

## **U.N. WORKING GROUP ON THE ISSUE OF DISCRIMINATION AGAINST WOMEN IN LAW AND IN POLICY**

### **I. BARRIERS TO WORKFORCE PARTICIPATION FACED BY WOMEN IN ALABAMA**

### **II. REPORTING ORGANIZATION: A BETTER BALANCE**

A Better Balance (ABB)'s mission is to promote equality and expand choices for men and women at all income levels so they may care for their families without sacrificing their economic security. ABB employs a range of legal strategies to promote flexible workplace policies and practices, end discrimination against caregivers, and value the work of caring for families. ABB is a national organization, with a Southern Office in Nashville, Tennessee.

This submission was drafted with assistance from the Columbia Law School Human Rights Clinic.

This submission focuses on the state of Alabama.

### **III. SUMMARY**

Women in Alabama face significant and pressing workplace discrimination. Discrimination on the basis of gender intersects with discrimination experienced by women of color, women in rural areas, and women in poverty. Alabama ranks 48<sup>th</sup> nationally overall with respect to the provision of support services for working parents, making it one of the worst states in which to be a caregiver of children.<sup>1</sup> While gainful employment can offer an important path out of poverty, women – and in particular women with families – face significant barriers to equality in the workplace.

Current state laws and policies are not designed to foster economic security or allow women to balance jobs with caregiving responsibilities. There are significant gaps in protections in the arenas of **gender pay equity**; workplace **accommodations for pregnancy**; equitable **treatment of caregivers**; and **paid leave** (family, sickness, and safety). This submission addresses each of these areas in turn, setting out the factual and legal context, consequences, and recommendations for improvement. In addition to the specific recommendations below, federal and state officials should expand education and outreach in each of these areas.

### **IV. DISCRIMINATION AGAINST WOMEN IN THE WORKFORCE IN ALABAMA**

#### *Gender Wage Gap*

As noted with concern by a number of human rights bodies,<sup>2</sup> women in the United States are paid less on average than men. The gender wage gap is particularly acute in Alabama. The average annual income for a woman in Alabama holding down a full-time job is \$32,451.<sup>3</sup> For women in Alabama's rural areas, income is even lower. In Wilcox, Lowndes, and Conecuh counties, the median earnings for women are \$27,237, \$23,947, and \$22,381, respectively.<sup>4</sup> In Alabama, women are paid 73 cents for every dollar paid to men, with a yearly wage gap of \$12,109.<sup>5</sup> For black women in Alabama, the disparity is even greater, as they earn 57 cents for every dollar that white men make.<sup>6</sup> This is more pronounced than the national average.<sup>7</sup>

The gender wage gap is a problem for female wage earners and their families, particularly in single-parent families.<sup>8</sup> In Alabama, 284,000 family households are headed by women.<sup>9</sup> In addition, nearly half of single-mother households live in poverty.<sup>10</sup> When race and ethnicity are taken into account, the disparity is even greater. In rural counties in the South, which includes counties in Alabama, Mississippi, and Georgia, black women heads of households are almost two times as likely to be poor as white women heads of household.<sup>11</sup>

The federal government has acknowledged that the gender pay gap exists and taken some steps to address it.<sup>12</sup> To close the gender pay gap, more action is needed in Alabama, and across the United States.

## Recommendations

- **Alabama Officials** should enact policies that prohibit employer restrictions upon, and retaliation in response to, employees sharing salary information; and establish a task force to study how work family policies contribute to the gender pay gap and provide recommendations to foster pay equity.
- **Federal Officials** should support passage of legislation that would expand entitlement to equal pay by narrowing exceptions to equal pay law protections; allow employees to seek compensatory and punitive damages for gender-based wage discrimination; prohibit punishment of employees who share salary information with their co-workers; and establish equal pay for equal work.<sup>13</sup> These issues are dealt with in the *Paycheck Fairness Act* introduced in Congress.<sup>14</sup>

