



# Coalition of Labor Union Women 2019 Lobby Day



**Lobbying = process of gathering and giving information for the purpose of persuading a lawmaker to support a particular point of view.**

## **PREPARATION**

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- Know your legislator.
- Do your homework – know how he or she voted.
- Know your opponent's arguments.
- **Personalize the issue and tell a story -- Elected officials are particularly attentive to facts and viewpoints provided by their constituents.**
- Designate a group leader.

## **PRECISION**

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- Begin on common grounds – thank them for co-sponsoring the bill or for speaking out on behalf of an issue about which you care.
- Get right to the point – what's the purpose of the meeting? What do you want to accomplish? Remember, your time is limited.
- Ask for and try to get a firm commitment to a specific action.
- **MAKE SURE IT'S A CONVERSATION!**
- **Don't listen, HEAR** – successful lobbying depends on understanding the messages one is hearing from staff and the Member of Congress. Knowing how to listen is an essential to victory.
- Address no more than one or two issues at a time.
- **Maintain credibility** – don't speculate or guess. If you don't know the answer, be honest and tell them that you will get back to them when you have all the facts.
- If an offer of trade is given – avoid commitments by replying that you will have to check for CLUW's position.
- Never take anything for granted.
- **If the legislator says no – FIND OUT WHY!**
- **Ask legislators who support you to take the lead on the issue.**
- Try to persuade lawmakers from leading the fight against you.

## **PROFESSIONALISM**

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- ALWAYS BE ON TIME.
- Project self-confidence.
- **Discuss issue without lecturing.**
- Don't take rejection personally.

## **POLITENESS**

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- BE CORDIAL.
- **Be tolerant of the legislator's viewpoint and know when to back off.**
- **Never threaten a legislator with retaliation.**
- Don't bad-mouth other legislators or groups.

## **PERSERVERANCE**

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- Leave a brief fact sheet.
- **Be sure to follow-up on your meeting (i.e. SEND THANK YOU LETTER).**
- Report back to CLUW so the National Office can determine how to move forward on the issues.





# FAMILY Act S. 463/H.R. 1185

Senate – referred to Committee on Finance;

House – Referred to Committee on Ways and Means

Sponsors: Rep. Rosa DeLauro (D. CT), Sen. Kirsten Gillibrand (D. NY)

## BACKGROUND

- Nearly every working person will need time off from work to care for themselves or their family members at some point in their lives.
- Currently, just 17% of working Americans – and just 6% of the lowest-income workers – have paid family leave through their employers.
- Approximately 62% of workers are either ineligible for unpaid time off under FMLA or can't afford to take it.
- 94% of Democrats, 83% of Independents, and 74% of Republicans support a comprehensive, universal national paid family and medical leave program.

## ECONOMIC ARGUMENT

- Family budgets are stretched so thin that taking one day – or even-half a day- away from work without pay can lead to financial disaster.
- Working families lose \$20.6 billion in wages annually due to inadequate or no paid leave.
- The U.S. economy loses \$500 billion in economic activity each year due to women's reduced labor force participation.
- The majority of small business owners support a national paid family leave insurance program, which would make providing leave affordable and help them compete with larger employers.

## BENEFITS PROVIDED

- Provides people who work up to 12 weeks of partially paid time away from work to bond with a new child, care for their own serious health condition or care for a seriously ill or injured family member.
- Applies to most working people across the United States, no matter what they do, including younger workers, part time and self-employed. It should be expanded to public employees.
- The FAMILY Act is funded responsibly by small employer and employee contributions and sustainably without harming other government programs.
- The FAMILY Act builds on successful state programs.

## WHY WORKING FAMILIES SHOULD CARE

- Lack of paid family leave forces working people to choose between their health, their job and their family.
- Nearly 1 in 4 moms go back to work within two weeks of giving birth.
- Older workers who leave the workforce to care for an aging parent lose more than \$300,000 in income and retirement savings.
- Paid leave contributes to healthier outcomes for women, children and their families.
- Paid family leave encourages fathers to use leave for bonding and caregiving.
- Only 43% of black workers and 25% of Latino workers have any access to paid parental leave.

