomorrow’s workforce as well.

It’s clear that what happens inside families is just as important to growing the economy as what happens inside firms. Despite that, our policies still reflect a different era—one in which U.S. businesses relied on the support of a silent partner. This partner never showed up at the office or the factory but was essential to the success of these post-war era firms during the rapid growth of the U.S. economy. That partner was the American Wife. She made sure the American Worker arrived on the job well-rested and well-fed. She tended to the kids, and took care of all daily emergencies that might distract the American Worker.

It’s no secret that today’s families look different, but today’s workplace policies do not reflect the new reality. As employers demand more and more of their employees’ time, it means that there is nobody to prepare dinner, pick up the kids, or help an aging parent. As I lay out in my book, “Finding Time: The Economics of Work-Life Conflict,” this harms individuals and families and our country’s productive potential.

The movement of women into paid employment stands as one of the most important social and economic transformations in our nation’s history. While some women always worked outside the house—newly emigrated women and women of color historically were an integral part of the workforce compared with white or native-born women—it wasn’t until the 1960s or 1970s that large numbers of white and middle-class women entered the labor force.

This shift was good for businesses and the broader economy. Women ramped up their educational credentials, making them more valuable to businesses. On an individual level, paid employment provided women with more opportunities. And as the male-breadwinner model began to crumble, it also proved critical for families’ financial security. Beginning in the 1970s—just as women began entering the workplace in force—men’s earnings hit a plateau and then declined: Between 1979 to 2012, average earnings for men in middle-class families fell by 9.5 percent.

How did families survive? Across every income group, women’s increased working hours kept families afloat. The American Wife is now the breadwinner in 40 percent of families. Within married couples, any income growth that did occur over this period was overwhelmingly due to women’s wages.

Despite that, families are still struggling. Longer work hours, unpredictable or rigid schedules, and a lack of paid time off leave families in a “time bind,” struggling to cope with care for children, the disabled, and the elderly while balancing their paid job and their own health. The lack of federally mandated paid sick days means that many workers must go to work ill, or risk losing a paycheck. And without the subsidized childcare or paid leave that workers in other developed nations depend on, many parents in the United States are forced to go back to work soon after the birth of their child with consequences for parent and child alike.

These conflicts cascade across the entire U.S. economy. The ability to negotiate the day-in, day-out conflicts between the needs of one’s family and one’s job affects the kinds of jobs that male and female workers can take, and how productive they will be once they get there.

What can policymakers do? Strengthening and expanding union protections is important. Also critical is legislation to enact paid sick leave, paid family leave, and schedule-predictability laws—all of which are proving effective in a number of states and localities at advancing better work-life balance between the workplace and home while strengthening economic growth and stability.

It is clear that what happens inside families is an economic issue, and one that we can no longer ignore.

—Heather Boushey is the executive director and chief economist of the Washington Center for Equitable Growth, a grant-giving and research organization, and the author of “Finding Time: The Economics of Work-Life Conflicts,” which was published in 2016 by Harvard University Press.
I’ll never forget the sight of my friend and coworker manning her desk, exhausted and falling apart. Forced to return to work too soon after her daughter’s birth, she longed desperately to be home with her baby. The sleep deprivation had gotten so bad, she told me, that she saw trails if she moved her head too fast.

Becoming a parent doesn’t have to be this way.

I count myself lucky that all three of my daughters were born in California, where not long after my friend’s miserable experience, Paid Family Leave benefits kicked in, providing a huge financial and emotional boost to families like mine.

When my oldest child Rosie was born in 2006, I was able to afford to stay home a full six months, combining baby bonding and short-term disability benefits with saved sick days and vacation. The state’s baby bonding benefit is also provided to new fathers. My husband Mike took some of his time off right after the birth, and the rest after my return to work, allowing us to hold out for a slot in a great family daycare.

After our middle daughter June arrived, Mike and his employer agreed to divide his leave over a series of reduced work weeks, providing much-needed relief parenting. By the time our Gracie showed up, San Francisco had expanded Mike’s ability to take paid time off. His union contract already provided paid sick leave, but the city ordinance specified that a portion of accrued sick time could be used for caregiving. So Mike took sick days for my labor, childbirth and recovery, and then claimed his remaining baby bonding benefit in the early months of Gracie’s life.