### *Lack of Accommodations for Pregnant Workers*

In Alabama, there are approximately 34,000 pregnant women in the labor force.<sup>15</sup> In the absence of strong federal and state level protections for pregnant workers, employers often do not provide reasonable accommodations for pregnant women, forcing them off the job when they need income the most.<sup>16</sup> This has a disproportionate impact on women of color, and all women who have low levels of education, work part-time, or work in lower-paying jobs.<sup>17</sup>

Alabama has no state level protection for pregnant women requiring accommodations in the workplace. The lack of state legislation and policies that ensure pregnancy accommodation leaves these women exceptionally vulnerable to discriminatory treatment by their employers.

Thus, every day, women in Alabama and around the country are forced to choose between a pay check and a healthy pregnancy. With infant mortality rates above the national average in Alabama, and maternal mortality rates on the rise in the rural South, there is an urgent need for policies to ensure that pregnant workers can maintain their health.<sup>18</sup>

## Recommendations

- **Alabama Officials** should provide protections for pregnant workers in need of a modest accommodation to stay healthy and employed, including legislation to ensure that employers provide a reasonable accommodation for pregnancy-related conditions and childbirth, including expressing breast milk, unless doing so would create an undue hardship for the employer.
- **Federal Officials** should support passage of Federal legislation to address pregnancy discrimination, support similar state and local laws to protect women

from discrimination based on pregnancy, childbirth, and related medical conditions, such as expressing breast milk. These issues are addressed in the *Pregnant Workers Fairness Act* introduced in Congress.<sup>19</sup>

### *Family Responsibilities Discrimination and Control of Work Schedules*

Family Responsibilities Discrimination (FRD) is a form of employment discrimination that occurs when an employee is unfairly penalized at work because of his or her obligations to provide care for family members. FRD affects a range of working people, including mothers and fathers, pregnant women, parents of disabled children, adult children caring for aging parents, and workers who care for sick or disabled relatives.<sup>20</sup> FRD is based, among other things, on negative stereotypes about caregivers as less committed workers. This overlaps with gender bias and stereotyping that presumes that women should provide care at the expense of their employment.

While general employment laws provide some protections from limited forms of FRD, there is no federal law explicitly prohibiting employers from discriminating against their employees on the basis of their family status or family caregiving responsibilities. Only Alaska, New York, and the District of Columbia provide explicit legislative protections against FRD.<sup>21</sup>

Alabama has no such state level protection. Thus, employers can treat both men and women with children unfavorably relative to their co-workers without children, without violating any existing law. They can also terminate workers if they stay home with a sick child. Furthermore, although an employer may not terminate a woman because she is pregnant, the law offers less protection after her baby is born.

Nationally, caregivers are penalized by workplace inflexibility, particularly with respect to scheduling. Around 40 per cent of adults care for family members who are sick or elderly and 60 per cent of these caregivers are employed.<sup>22</sup> Workers at all income levels report difficulties balancing their family responsibilities with work.<sup>23</sup> Caregivers who hold jobs where schedules are uncertain often receive very little notice of their shifts, compounding this challenge. Currently, Alabama state laws offer no protection for women seeking flexibility in the workplace to navigate and balance caregiving and work responsibilities.

### **Recommendations**

- **Alabama Officials** should review current state employment policies and take action to prevent and prohibit discrimination against caregivers, including through provisions that allow state employees to provide input into their schedules; prioritize and support efforts to prohibit discrimination against employees based on parenthood and caregiving responsibilities; and ensure that employers provide caregiver accommodations when possible and reasonable.
- **Federal Officials** should enact legislation that would encourage workplace flexibility by protecting workers who request a flexible work schedule, as well as by providing safeguards to ensure employers offer advance notice of schedules to employees. Both these issues are dealt with in the *Schedules That Work Act* introduced in Congress.<sup>24</sup>

