

**PAID SAFE LEAVE:
HELPING SURVIVORS & THEIR
FAMILIES STAY SAFE WITHOUT
LOSING A JOB OR PAYCHECK**

Katie Wutchiett, Legal
Aid at Work

Melisa Acoba, CA Work
& Family Coalition

INTRODUCTIONS

Who's in the room?

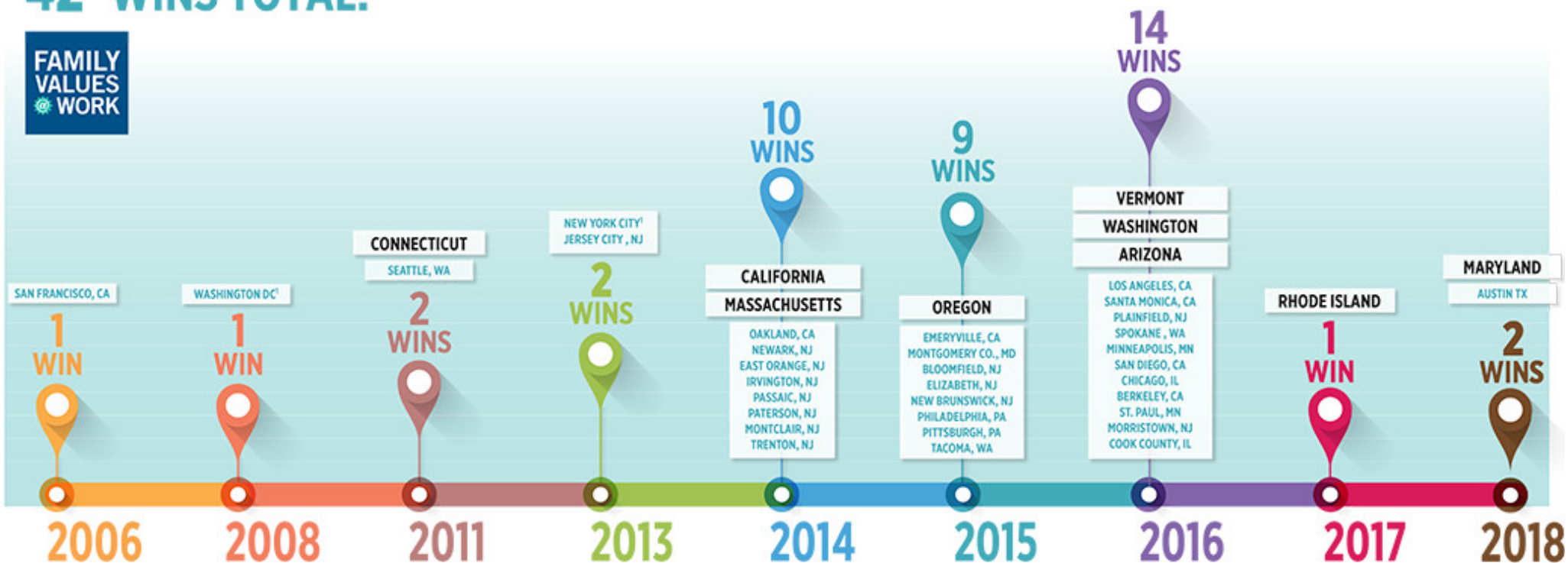
OBJECTIVES

Our goal is to strengthen relationships between service providers, organizers, and policy campaigns.



PAID SICK DAY WINS

42* WINS TOTAL!



*Three (3) other locations — Milwaukee, WI, Eugene, OR, Portland, OR and Orange County, FL, also passed paid sick days but had those wins taken away by their state legislature.

PAID SICK DAYS LAWS EXPANDED IN SUBSEQUENT YEARS

THE LANDSCAPE

WHAT TYPES OF LEGAL PROTECTIONS MAY BE AVAILABLE TO SURVIVORS?

