



THE TIME IS NOW: VOTER'S GUIDE

TO WOMEN'S ECONOMIC SECURITY



ABOUT CWEALF

The Connecticut Women's Education and Legal Fund advocates for and empowers women and girls in Connecticut, especially those who are underserved or marginalized. CWEALF works to create an equitable society where women and girls thrive.

WHAT'S IN THE GUIDE?

From now until Election Day on Tuesday, November 6, it's time to put the "Year of the Woman" into action and urge candidates to center the voices and experiences of women in their campaigns and policy platforms. This election cycle is critical for the future of women's economic security here in Connecticut and for the well-being of our state.

Use this guide as a tool to learn more about three issues critical to women in Connecticut: paid family and medical leave, sexual harassment trainings and protections, and pay equity. Together, let's use Election 2018 to send a clear message: women can't wait any longer for economic security.

The time is now!

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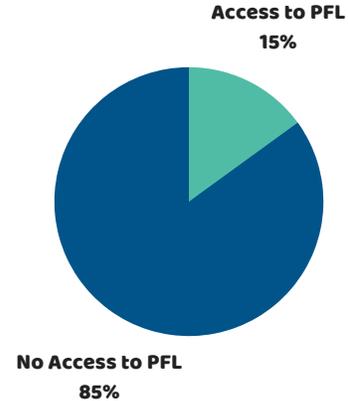


PAID FAMILY AND MEDICAL LEAVE

QUICK FACTS

The majority of workers lack access to paid leave.

- Nationally, just 15% of the workforce (and just 5% of low-wage workers) has access to paid family leave through their employer.
- Fewer than 40% of workers has access to personal medical leave through employer-provided short-term disability insurance.



Without paid leave, families - and the larger economy - pay the price.

- Research shows that families across the country loses \$20.6 billion due to lack of paid family and medical leave each year.
- Forty percent (40%) of households in CT can not afford basic needs, such as housing, food, health care, child care, technology and transportation. They also cannot afford to take unpaid leave.

CT is now surrounded by states with paid leave programs.

- **MA, NY, RI** and **NJ** passed paid family and medical leave legislation in recent years. To remain competitive in our region, CT must be next!

Voters and businesses in CT widely support paid leave.

- Eighty-three percent (83%) of voters in our state support paid leave.
- Seventy-seven percent (77%) of small businesses support paid leave.



Paid leave benefits employers small and large.

- In a study of CA's paid leave program, the majority (87%) of businesses reported that they experienced either a cost savings or no additional costs due to the program. Studies of paid leave programs in RI and NJ found similar results.
- Paid leave improves employee retention, which reduces expensive turnover costs. Research indicates that the cost of replacing an employee is about one-fifth of that worker's annual salary.

POLICY RECOMMENDATION

The Campaign for Paid Family Leave, a coalition led by CWEALF of more than 65 organizations and 100 small businesses, recommends a system of paid family and medical leave that is: **affordable** for CT workers and businesses; **accessible** for all CT workers who need to take all kinds of leave (medical, parental, and caregiving) in all types of families; and provides **adequate** time for family care or healing. Make sure to check out www.paidfamilyleavect.org for more info and talking points!

DO YOU KNOW WHERE YOUR ELECTED OFFICIALS STAND?

Last legislative session, the Labor Committee and Finance, Revenue and Bonding Committee voted to advance two paid leave bills, S.B. 1 and H.B. 5387. Check out the vote tally in each committee here to see if and how your local officials voted: <http://bit.ly/PaidLeaveLabor>; <http://bit.ly/Sb1Finance> and <http://bit.ly/HB5387Finance>.

SEXUAL HARASSMENT TRAINING & PROTECTIONS

QUICK FACTS

Sexual harassment is a serious issue among men and women and across demographics.

- 81% of women and 43% of men reported experiencing some form of sexual harassment and/or assault.
- Sexual harassment and assault is so common for women that most differences by race and ethnicity are statistically insignificant. One exception, however, is disability status: 40% of women with disabilities reported experiencing sexual assault compared with 23% of women without disabilities.