### *Paid Parental and Family Leave*

Currently, the U.S. is the only industrialized country that fails to ensure workers are provided paid parental leave. The U.S. also fails to provide paid leave to care for ill family members. Under Federal law, eligible employees are entitled only to 12 weeks of *unpaid*, job-protected leave within a year of birth, adoption, or fostering to care for a new child

or to care for a seriously ill family member. Only 12 per cent of the U.S. workforce is eligible for paid family leave, offered voluntarily by their employer.<sup>25</sup> Three U.S. states have enacted legislation requiring employers to provide paid family leave insurance to their workers.<sup>26</sup> In addition, U.N. bodies have repeatedly called on the U.S. to introduce paid parental leave.<sup>27</sup>

## Recommendations

- **Alabama Officials** should enact job-protected, paid family leave that uses a broad definition of “family.” As a first step, Alabama should guarantee its own public workforce paid parental and family leave.
- **Federal Officials** should enact federal legislation providing for paid family leave which would use the social security system as a base, adding a new component funded by joint contributions from workers and employers – to provide up to 12 weeks of paid leave to care for a new child or seriously ill family member.<sup>28</sup> This approach is reflected in the *FAMILY Act* introduced in Congress.<sup>29</sup>

### *Paid Sick Leave*

In the U.S., there is no national guarantee of paid sick time. Nationally, upwards of 40 million workers are not entitled to a single paid sick day, and 38 per cent of employees in the private sector have no paid sick time.<sup>30</sup> In the absence of federal movement on this issue, four states and twenty localities now have paid sick time laws insuring a minimal amount of paid sick time to all workers.<sup>31</sup> However, Alabama still has no state or local level protection in this area. The lack of protection has a widespread impact in Alabama: 44.6 per cent of private sector employees (more than 670,000 workers) have no ability to earn paid sick time.<sup>32</sup> There are also significant implications for the approximately 700,000 children who live in families in which both parents work, or in single-parent households in which the caretaker works.<sup>33</sup>

Low income workers are especially vulnerable to the lack of paid sick leave.<sup>34</sup> In Alabama, this category represents 35.6 per cent of the workforce.<sup>35</sup> Access to paid sick days is also disproportionately low among black workers in Alabama.<sup>36</sup>

Failure to provide paid sick days has quantifiably negative economic impacts. For example, for a typical American family with working parents without access paid sick days, the average 3.5 working days lost to illness is “equivalent to the family’s entire monthly grocery budget.”<sup>37</sup> Similarly, the lack of paid leave exposes workers to the risk of losing critical wages (or even a job) if they stay at home to take care for a sick child, an elderly or other family member.<sup>38</sup>

In contrast, paid sick leave has positive correlations to economic stability and health. Paid leave increases job security<sup>39</sup> and promotes financial stability for employees.<sup>40</sup> It reduces recovery time, decreases the spread of illness among workers, and lowers health care expenditures.<sup>41</sup> Paid sick leave also allows families to care for sick children at home, which reduces the risk of spreading illness in school or daycare settings.<sup>42</sup>

## Recommendations

- **Alabama Officials** should pass legislation requiring employers to provide a minimum amount of paid sick leave, including time for family care.<sup>43</sup>
- **Federal Officials** should enact federal legislation that would guarantee workers the right to earn up to seven paid sick days a year to address their own health

needs or to care for a sick family member.<sup>44</sup> *The Healthy Families Act* introduced in Congress offers this protection.<sup>45</sup>

### *Paid Safe Time*

Across the country, 21 per cent of full-time workers are victims of domestic violence.<sup>46</sup> Women who experience domestic violence often miss work and forego wages in order to protect themselves and their families from abuse, resulting in the loss of nearly 8 million days of work, or \$727.8 million in lost wages annually.<sup>47</sup> Domestic violence survivors also report losing a job as a consequence of violence at significant rates.<sup>48</sup>

To date, three states, five cities, and one county have passed laws that include both paid sick and safe time.<sup>49</sup> In these jurisdictions, employees are entitled to paid leave, which allows them time to handle medical concerns, seek legal assistance, access social services, relocate, or otherwise respond to domestic violence, without compromising their employment. In addition, thirteen states, two counties, and two cities provide unpaid leave for victims of domestic violence.<sup>50</sup> Alabama law offers neither sick nor safe time.