For our two-career family, Paid Family Leave made all the difference. Having Mike at home with each of our newborn daughters set a tone for shared parenting. He has from the start been an equal partner in parenting, competent in every aspect of childcare.

Before it passed, California businesses fought Paid Family Leave tooth and nail. A decade later, even former opponents admit it’s a good thing.”

Before it passed, California businesses fought Paid Family Leave tooth and nail. A decade later, even former opponents admit it’s a good thing. Thanks to labor and family advocates, Paid Family Leave continues to grow in California – the program now also allows paid time to care for seriously ill siblings, grandparents, grandchildren and parents-in-law.

It’s beyond time for other states to follow California’s lead. An internal poll leaked this spring of Chamber of Commerce members shows that more than three quarters support increasing paid maternity and paternity leave and other family-friendly policies. And why not? In today’s high-pressure economy, managers and bosses also feel torn between the demands of work and the need to be present for babies and grand babies, ailing spouses and aging parents.

Sometimes I think our whole fight as labor leaders is to help our employers remember that these people they hire are actually people — human beings with families and loved ones and bodies that sometimes get injured and sick and children who need their care and presence.

Together, we can show American employers that there’s no need to remain the last advanced economy that sends new parents back to work, miserable and exhausted, without a single day of guaranteed paid leave.

To get more information about the fight for Paid Family and Medical Leave go to www.familyvaluesatwork.org

- Federal Bill: Family and Medical Insurance Leave Act (FAMILY Act)
- States with Paid Family and Medical Leave: CA, NJ, RI, NY, Washington DC, and more.....

MAKING NEWS?
Send ideas, news, and comments to info@working-families.org
Now available online at www.working-families.org
DID YOU KNOW?

THE PRICE WE PAY FOR NOT IMPLEMENTING GOOD FAMILY POLICIES IS RELATIVELY HIGH AND GROWING. The Department of Labor released a report that is worth revisiting. “The Cost of Doing Nothing” lays out a cogent case for the price we pay for our lackluster family policies. The report details the cost of inaction on workers, families, businesses and the economy. Most striking is the economic loss of five billion dollars a year due to U.S. women’s lower labor attachment - compared to that of Canada and Germany. Read it here - https://www.dol.gov/featured/paidleave/cost-of-doing-nothing-report.pdf

A QUOTE WORTH REMEMBERING

OVER THE LAST TWO CENTURIES, MANY SCHOLARS HAVE IMAGINED THE MORAL ARC. Dr. Martin Luther King Jr. immortalized it with this quote during a sermon at Wesleyan University’s commencement exercises in 1964: “The arc of the moral universe is long, but it bends toward justice”.

PROFILING OUR LEADERS

MARIA JACOME has been an SEIU member for over 20 years. She works as a janitor in Washington DC, and also lives in DC. She is originally from Ecuador, where most of her family lives. She has one son. Maria has been a leader among 32BJ members in the successful campaigns to win legislation providing a $15 minimum wage and a union and paid sick leave for all workers in DC. She is also very active in the ongoing campaign to pass Paid Family and Medical Leave legislation.

Game Changer Awards

Each year, Family Values@Work recognizes champions that are advancing the work and family agenda with the “Game Changer Awards”. The 2016 awardees are: Congresswoman Rosa DeLauro, Spotify’s Jonathan Prince, SEIU’s Fight for $15 Activist Sukoya Charles and Forward Together’s Erin Malone. Also Ellen Bravo, FV@W, Holly Fechner, Covington and Burling, and Carol Joyner, LPWF are shown in this photo.
A Million Conversations

The Labor Project and Family Values @ Work joined 8 other organizations and together had more than a million conversations with women from across the country on issues that matter to them including: paid family leave, worker’s rights, immigration reform, reproductive rights, safe policing and more. These “kitchen table conversations” were had among a diverse group of women, many of whom gathered together in the fall to state clearly that “We Won’t Wait” for justice. The vigil for Black Lives was one of the many eventful moments of this gathering. The picture shows Lucia McBath holding up a photo of her son Jordan Davis and Alicia Garza of NDWA and #BlackLivesMatter.

