



# I-1433: Creating Equity and Opportunity for Washington's LGBTQ Community

## ***LGBTQ people live in poverty at alarming rates***

For lesbian, gay, bisexual, transgender, and queer people, raising the minimum wage is a human rights issue that will lift many out of poverty. Transgender people are four times more likely than the general population to live in extreme poverty (earning less than \$10,000 per year), and LGBTQ adults raising children are three times as likely to live in poverty as heterosexual couples with kids.<sup>1</sup>

## ***LGBTQ women are the most lacking in paid sick days***

No one should have to go to work when they or a family member are sick. Unfortunately, more than 1 million Washingtonians lack sick leave, and there is a greater disparity for queer women. Only 55% of lesbian or bisexual women have access to paid sick days, compared with 60% of heterosexual men and women and 60% of gay men.<sup>2</sup>

## ***Paid sick time can help to address LGBTQ health disparities***

LGBTQ Americans have a higher risk of cancer than the population at large. For example, lesbians and bisexual women have a higher risk than heterosexual women of developing breast, ovarian, and endometrial cancers.<sup>3</sup> Studies show that LGBTQ older adults are more likely to suffer from chronic health conditions than non-LGBT older adults. Access to paid sick time allows people to see a doctor, receive regular treatment, and get screened for cancer and other serious illnesses.

## ***LGBTQ people are at greater risk of experiencing domestic violence***

21.5% of men and 35.4% of women living with a same-sex partner experienced intimate partner violence in their lifetime (compared with 7.1 and 20.4% of straight men and women, respectively). For transgender people, it is even higher—at 34.6%.<sup>4</sup> Domestic violence survivors should not have to risk economic security just to take a day off work to seek help. Passing sick leave will provide more safety and security for LGBTQ people in our communities.<sup>5</sup>

## SUPPORTERS:



## 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](mailto: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](http://RaiseUpWA.com) or email the campaign at [info@raiseupwa.com](mailto:info@raiseupwa.com).

**CONTRIBUTE** — Make a contribution to support the campaign at [RaiseUpWA.com](http://RaiseUpWA.com)

1 [http://www.thetaskforce.org/static\\_html/downloads/reports/fact\\_sheets/minimum\\_wage\\_fact\\_sheet.pdf](http://www.thetaskforce.org/static_html/downloads/reports/fact_sheets/minimum_wage_fact_sheet.pdf)

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

3 See, e.g., S.L. Dibble, S.A., Roberts, S.A. & B. Nussey, Comparing Breast Cancer Risk Between Lesbians and their Heterosexual Sisters, *Women's Health Issues*. (Mar.-Apr. 2004), 14(2), pp. 60-68; M. Miller, A. Andre, J. Ebin & L. Bessonova, *Bisexual Health: An Introduction and Model Practices for HIV/STI Prevention Programming* (2007), National LGBTQ Task Force, Fenway Community Health & BiNet USA, pp. 4, 41, 108; National LGBT Cancer Network, *Cancer and the LGBT Community*, [http://www.cancer-network.org/cancer\\_information/cancer\\_and\\_the\\_lgbt\\_community/](http://www.cancer-network.org/cancer_information/cancer_and_the_lgbt_community/).

4 <http://www.advocate.com/crime/2014/09/04/2-studies-prove-domestic-violence-lgbt-issue>

5 <http://www.advocate.com/crime/2014/09/04/2-studies-prove-domestic-violence-lgbt-issue>