Sexual harassment is bad for business.

- Last year, the Equal Employment Opportunity Commission (EEOC) recovered \$164.5 million from employers on behalf of workers alleging harassment.
- Workplace harassment decreases productivity, increases turnover, and leads to reputational harm. It also comes at a steep cost to victims who often experience emotional, physical, and economic harm.

Sexual harassment is most common in low-wage jobs.

- More than ¼ of sexual harassment charges come from industries with large numbers of service-sector and low-wage workers, who are predominantly women of color.

Current CT Law

- In 1992, Connecticut was the second state to require mandatory sexual harassment training. Currently, all public and private employers with 50 or more employees must provide a one-time sexual harassment training to only employees in a supervisor position within six months of assuming their position.
- Employers with over three employees must post notices about state sexual harassment laws and remedies.

81% of women and 43% of men said they had experienced some form of sexual harassment or assault in their lifetime.



STOP STREET HARASSMENT

RALIANCE

+GEH
Center on Gender Equity and Health

POLICY RECOMMENDATION

CWEALF recommends legislation to require all Connecticut employers to train their employees on a regular basis about sexual harassment, including bystander intervention. Legislation should also encourage employers to examine their practices through the use of climate surveys, ongoing assessment of reporting mechanisms and workplace policies, and additional measures to hold managers and supervisors accountable for preventing and responding to harassment.

DO YOU KNOW WHERE YOUR ELECTED OFFICIALS STAND?

Last legislative session, the Judiciary Committee and the Senate voted to advance S.B. 132: An Act Combating Sexual Harassment and Assault, which strengthened protections for victims of sexual harassment and assault and expanded sexual harassment trainings. The bill was not called for a vote in the House before session ended. Find out how your state legislator voted here:

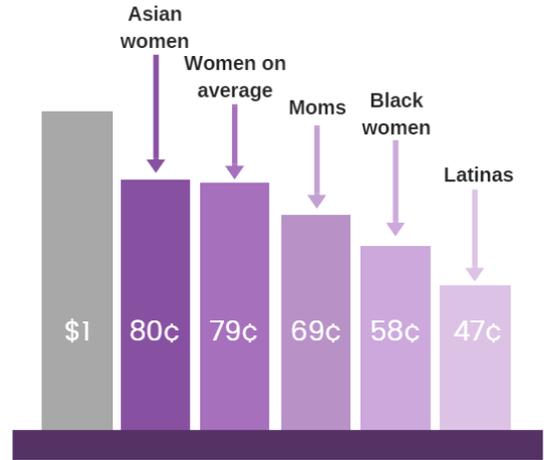
<http://bit.ly/TimesUpJudiciary> and here: <http://bit.ly/TimesUpSenate>.

PAY EQUITY

QUICK FACTS

Women in CT earn significantly less than men.

- On average, Connecticut women are paid 79 cents for every dollar paid to men. Black women in CT are paid 58 cents and Latinas are paid 47 cents for every dollar paid to white, non-hispanic men. Asian women are paid 80 cents for every dollar paid to white, non-hispanic men.



Women's wages are critical to economic growth.

- In Connecticut, 5.5% of working women live in poverty. If the gender wage gap did not exist, this number would drop to as low as 2.4%. The current poverty rate for single working mothers in CT is 24.4%. This number would drop to 14.6% if they received pay equal to their male counterparts.
- If women received equal pay, the United States economy would produce additional income of \$512.6 billion, which represents 2.8% of 2016's gross domestic product (GDP).

The wage gap adds up over time.

- Overall, women in CT lose \$529,160 over the course of a 40 year career due to the gender wage gap. White women in CT lose \$637,280, Black women lose \$1,212,480, Latinas lose \$1,488,800 and Asian women lose \$552,840 due to the gender wage gap.

