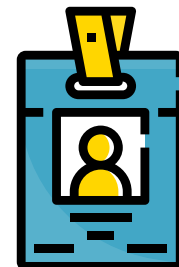


# 2021 LEGISLATIVE AGENDA

## 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](http://www.investinourny.org).

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