

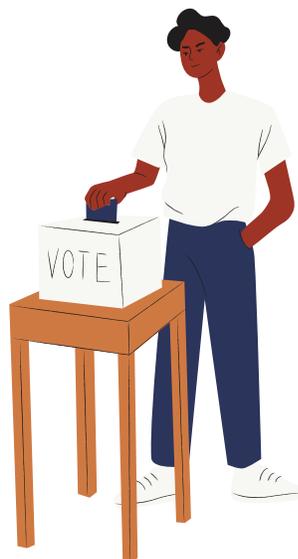


Workers' Rights and the 2020 Election



Work is an essential part of our lives. We work to put food on the table, pay for housing and medical care, and to support our families. We work to take care of elderly and sick loved ones. We work to take care of our children.

Too often, though, workers are forced to pick between taking care of sick family members or children and earning money to pay the bills. They are forced to work in unsafe conditions. They aren't paid a living wage.



What if we had politicians in North Carolina who take the concerns of working families seriously? What kind of public policies would support working people instead of taking advantage of them? This election, workers' rights are on the ballot.

Paid Sick Days

The United States is the only country in the developed world without a federal regulation for paid sick leave. Given the continued threat of Covid-19, efforts to protect our country through effective responses must consider the importance of paid sick leave, especially for those who can't work from home.



However, millions of North Carolina workers lack paid sick days protections, and with the continued spread of COVID-19, many are forced to choose between earning wages or keeping themselves and others safe. 3 million workers in North Carolina have no guaranteed access to this vital protection.

Workers earning low incomes, which are disproportionately women and people of color, are much less likely to have earned paid sick days. Yet, most of these workers are considered essential workers during COVID-19.¹



Questions for candidates:

- Will you commit to allowing NC workers in businesses with ten or more people to earn a minimum of 56 paid sick hours per calendar year, and employees in businesses with ten or less to earn a minimum of 32 hours per calendar year?
- Do you support allowing workers to earn paid time off to use when sick, for preventative medical care, or caring for a sick loved one?
- The Families First Coronavirus Response Act, passed in March by Congress, provided paid sick days and paid leave for working people for limited purposes during the pandemic. However, the law exempted large companies with 500 or more employees, leaving more than half of North Carolina's workforce behind. Do you support expanding access to federal emergency paid sick days and paid leave to include employees at companies with 500 or more workers?

1: <https://www.ncjustice.org/publications/your-voice-your-vote-paid-sick-days-and-paid-leave/>

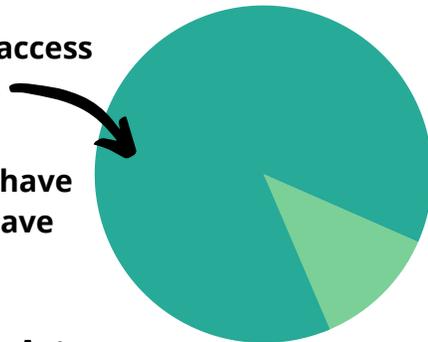
Paid Family and Medical Leave

We have all known people, or been those people, who needed, to take time off from work to recover from a serious illness or care for a sick loved one or a new child. These things are a normal part of life. Yet, many workers don't have the ability to take this time off without the risk of losing their job or not being able to cover basic living expenses.

88% of U.S. workers don't have access to paid family leave ¹

Less than 40% of U.S. workers have access to personal medical leave through their employer

The Family and Medical Leave Act (FMLA), the only federal law to address this matter, only covers 60 percent of the workforce and with that only guarantees unpaid time off without loss of employment for 90 days



Thousands of workers in North Carolina are forced to choose between taking care of themselves and their families or returning to work. This should never be a choice that anyone has to make.

Questions for candidates:

- Do you support establishing a paid family leave program that allows individuals to provide extended care for family members suffering from serious health conditions, and recover from their own health condition?
- Do you see deficiencies in the current system and if so, how would you go about addressing them?
- Do you support extending the basic FMLA protections to include a larger definition of "family," including grandparents, stepparents, etc., so more working people in North Carolina could help provide the care their families need?

1: <https://ncfamiliescare.com/wp/wp-content/uploads/2020/03/Fact-Sheet-WorkersBusinessesEconomy.pdf>

Fair Wages

North Carolina's minimum wage is the national minimum—\$7.25 an hour. While 29 states have raised their minimum wage above this, North Carolina has not. At this wage, a full-time worker earns approximately \$15,080 per year, \$1,000 below the federal poverty level for a family of one adult and one child.¹

How do we expect people to live healthy, full lives if they don't have enough money to pay rent, put food on the table, or pay for necessary medical care? Is it fair that businesses can make a profit because their workers live below the poverty line?



Raising the minimum wage in North Carolina to \$15 an hour would benefit almost 1.6 million workers across the state, the majority of these being women or people of color.²



Questions for candidates:

- Do you commit to raising the minimum wage to a living wage of at least \$15 per hour?
- If not, what do you think the minimum wage should be, and how else should a family make up the difference between what their job pays them and what they need to survive?
- What steps will you take to make sure wage theft is investigated and prevention measures are put in place to protect workers in North Carolina?

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1, 2: https://www.ncjustice.org/wp-content/uploads/2020/07/VVW-2020_Min-Wage-8-26-20.pdf