## FAQS ABOUT THE FAMILY ACT

- *Can't workers just use sick leave, short term disability or vacation days if they don't have paid family leave?*  
Among lower-income workers, other forms of leave are also rare. And even workers who have some form of paid time off typically lack the amount required for serious needs such as seeking treatment for cancer or bonding with an infant. The United States is one of two countries without paid maternity leave.
- *What effect would the FAMILY Act have on businesses?*  
Paid leave benefits employers by reducing turnover and improving employee productivity and morale. Research on state programs similar to the FAMILY Act consistently shows that most employers favor the programs.
- *How would the FAMILY Act affect workers' incomes and workforce attachment?*  
Evidence from state programs shows that paid leave improves the labor force participation of family caregivers and of new mothers, and has positive effects on women's earnings, helping to close the gender wage gap.





# Medicare for All Act of 2019, HR 1384

Sponsor: Rep. Pramila Jayapal (D – WA); referred to Committees: Energy & Commerce, Ways & Means, Education & Labor, Rules, Oversight & Reform, Armed Services. To be introduced in the Senate on 4.10.2019. Sponsor: Sen. Bernie Sanders (I – VT)

## BACKGROUND

- Roughly 30 million Americans are uninsured and an additional 41 million adults are underinsured
- 33% of US adults go without recommended care, do not see a doctor when sick or fail to fill a prescription because of costs.
- Despite enormous spending, the US has poor health outcomes with high infant mortality and 68% of Americans over the age of 65 living with chronic conditions compared to 33% in the UK.
- MFA is a single payer system that improves and expands the successful Medicare program so that everyone in the US has guaranteed access to healthcare with comprehensive benefits.

## ECONOMIC ARGUMENT

- MFA would require new taxes but they would replace premiums, co-pays and deductibles with 95% of Americans paying less than they do now.
- MFA would allow Medicare to negotiate drug prices so prescription drugs would have lower costs.
- Health care would not be tied to your employer. Currently more than half of Americans access health care through employer-based benefit plans. Health care cost increases (2-4 times above inflation) is the biggest cause of strikes, lockouts and concession bargaining.

## WHAT DOES MFA DO

- Every US resident would be eligible for a single standard of care with no co-pays or deductibles.
- Primary, emergency, mental healthcare, addiction treatment, prescription drug, medical devices, dental and vision are included.
- ‘Freedom to choose’ providers will be protected.
- Women will be entitled to access to the full range of reproductive health services.
- Long-term services and supports will be covered.
- There will be prohibitions on using any funds intended for medical care towards union busting. There is a commitment to ensure safe health care staffing levels and to provide just transition benefits and training for any displaced insurance and administrative workers.
- Preserves the ability of veterans to receive medical benefits through the Veterans Administration and of Native Americans to receive benefits through Indian Health Service.

## MYTHS ABOUT MFA

*Myth: MFA will cost so much more and is financially unsustainable.*

*Fact: Even a study conducted by the Mercatus Center, a conservative think tank, concluded that the US would save \$2 trillion over a ten year period by guaranteeing health care for everyone with Medicare for All. The US spends 2.5 times the average of other industrialized countries, or an average of \$11,193 per person annually, yet we don't provide health care to everyone.*

*Myth: Supporting MFA is an extreme “left wing” position.*

*Fact: A majority of people support a “single payer” national health plan, climbing to 60% in some polls. After the last presidential election, a Gallup poll showed 52% of Trump voters who earn under \$30,000/year supported a federal guarantee of health care for all.*

For more information, please contact: Coalition of Labor Union Women

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# Paycheck Fairness Act, S. 270

Senate Sponsor: Patty Murray (D. Washington) – referred to Committee on Health, Education, Labor, and Pensions; House HR 7: passed House on 3.27 242-187 with bipartisan support

## BACKGROUND

- According to Census statistics, women only received 80 cents of each dollar that men earned.
- The Paycheck Fairness Act (PFA) requires that men and women receive equal pay for equal work.
- PFA is a comprehensive bill that updates the Equal Pay Act of 1963 by closing loopholes that have allowed wage discrimination to persist and creating stronger incentives for employers to follow the law.

## ECONOMIC ARGUMENT

- Given the current state of the economy, American families are increasingly relying upon women's wages to make ends meet.
- Women represent nearly half of the paid workforce.
- Mothers are breadwinners in half of the families with children under 18.
- Thus, equal pay for equal work will ensure the financial stability of many American families.