### Recommendations

- **Alabama Officials** should prioritize laws and policies that ensure paid safe time for worker to address legal, medical, and other needs resulting from domestic violence, stalking, and sexual assault, without compromising economic security.<sup>51</sup>
- **Federal Officials** should prioritize and support efforts to provide paid leave protections, so that employees can address safety, health, housing, and judicial needs among other concerns that result from domestic violence, stalking, and sexual assault. This would be consistent with recommendations made by UN experts to the United States.<sup>52</sup>

### ENDNOTES

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<sup>1</sup> John S. Kiernan, *2015's Best & Worst States for Working Moms*, WALLETHUB (undated), <https://wallethub.com/edu/best-states-for-working-moms/3565/#main-findings>; see also Venessa Wong, *The Best States to Be a Working Mom*, BLOOMBERG BUSINESS (June 20, 2014), <http://www.bloomberg.com/bw/articles/2014-06-20/the-worst-states-to-be-a-working-mom>. See also House Comm. on Educ. & the Workforce Democrats, *Working Families Report Card: Alabama* (undated), [http://democrats.edworkforce.house.gov/sites/democrats.edworkforce.house.gov/files/documents/Working%20Families%20Report%20Card\\_Alabama.pdf](http://democrats.edworkforce.house.gov/sites/democrats.edworkforce.house.gov/files/documents/Working%20Families%20Report%20Card_Alabama.pdf) (noting that “[o]nly one in six children eligible for federal child care assistance actually receives it,” meaning that “7,887 children are on a waiting list for child care subsidies;” and that “[o]nly 4.6 per cent of 3- and 4-year-olds in Alabama are enrolled in state prekindergarten programs.”).

<sup>2</sup> See Report of the Working Group on the Universal Periodic Review: United States of America, ¶ 112, U.N. Doc. A/HRC/30/12 (July 20, 2015) [hereinafter 2015 UPR Report] (“Consider issuing standing invitations to all special procedures and institute measures to ensure women are paid equally as men for the same work (Ghana).”); *Id.* ¶ 114 (“Improve domestic legislation towards a genuine gender equality in the working place (Congo).”).

<sup>3</sup> Anna Claire Vollers, *How Much Do Alabama Women Earn Compared to Their Male Co-workers?*, AL.COM (Apr. 13, 2015), [http://www.al.com/news/index.ssf/2015/04/how\\_much\\_do\\_alabama\\_women\\_earn.html](http://www.al.com/news/index.ssf/2015/04/how_much_do_alabama_women_earn.html).

<sup>4</sup> S. RURAL BLACK WOMEN’S INITIATIVE FOR ECON. & SOC. JUSTICE, *UNEQUAL LIVES* 19 (2015) [http://srbwi.org/images/uploads/45553\\_Report\\_Final-LR.pdf](http://srbwi.org/images/uploads/45553_Report_Final-LR.pdf).

<sup>5</sup> NAT’L P’SHP FOR WOMEN & FAMILIES, *ALABAMA WOMEN & THE WAGE GAP* (Sept. 2015), <http://www.nationalpartnership.org/research-library/workplace-fairness/fair-pay/9-2015-al-wage-gap.pdf>.

<sup>6</sup> NAT’L P’SHP FOR WOMEN & FAMILIES, *AN UNLEVEL PLAYING FIELD* 14 (Apr. 2015), <http://www.nationalpartnership.org/research-library/workplace-fairness/fair-pay/an-unlevel-playing-field-americas-gender-based-wage-gap-binds-of-discrimination-and-a-path-forward.pdf>.