POLICY RECOMMENDATION

This year, CWEALF was proud to advocate for the passage of legislation to prohibit the use of salary history in the job application process, a practice that perpetuates the gender wage gap. The General Assembly must continue to combat the wage gap by requiring employers to pay their employees equal wages for comparable work, or work that requires substantially similar skill, effort, and responsibility that is performed under similar working conditions. CWEALF also recommends legislation that encourages employers to examine their pay practices through self-audits and take active steps to address wage discrepancies.

One reason for the gender wage gap is that women, especially women of color, are overrepresented in minimum wage and tipped wage jobs. CWEALF recommends legislation to raise the minimum wage to \$15 per hour, which will help close the gender wage gap by increasing wages for workers at the bottom of the spectrum. Research from the Economic Policy Institute indicates that increasing the federal minimum wage to \$15 per hour by 2024 would give one-third of all working women a raise, including 37% of working women of color.

DO YOU KNOW WHERE YOUR ELECTED OFFICIALS STAND?

Last legislative session, the General Assembly approved P.A. 18-8: An Act Concerning Pay Equity to prohibit the use of salary history in the job application process. Before becoming law, the bill passed the Labor Committee, the House and the Senate. Check out how your legislator voted here:

<http://bit.ly/PELabor>; <http://bit.ly/PEHouse> and <http://bit.ly/PESenate>.

GET INVOLVED!

PLEDGE YOUR SUPPORT FOR WOMEN'S ECONOMIC SECURITY

- Print the pledge on the last page of this guide and snap a selfie!
- Share why YOU support economic security for women in CT. Post your photo on social media (see below) and be sure to tag CWEALF! Use the hashtag **#EconomicSecurity4CTWomen**.

FIND YOUR DISTRICT AND WHO REPRESENTS YOU

- Visit the Connecticut General Assembly's website, www.cga.ct.gov.
- Scroll to the middle of the page to the "Find Your Legislator" box.
- Insert your town, street name and number and click *Find* to bring you to your district's elected officials.
- The "Title (Contact)" column indicates who is your state Representative and who is your state Senator. Next to each title in parenthesis is a number that indicates the district you live in. For example, State Representative District 003 indicates that you live in the 3rd district.

FIND CANDIDATES IN YOUR DISTRICT

- Visit vote411.org for election information specific to your district from the League of Women Voters. Or, check out ballotpedia.org and select State - State Politics from the left toolbar. Then, select Connecticut on the map in the center of your screen. Click on State House or State Senate and scroll down the list to find your district. Information on who is running for Governor, Lt. Governor and all other state offices is also available.
- To find events such as forums or debates in your district, search for your candidates up online and on Facebook under the "events" tab. *See the next page for sample questions and tips for talking to candidates about paid leave, sexual harassment, and pay equity.*
- Let us know how it went! Complete this survey about your experience: <http://bit.ly/TalktoCandidates>

...AND STAY CONNECTED.

- Election Day is November 6, 2018. But the work doesn't end there!
- Stay in the know by signing up to receive CWEALF's and the Campaign's action alerts here: <http://bit.ly/CWEALFAction> and here: <http://bit.ly/PFMLActionAlerts>
- Be sure to "Like" and Follow CWEALF and the Campaign for Paid Family Leave on Facebook, Instagram and Twitter (see below!)
- Donate to CWEALF: bit.ly/CWEALFdonate



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[Facebook.com/CampaignForPaidFamilyLeave](https://www.facebook.com/CampaignForPaidFamilyLeave)



[@cwealf](https://www.instagram.com/cwealf)



[@PaidLeaveforCT](https://twitter.com/PaidLeaveforCT)



TALK TO YOUR CANDIDATES!

Take this page with you to events, debates, or forums in your district to ask candidates where they stand on women's economic security.

PAID FAMILY AND MEDICAL LEAVE

- I support paid family and medical leave because *[share your story here]*.
- Paid family and medical leave is an issue that's important to me and my family. If elected, what will YOU do to make paid leave a reality for all CT workers?
- After four years, our elected leaders have failed to pass paid family and medical leave. If elected, how will you lead on this issue and make sure that a bill passes this year?
- The business lobby is the most vocal opposition to paid leave in years past. How would you respond to their concerns?