## WHAT DOES THE PFA DO:

- Clarifies acceptable reasons for difference in pay to ensure that the wage gap is legitimate and truly a result of factors other than gender.
- Allow for reasonable comparison between employees to determine fair wages.
- Prohibit employer retaliation against workers who inquire about other employee's wages or disclose their own wage.
- Provide women with the option to proceed in an opt-out class action lawsuit and allow women to receive punitive and compensatory damages for pay discrimination.
- Bars salary history to determine future pay.
- Allows women to compare salary to male workers in the same geographic region.
- Require the Department of Labor to utilize tools to uncover wage discrimination.
- Direct the Equal Employment Opportunity Commission to conduct a survey to assist federal agencies in enforcing wage discrimination laws and develop regulations to collect wage data.
- Establish salary negotiation skills training for women and girls.

## MYTHS ABOUT THE PFA:

*Myth: Wage discrimination is a result of career disruption and market forces, not gender.*

**Fact: After controlling for factors known to affect earnings such as education and training, parenthood and hours worked, the Association of American University Women (AAUW) found that college-educated women still earn less than men – even when they have the same major and occupation as their male counterparts.**

*Myth: PFA will bankrupt employers because it eliminates punitive and compensatory damages, which would result in an explosion of court cases and allow class-action lawsuits to proliferate.*

**Fact: The PFA simply gives victims of sex-based discrimination the same rights as victims of race-based discrimination. Under the current law, victims of race-based discrimination can sue for compensatory and punitive damages and the courts are free to award whatever amount they deem just. Race-based discrimination cases have NOT bankrupted employers, and there is no reason to believe that things would be different.**

*Myth: The PFA would unfairly penalize employers who pay workers at some worksites more because the cost of living is higher in that location.*

**Fact: The PFA clarifies that a plaintiff can only compare her pay to an individual doing the same job at a location within the same county.**

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# RAISE *the* WAGE

## FACT SHEET

### The Raise the Wage Act of 2019

*Increasing the minimum wage to \$15 by 2024 will give roughly 40 million Americans a raise*

For millions of people across the country, working 40 hours or more a week is not enough to support themselves and their families. In fact, [one in nine](#) U.S. workers are paid wages that leave them in poverty, even when working full-time and year-round.

For the past 40 years, Congress has failed to increase the minimum wage to keep up with inflation. Today's minimum wage worker has less buying power than a minimum wage worker had in the 1960s. Since the last increase in 2009, the purchasing power of the minimum wage has declined by more than 15 percent due to inflation. There is no place in America where a full-time worker making the minimum wage can afford the basic essentials.

#### **The Raise the Wage Act of 2019 would:**

- Gradually raise the federal minimum wage from \$7.25 to \$15 over the next six years to lift millions of workers out of poverty, stimulate local economies, and restore the value of minimum wage;
- Index future increases in the federal minimum wage to median wage growth to ensure the value of minimum wage does not once again erode over time;
- Guarantees tipped workers are paid at least the full federal minimum wage by repealing the subminimum wage for tipped workers, which will ensure consistent, livable pay;
- Guarantees teen workers are paid at least the full federal minimum wage by repealing the rarely used subminimum wage for youth workers; and
- End subminimum wage certificates for individuals with disabilities to provide opportunities for individuals with disabilities to be competitively employed, taxpaying citizens and participate more fully in their communities.

**Give 40 million Americans a raise.** According to 2017 estimates from the Economic Policy Institute, raising the minimum wage to \$15 would increase wages for [roughly 40 million people](#)—nearly 30 percent of the workforce. Once fully phased in, this roughly translates into an annual pay increase of about \$3,500 for the average affected worker.

**Helps women and workers of color.** Today, [more than 40 percent of Black workers and one third of Hispanic workers](#) would get a raise under this bill. Women make up nearly [two-thirds of all minimum wage workers](#). This bill would provide the greatest benefit to workers of color and women.

**Boosts the economy.** Economists agree that low-wage workers are more likely than other income groups to spend extra earnings immediately. Researchers estimate that a 10 percent increase in the minimum wage would increase sales by around [\\$2 billion each year](#). This new demand helps create an economy that works for everyone, not just the wealthy few.