4 Main types:

- Job Protection
- Wage Replacement
- Accommodations
- Safety from Discrimination

JOB PROTECTION

Based on either:

- **Medical condition** – yours or a family member's
 - Family Medical Leave Act; Paid Sick Days
- **Need for safety** – yours or a family member's
 - Paid Safe Days; Local and State laws

ACCOMMODATIONS

Based on either:

- **Medical condition**
 - Americans with Disabilities Act
- **Need for safety**
 - Local and State laws

PAY WHILE ON LEAVE

Based on either:

- **Medical condition**

- Paid Sick Days; State Disability Insurance; Paid Family Leave

- **Need for safety**

- Paid Safe Days; Local or State Protections

DISCRIMINATION

Based on either:

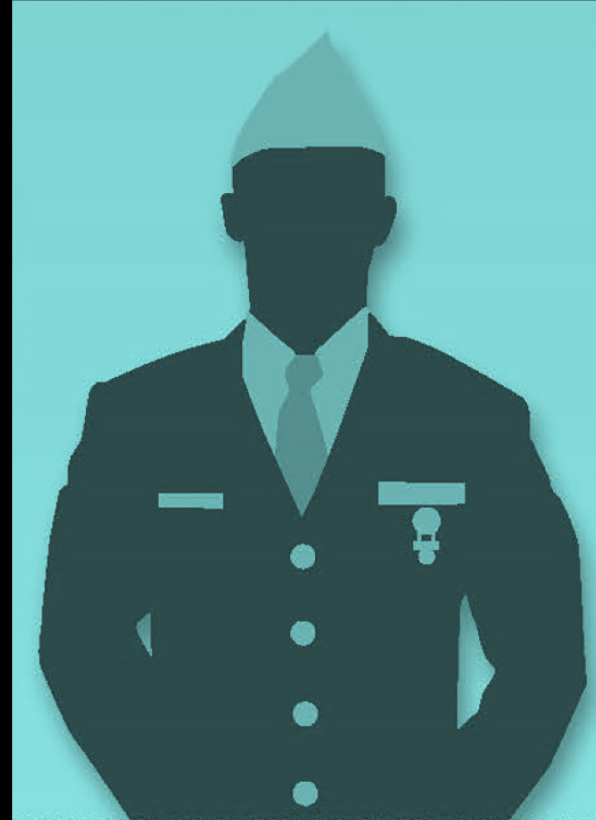
- **Medical condition**
 - Americans with Disabilities Act
- **Status as a survivor**
 - Local and State laws

WHAT'S THE DIFFERENCE BETWEEN PAID SICK DAYS AND PAID FAMILY AND MEDICAL LEAVE?

SARAH FLETCHER



SAM GARCIA



WHY ARE PAID SICK AND SAFE DAYS SO IMPORTANT?

Abusers create economic instability to make their victim reliant on them. Safe days preserve income for survivors.

