



# I-1433: Creating Equity and Opportunity for Women and Children Across Washington State

## ***A majority of minimum wage workers are women***

Across the nation, two thirds of minimum wage workers are women.<sup>1</sup> From the health care industry, to restaurants, professional childcare and home health care, women make up a majority of workers in many low-wage industries.

In fact, about one third of female workers in Washington earn less than \$13.50 per hour. This is especially concerning because women are the primary breadwinners in 40% of households with children in our country.<sup>2</sup>

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

From the health care industry, to restaurants, professional childcare and home health care, women make up a majority of workers in many low-wage industries and are the least likely to have paid sick days.

Restaurants and food services are some of the worst, where only 19% of their workers can earn sick leave. As a result, many female workers are forced to come to work sick — and risk getting their customers sick — or stay home and lose a paycheck. In fact, women are 10 times more likely to stay at home with a sick child, despite often working in industries that offer no sick leave.<sup>3</sup>

## ***Kids do better when their parents have access to higher wages and paid sick leave***

Children should not have to go to school sick, and workers should not be forced to choose between their own family member's health and paying the bills.<sup>4</sup> Children recover more quickly from illness when a parent is with them and are more likely to receive prompt medical care when a parent has paid sick leave.

## ***Paid safe days protect jobs and pay for victims of violence when they seek help***

One in five women will experience sexual violence at some point in their lives. The number one factor that determines whether a woman will be able to safely escape an abuser and stay safe is economic independence.<sup>5</sup> Raising the minimum wage and providing paid leave for victims of assault and violence both contribute to greater economic independence.

I-1433 will ensure victims of sexual assault and domestic violence survivors don't face additional suffering from missing a day's wage or fearing loss of their job for taking time off to seek treatment, legal help, and safety.

## SUPPORTERS:



National Council of Jewish Women  
Seattle Section



## 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 <https://www.thisispersonal.org/did-you-know-23-minimum-wage-workers-are-women>

2 Bureau of Labor Statistics, 2015 National Compensation Survey, for US civilian workers.

3 <http://civicskunkworks.com/paid-sick-leave-is-feminist/>

4 <https://www.whitehouse.gov/the-press-office/2015/09/07/fact-sheet-helping-middle-class-families-get-ahead-expanding-paid-sick>

5 Economic Opportunity Institute, March 2016.