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- <sup>7</sup> The national average is 79 cents for every dollar paid to a man. NAT'L P'SHIP FOR WOMEN & FAMILIES, ALABAMA WOMEN & THE WAGE GAP, *supra* note 5.
- <sup>8</sup> See Wendy Wang, Kim Parker & Paul Taylor, *Breadwinner Moms*, PEW RESEARCH CTR. 1 (May 29, 2013), <http://www.pewsocialtrends.org/2013/05/29/breadwinner-moms/> (noting that mothers are the primary or sole breadwinners in nearly 40% of families). See also Sarah Jane Glynn, *Breadwinning Mothers, Then and Now*, CTR. FOR AM. PROGRESS 14 (June 20, 2015), <https://www.americanprogress.org/issues/labor/report/2014/06/20/92355/breadwinning-mothers-then-and-now/> (noting that married mothers are the primary or co-breadwinners in more than half of families).
- <sup>9</sup> Vollers, *supra* note 3.
- <sup>10</sup> S. RURAL BLACK WOMEN'S INITIATIVE, *supra* note 4 at 19 (reporting that 48.8 per cent of single mother households live in poverty).
- <sup>11</sup> *Id.*
- <sup>12</sup> In 2014, President Obama issued Executive Order 13665, intended to protect workers and job applicants from discrimination by federal contractors if they inquire about, disclose or discuss their compensation or that of another applicant or worker. Exec. Order No. 13665, 79 Fed. Reg. 20,749 (Apr. 8, 2014).
- <sup>13</sup> Paycheck Fairness Act of 2015, S. 862, 114th Cong. (2015); A BETTER BALANCE, FACT SHEET: EQUAL PAY (Apr. 2011), [http://abetterbalance.org/web/images/stories/Documents/ForFamilies/ABB\\_Fact\\_Sheet\\_-\\_Equal\\_Pay.pdf](http://abetterbalance.org/web/images/stories/Documents/ForFamilies/ABB_Fact_Sheet_-_Equal_Pay.pdf)
- <sup>14</sup> S. 862, *supra* note 13.
- <sup>15</sup> House Comm. on Educ. & the Workforce Democrats, *supra* note 1.
- <sup>16</sup> See A BETTER BALANCE, PREGNANT & JOBLESS 3 (Oct. 2015), <http://abetterbalance.org/web/images/stories/Documents/fairness/reports/PregnantandJobless.pdf> (“While the Supreme Court’s decision in *Young v. UPS* may encourage some employers to adopt stronger policies to avoid liability, the standard imposed by the Court creates uncertainty and confusion making it difficult, if not impossible, for pregnant workers to prove discrimination in a timely manner.”). For further discussion on the *Young* decision, see A BETTER BALANCE, YOUNG V. UPS <http://www.abetterbalance.org/web/whatfrd/frdcountry/325-young-v-ups> (last visited Nov. 23, 2015).