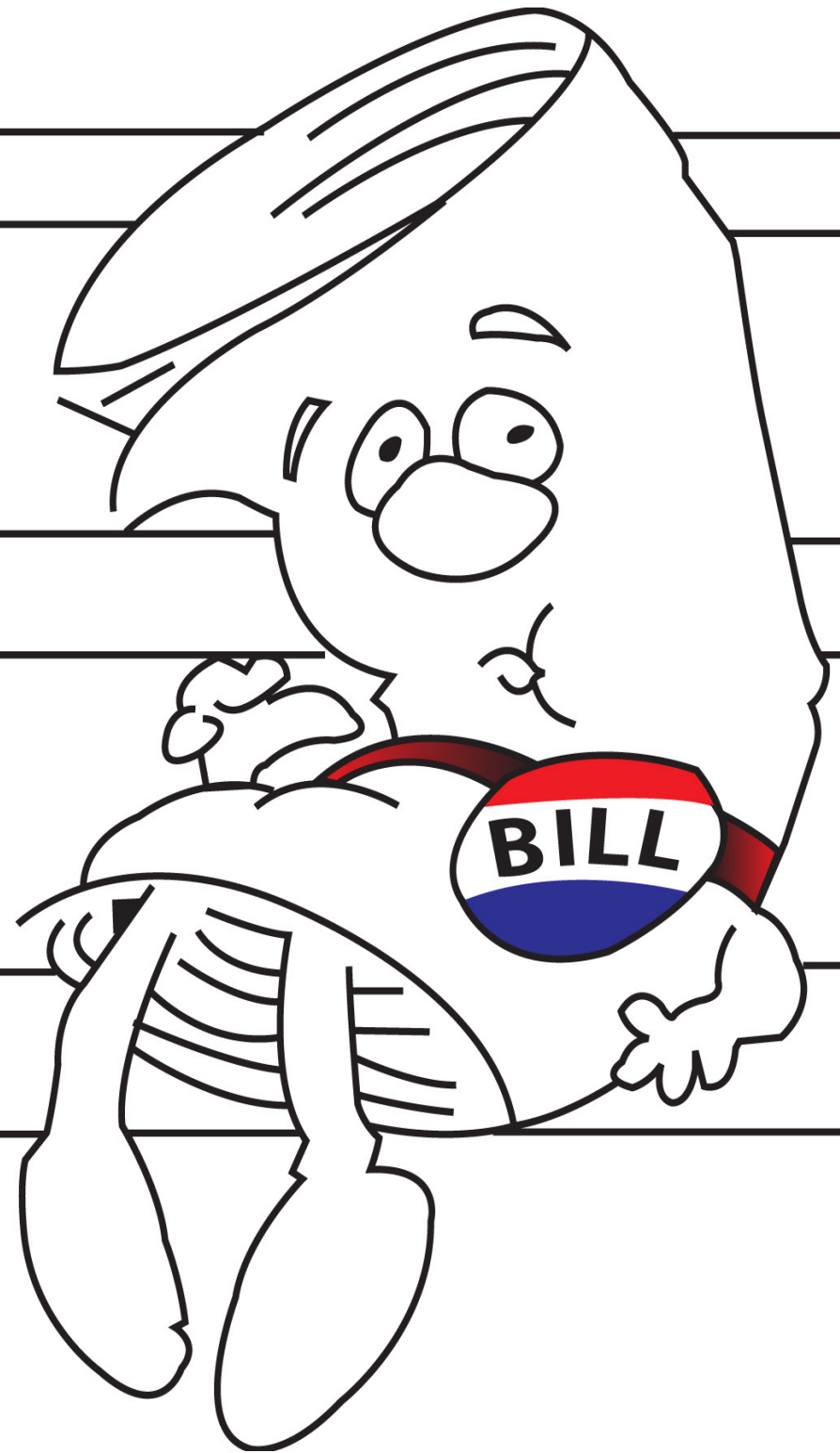
Even when survivors are unemployed, their family members may need paid safe days for caregiving.

Survivors of domestic violence lose an estimated 7.9 million paid workdays per year.

Only 60% of workers have access to paid SICK days. That number varies when you factor in race, gender, and sexual orientation.

I'M A C3.
HOW CAN I ADVOCATE?

- limited lobbying
- public and education
- educate candidates on issues
- implementation





