



I-1433: Equity and Opportunity for Washington's Immigrants & Refugees

Addressing disparities in our economy

Immigrants and refugees often face discrimination by employers and are forced into lower wage jobs. Immigrants and refugees make up a disproportionate number of workers in low-wage industries, including agriculture, construction, and food service.¹ Raising the minimum wage will help these workers feed their families and put a roof over their heads.

I-1433 provides a raise in the minimum wage and the ability to earn sick leave for all workers. There are no carve-outs for certain workers or industries; this includes agricultural, home care and construction workers, and for immigrant workers as well in Washington state.

No one should be forced to give up a day's pay because they're sick or must care for a sick child

Only 52% of immigrants and refugees have jobs that allow them to earn sick leave, compared to 62% for US-born workers.² That means that nearly half of all immigrant and refugee workers must choose between losing a day's pay and coming to work sick themselves or when their child is ill.

In fact, personal care and service workers, including child care workers and home care workers, are among the jobs least likely to have sick leave—meaning they're more likely to infect the children or elderly they care for.³

Immigrant and refugee workers in these industries would benefit from the security and peace of mind knowing that they can stay home without risking the health of their clients, or losing their job and the ability to pay rent.

Improving the laws is needed, but so is enforcement

Foreign-born workers were nearly twice as likely as their US-born counterparts to have a minimum wage violation. Among those, immigrant Latino workers had the highest minimum wage violation rates of any racial/ethnic group.⁴ I-1433 includes a provision to address enforcement, notification provisions and protection from retaliation. We will have the chance to not only improve the wage and sick leave policies, but make sure that all workers are benefiting from the new enforcement rules.

SUPPORTERS:

EQUITY IN EDUCATION
COALITION



ABOUT US

Raise Up Washington, a coalition of union, faith and community organizations, is now collecting signatures for Initiative 1433. If approved in November, I-1433 would incrementally raise Washington State's minimum wage to \$13.50 by 2020 and allow all workers to earn paid sick leave.

JOIN OUR EFFORT

You can help pass I-1433 and Raise Up Washington!

COLLECT SIGNATURES — I-1433 petitions are now available. Collect signatures from family, friends, co-workers, neighbors, and at farmers' markets and other community events. Just email the campaign at info@raiseupwa.com.

ENDORSE — Add your name to the growing list of organizations, unions, small businesses, and community leaders supporting I-1433. Just visit RaiseUpWA.com or email the campaign at info@raiseupwa.com.

CONTRIBUTE — Make a contribution to support the campaign at RaiseUpWA.com

1 http://www.brookings.edu/~media/Research/Files/Papers/2012/3/15-immigrant-workers-singer/0315_immigrant_workers_appendix.PDF

2 <http://iwpr.org/publications/pubs/paid-sick-days-access-and-usage-rates-vary-by-race-ethnicity-occupation-and-earnings>

3 <http://phinational.org/blogs/study-direct-care-workers-unlikely-have-paid-sick-leave>

4 <http://www.nelp.org/content/uploads/2015/03/BrokenLawsReport2009.pdf?nocdn=1>