- <sup>17</sup> A BETTER BALANCE, PREGNANT & JOBLESS, *supra* note 16 at 3; NAT'L P'SHIP FOR WOMEN & FAMILIES, LISTENING TO MOTHERS 3 (Jan. 2014), <http://www.nationalpartnership.org/research-library/workplace-fairness/pregnancy-discrimination/listening-to-mothers-experiences-of-expecting-and-new-mothers.pdf>.
- <sup>18</sup> S. RURAL BLACK WOMEN'S INITIATIVE, *supra* note 4 at 7.
- <sup>19</sup> Pregnant Workers Fairness Act of 2015, S. 1512, 114th Cong. (2015).
- <sup>20</sup> See generally A BETTER BALANCE, WHAT IS FRD?, <http://www.abetterbalance.org/web/whatfrd#sthash.WfCAeYa0.dpuf> (last visited Nov. 23, 2015).
- <sup>21</sup> See *id.*; A BETTER BALANCE, FRD AROUND THE COUNTRY, <http://www.abetterbalance.org/web/whatfrd/frdcountry> (last visited Nov. 23, 2015); S.4, 2015-16 Regular Sess. (N.Y. 2015).
- <sup>22</sup> Susannah Fox, Maeve Duggan, & Kristen Purcell, *Family Caregivers Are Wired For Health*, PEW RESEARCH CTR. 2, 23 (June 10, 2013), <http://www.pewinternet.org/2013/06/20/family-caregivers-are-wired-for-health/>.
- <sup>23</sup> See, e.g., Kim Parker & Wendy Wang, *Modern Parenthood*, PEW RESEARCH CTR. 1 (Mar. 14, 2013), [http://www.pewsocialtrends.org/files/2013/03/FINAL\\_modern\\_parenthood\\_03-2013.pdf](http://www.pewsocialtrends.org/files/2013/03/FINAL_modern_parenthood_03-2013.pdf) (“56% of working moms and 50% of working dads say they find it very or somewhat difficult to balance [work and family life]”).
- <sup>24</sup> Schedules That Work Act, H.R. 5159, 113th Cong. (2d Sess. 2014).
- <sup>25</sup> DEPT. OF LABOR, DOL FACTSHEET: PAID FAMILY & MEDICAL LEAVE (June 2015), <http://www.dol.gov/wb/PaidLeave/pdf/PaidLeave.pdf>.
- <sup>26</sup> See A BETTER BALANCE, OVERVIEW OF PAID FAMILY LEAVE LAWS IN THE U.S., [http://www.abetterbalance.org/web/images/stories/Documents/familyleave/fact\\_sheets/familyleavechart.pdf](http://www.abetterbalance.org/web/images/stories/Documents/familyleave/fact_sheets/familyleavechart.pdf).
- <sup>27</sup> See 2015 UPR Report, *supra* note 2, ¶ 116 (“Eliminate discrimination against women by introducing paid maternity leave and providing equal pay for women for the same work (Maldives)”; *Id.* ¶ 117 (“Issue a decree on compulsory maternity leave and equal wages for men and women (Bolivarian Republic of Venezuela).”).
- <sup>28</sup> See Family and Medical Insurance Leave Act, S.786, 114th Cong. (2015). In 2015, Senator Kirsten Gillibrand of New York and Representative Rosa DeLauro of Connecticut are introducing this legislation into Congress.
- <sup>29</sup> Family and Medical Insurance Leave Act, H.R. 1439, 114th Cong. (2015).

