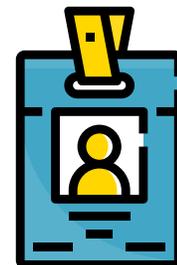


2021 LEGISLATIVE AGENDA

GENDER & WORKER JUSTICE

New York State has made important strides in recent years in addressing the decades-long assault by corporate America on the standard of living of working families, & in finally beginning to seriously protect women & LGBTQ people from workplace harassment, domestic violence & discrimination.

But there is a long history of prejudice & pain to undo. We must keep moving forward to ensure justice, safety & economic security for all.



WE SUPPORT

Paid Family Leave

New York's phased-in Paid Family Leave Insurance Act will be fully implemented in 2021.

Important gaps remain: more inclusive definition of 'family'; greater portability for those in areas of work requiring frequent employer changes; more progressive wage benefit for low-wage workers; inclusion of all domestic workers; easier access for self-employed; & funding for outreach to marginalized populations.

Child Care

Lack of access to childcare means the perpetuation of economic, racial, & geographic inequities.

We support \$100 million increase in state funding for child care, with \$40 million going to create a fund to increase workforce compensation & improve child care quality and at least \$60 million going to incrementally increase guaranteed eligibility levels & decrease the co-payment multiplier.

Enforcement of Worker Protections

The Empire Worker Protection Act will allow workers to bring court enforcement actions against employers that violate wage, hour & other labor laws.

Lawsuits under this Act will generate millions in penalties to fund further education & enforcement activities of the NYS Department of Labor.

NY HERO Act

This Act would put in place permanent workplace safety requirements to protect workers.

This Act would also put in place protections to address the COVID-19 pandemic & beyond, including the right to form worker committees & prohibitions against retaliation.

This Act would cover all workers, including domestic workers, contractors, & gig workers.



WHY WE SUPPORT

Paid Family Leave

Workers who do not currently qualify for paid leave are disproportionately **BIPOC, low income, & immigrants**

This includes: people who have worked somewhere for **less than 26 weeks**; **primary caregivers** for extended family & non-family members; & **domestic workers** for private households working less than 40 hours/week.

Child Care

Before COVID, NY child care subsidies reached fewer than **1 in 10 children**

28% of providers have closed their doors during the pandemic

Enforcement of Worker Protections

Some claims by victims of illegal practices take **3 - 5 years** to process

Workers are forced to forgo traditional lawsuits for "forced arbitration" **55% of the time**. **98% of workers** abandon their cases under arbitration.

NY HERO Act

NYS has more than **2 million** essential workers

70% of undocumented workers are essential workers



We still **lack enforceable safety standards** to safeguard frontline workers from exposure to infectious diseases in the workplace.

Tax the Rich & Invest in Workers

We demand that billionaires & the corporate elite build economic equity in our society - equity that promotes independence, safety, creativity, & community wellness. We must move away from the exploitative conditions that leave our communities sick, overworked & underpaid. It is time to create workplaces where workers thrive so our communities can also thrive.

The Invest in Our New York Act is a package of six state bills that raises \$50 billion to ensure that we rebuild our economy by taxing the wealthiest New Yorkers. The full bill package & more information can be found at www.investinourny.org.

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