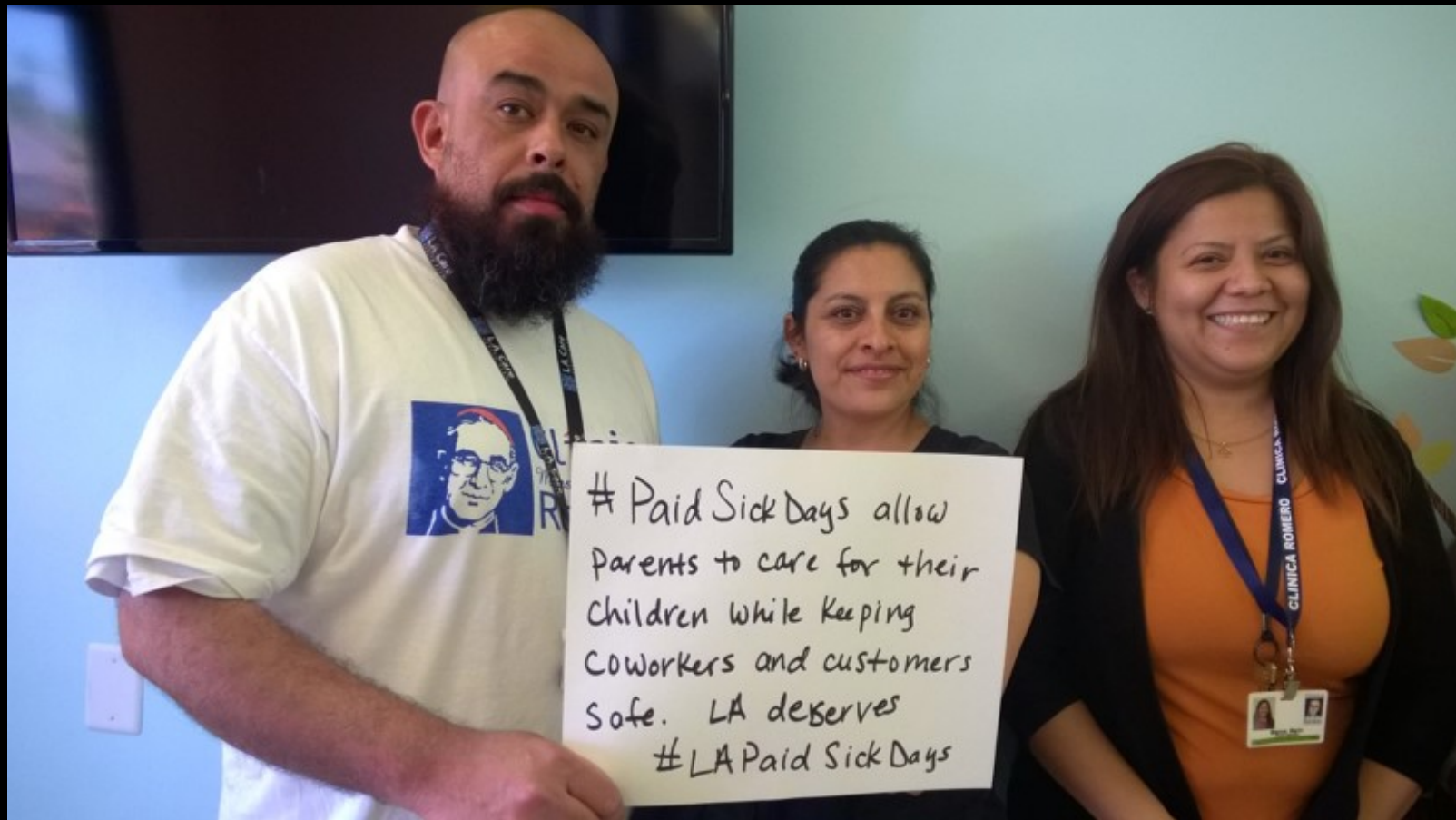
CASE STUDIES

CA WORK & FAMILY COALITION

Made up of nonprofit organizations, unions, worker centers, legal services organizations, health care providers, domestic violence, eldercare, child care, and breastfeeding advocates, among many others.

We organize communities to realize equitable, family-friendly workplaces and to expand the safety net in California through policy, advocacy, and education.

LOS ANGELES PAID SICK/SAFE DAYS CAMPAIGN



CLÍNICA ROMERO AND THE *PROMOTORA* MODEL



TAKING ACTION



CAMPAIGN FOR SAFETY ACCOMMODATIONS AND PROTECTION FROM DISCRIMINATION: SB 400



PATH TO BECOMING A LAW

- Build off clients' experiences
- Look at other states' policies and reach out
- Build a broad coalition
- Public, story-based education
- Keep in mind enforcement/implementation

GROUP DISCUSSION |

DIVIDE INTO GROUPS

Service providers:

- What does your organization do to educate you as a service provider about workplace protections for your clients and your clients' loved ones?
- What does your organization do to educate employers, community members, or other organizations about your clients' need for workplace protection?

Policy/legislative staff:

- What are the ways to respect & protect clients' experiences in advocacy campaigns?
- How do you identify which policies to put together and strategies for timing on those campaigns?
- How do you incorporate the needs & experiences of employed survivors in your policy campaigns?
- How do you incorporate the needs & experiences of unemployed survivors in your policy campaigns?
- Have you worked on economic justice campaigns? What worked well? What could have gone better?

BUILDING YOUR PITCH!

THOUGHTS AND QUESTIONS?

Katie Wutchiett

kwutchiett@legalaidatwork.org

Melisa Acoba

melisa.acoba@gmail.com