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- <sup>30</sup> See A BETTER BALANCE, THE NEED FOR PAID SICK LEAVE, <http://www.abetterbalance.org/web/ourissues/sickleave> (last visited Nov. 24, 2015).
- <sup>31</sup> See A BETTER BALANCE, OVERVIEW OF PAID SICK TIME LAWS, *supra* note 26.
- <sup>32</sup> NAT'L P'SHIP FOR WOMEN & FAMILIES, ALABAMIANS NEED PAID SICK DAYS, <http://www.nationalpartnership.org/research-library/campaigns/psd/alabama.pdf> (citing INST. FOR WOMEN'S POL'Y RESEARCH & NAT'L P'SHIP FOR WOMEN & FAMILIES, WORKERS' ACCESS TO PAID SICK DAYS IN THE STATES, Table 2 (2015), <http://www.nationalpartnership.org/research-library/work-family/psd/workers-access-to-paid-sick-days-in-the-states.pdf>).
- <sup>33</sup> *Id.*
- <sup>34</sup> Nationally, 80 per cent of the lowest-income workers have no access to paid sick time. See A BETTER BALANCE, FACT SHEET: PAID SICK TIME, <http://www.abetterbalance.org/web/images/stories/Documents/sickdays/factsheet/PaidSickTimeNational.pdf>.
- <sup>35</sup> NAT'L P'SHIP FOR WOMEN & FAMILIES, ALABAMIANS NEED PAID SICK DAYS, *supra* note 32 (citing CORP. FOR ENTERPRISE DEV., ASSETS AND OPPORTUNITIES SCORECARD, (2015), <http://scorecard.assetsandopportunity.org/latest/measure/low-wage-jobs>).
- <sup>36</sup> NAT'L P'SHIP FOR WOMEN & FAMILIES, ALABAMIANS NEED PAID SICK DAYS, *supra* note 32 (citing Williams & Gault, *Paid Sick Days Access in the U.S.*, INST. FOR WOMEN'S POL'Y RESEARCH (2014), <http://www.iwpr.org/publications/pubs/paid-sick-days-access-in-the-united-states-differences-by-race-ethnicity-occupationearnings-and-work-schedule>).
- <sup>37</sup> NAT'L P'SHIP FOR WOMEN & FAMILIES, ALABAMIANS NEED PAID SICK DAYS, *supra* note 32 (citing Elise Gould, Kai Filion & Andrew Green, *The Need for Paid Sick*, Econ. Pol'y Inst. (June 29, 2011), <http://www.epi.org/page/-/BriefingPaper319.pdf?nocdn=1>).
- <sup>38</sup> See A BETTER BALANCE, FACT SHEET: PAID SICK TIME, *supra* note 34 (citing U.S. BUREAU OF LABOR STATISTICS (BLS), EMPLOYEE BENEFITS SURVEY, LEAVE BENEFITS: ACCESS, (Mar. 2011), <http://www.bls.gov/ncs/ebs/benefits/2011/ownership/private/table21a.htm>).
- <sup>39</sup> NAT'L P'SHIP FOR WOMEN & FAMILIES, ALABAMIANS NEED PAID SICK DAYS, *supra* note 32.
- <sup>40</sup> See A BETTER BALANCE, FACT SHEET: PAID SICK TIME, *supra* note 34.
- <sup>41</sup> *Id.*
- <sup>42</sup> *Id.*
- <sup>43</sup> A BETTER BALANCE & NAT'L P'SHIP FOR WOMEN & FAMILIES, MODEL EARNED PAID SICK & SAFE TIME ACT OF 2015 (2015), [www.abetterbalance.org/web/images/stories/Documents/sickdays/PaidSickTimeModel.pdf](http://www.abetterbalance.org/web/images/stories/Documents/sickdays/PaidSickTimeModel.pdf).
- <sup>44</sup> See Healthy Families Act of 2015, H.R. 932, 114th Cong. (2015).
- <sup>45</sup> *Id.*
- <sup>46</sup> See A BETTER BALANCE, FACT SHEET: PAID SICK TIME, *supra* note 34 (citing CORP. ALLIANCE TO END PARTNER VIOLENCE, NAT'L BENCHMARK TEL. SURVEY ON DOMESTIC VIOLENCE IN THE WORKPLACE 1 (2005), <http://www.ncdsv.org/images/CAEPVSurvey.WorkPlace.pdf>).
- <sup>47</sup> See A BETTER BALANCE, FACT SHEET: PAID SICK TIME, *supra* note 34 (citing CTRS. FOR DISEASE CONTROL & PREVENTION, COSTS OF INTIMATE PARTNER VIOLENCE AGAINST WOMEN 19, 31 (2003), <http://www.cdc.gov/violenceprevention/pdf/ipvbook-a.pdf>).
- <sup>48</sup> See A BETTER BALANCE, FACT SHEET: PAID SICK TIME, *supra* note 34.
- <sup>49</sup> *Id.*
- <sup>50</sup> *Id.*
- <sup>51</sup> *Id.* See A BETTER BALANCE & NAT'L P'SHIP FOR WOMEN & FAMILIES, MODEL EARNED PAID SICK & SAFE TIME ACT OF 2015 (2015), *supra* note 43.
- <sup>52</sup> Special Rapporteur on Violence against Women, *Report Addendum: Mission to the United States of America*, U.N. Doc. A/HRC/17/26/Add.5 at 28 (June 6, 2011) (by Rashida Manjoo).