CAROL’S CORNER

As we figure out the work ahead in light of the current political realities, be clear - what families need hasn’t changed. Consistently, during the primary and general election cycles, voters across a varied political spectrum have said that they need modern day workplace policies. Policies like paid family leave, paid sick days, equal pay and decent wages were discussed more frequently than ever before. In their direct response to voters, at least six candidates for national office had talking points regarding paid family leave, childcare or equal pay, among other issues. Coalitions on the ground have now won 40 state and local wins on Paid Sick Days policies and 5 on Paid Family and Medical Leave policies resulting in more than 40 million people with new benefits.

Here are some guideposts for these policies whether you are winning them at the bargaining table or in public policy: We need both family and medical leave for 12 weeks per year or more - time to recover from illness or surgery, care for a loved one or welcome a new child; a high wage replacement (2/3 or more) so that workers earning a low wage will use it; job protection is essential as it doesn’t matter how much time you have if you can be fired for taking it; gender neutral policies mean that both men and women have access to these benefits - family leave reduces discrimination in hiring and promotions and; we need a comprehensive definition of family, one that recognizes a rich diversity of caregivers and chosen family members.

Protecting these principles in your work will go a long way to creating universal policies that also build the political momentum toward a more just society. These may very well be difficult times but what families need has never been clearer.

Donate online at www.working-families.org or mail a check to Family Values@Work (LPWF) 1101 15th St. NW Ste. 1212 Washington, DC 20005

 OUR SPONSORS INCLUDE...

Visonaries and Champions
American Federation of Labor-Congress of Industrial Organizations
American Federation of Teachers
Service Employees International Union
United Food and Commercial Workers Union
1199 SEIU United Healthcare Workers East

Leaders and Organizers
1199 SEIU Employer Child Care Fund
Amalgamated Transit Union
California Federation of Teachers
California Teachers Association
Communication Workers of America
International Association of Bricklayers and Allied Craft Workers Union
International Brotherhood of Teamsters
International Brotherhood of Teamsters Local 6
United Food and Commercial Workers - Local 324
United Food and Commercial Workers - Local 770
United Food and Commercial Workers - Women’s Network
United Steel Workers

Advocates and Friends
American Federation of Teachers, Guild, Local 1931
Amalgamated Transit Union, Local 1555
Brotherhood of Teamsters, Local Union No. 70
California School Employees Association
Carol Joynar and Gerald Hudson
Carpenters 46, N. CA Counties
Communication Workers of America, District 1
Communication Workers of America, Local 9410
Communication Workers of America, Local 9055
David Kramer
East Bay CLUW
Ellen Braun, Families@Work
Engineers and Scientists of California, Local 20
Essay-West Hudson Labor Council, APL-CIO
Five Counties, CLC, APL-CIO
Harvard Union of Clerical and Technical Workers, AFSCME – NEDP
Holly Fechner
International Association of Bricklayers and Allied Craft Workers Union, Local 3
International Association of Bricklayers and Allied Craft Workers Union, Local 3
International Association of Machinists and Aerospace Workers
International Association of Machinists and Aerospace Workers - District 141
International Brotherhood of Electrical Workers 617
International Brotherhood of Electrical Workers, Local 6
International Federation of Professional and Technical Engineers, Local 20
Jewish Communal Fund

OUR FUNDERS

Family Values @ Work
Ford Foundation
Through Family Values @ Work:
Anonymous
Annie E. Casey Foundation
Bauman Foundation
Blanchette Hooker Rockefeller Foundation
Ford Foundation
Hagedorn Foundation
Kellogg Foundation
Morial Fund
Surdna Foundation

CAROL’S CORNER

We’re making progress, and your contribution is the reason why. Please continue to support our work. Give today!

DONATE

www.working-families.org