SEXUAL HARASSMENT TRAINING AND PROTECTIONS

- I support strengthening our state's sexual harassment training requirements and protections for victims because *[share your story here]*.
- Especially in light of the #MeToo movement, taking action to prevent sexual harassment in workplaces across our state is important to me. If elected, what action will you take to create a safer work environment for all? What will you do to ensure that victims of sexual harassment are heard and protected?
- This year, our elected leaders failed to pass the "Time's Up" bill to expand sexual harassment trainings and protections in the workplace. If elected, what will you do to make similar legislation a priority next year and how will you lead to make sure it passes?

PAY EQUITY

- Pay equity is important to me because *[share your story here]*.
- It's appalling that in 2018, women still do not earn as much as men. If elected, what will you do to ensure that Connecticut continues to move forward towards closing the gender wage gap?
- If elected, what will you do to encourage businesses in our state to take a stand for equal pay?

OTHER ISSUES & RESOURCES

Paid family and medical leave, expansion of sexual harassment training and protections, and pay equity are not the only policy changes necessary for women's economic security. Check out the resources below for important information about other issues critical to women in our state.

APPOINTMENTS

CWEALF urges all candidates running for statewide office to commit to equal representation as they hire staff and consider appointments for state boards, commissions, and other positions of leadership. CWEALF encourages all elected statewide officials to hire and appoint 50% women, with an emphasis on women of color, to ensure that all voices are heard in the decision making process of our state.

DOMESTIC AND SEXUAL VIOLENCE

Domestic and sexual violence impact women's economic security and independence. CWEALF is proud to continue to partner with the Connecticut Coalition Against Domestic Violence and the Connecticut Alliance to End Sexual Violence to advocate for increased protections for victims and survivors. Learn more: <http://www.ctcadv.org/> and <https://endsexualviolencect.org/>.

FAIR SCHEDULING

Unfair scheduling especially impacts women of color, who are overrepresented in the low-wage workforce and among single mothers who work to support their families. CWEALF supports legislation to allow workers to earn incomes that sustain their families and work a balanced work week. Check out CT Working Families and Make the Road CT for more info: <http://workingfamilies.org/states/connecticut/> and <https://www.maketheroadct.org/>

INCREASE EMPLOYMENT OPPORTUNITIES FOR WOMEN

Connecticut must continue to support low-wage workers, the majority of whom are women, with workplace supports that lead to sustained employment, such as affordable childcare and housing. Lawmakers also must reject state budget proposals that dismantle critical programs that support women and their families, including Care 4 Kids. Learn more: <http://www.cahs.org/>, <http://www.allourkin.org/> and <http://www.ctvoices.org/>

LGBTQ RIGHTS

All people, regardless of sex, sexual orientation, gender identity or gender expression, should be protected under the law and free from discrimination or harassment. CWEALF is a proud member of the CT Equality Coalition. Learn more: <https://equalityct.org/>

RAISE THE MINIMUM WAGE

Workers who earn less than \$15 per hour in CT are disproportionately women and people of color. Raising the minimum wage and the tipped minimum wage are critical steps toward equal pay for women, especially women of color. Get involved in the Fight for \$15 in Connecticut here: <https://www.facebook.com/fightfor15CT/>

REPRODUCTIVE CHOICE AND ACCESS TO HEALTHCARE

CWEALF is a proud member of the Coalition for Choice, a group led by Planned Parenthood of Southern New England (PPSNE) that advocates for access to comprehensive healthcare and reproductive choice. Follow PPSNE and NARAL Pro-Choice Connecticut for updates and action alerts:

<https://plannedparenthoodvotes.org/connecticut> and <https://www.prochoicect.org/>

PAID FAMILY AND MEDICAL LEAVE

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PAY EQUITY

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#EconomicSecurity4CTWomen