



2021 Legislative Priorities

9to5 Georgia is a state based chapter of 9to5 National Association of Working Women, a 47 year old grassroots organization working towards economic justice for working women and our families.

We support access to paid medical and family leave to protect workers' ability to support and care for themselves and their family members.

Paid leave is a public health and economic policy solution that families need to stay healthy, attend to childcare needs, and meet their financial responsibilities. For workers earning low wages, events like the COVID-19 pandemic make it even more challenging to maintain family financial security. Research shows that paid family and medical leave programs boost health and economic security, and reduce health and other disparities caused by race, gender, and income inequity. We believe that no one should have to choose between a paycheck and caring for themselves, a loved one or welcoming a new baby.

We support pay equity to close the gender pay gap impacting women and families in Georgia.

Georgia women comprise nearly half of Georgia's workforce and are primary or co-breadwinners in a majority of homes. Yet women continue to earn less money for similar work than men in the state, earning on average 70 cents on the dollar compared to white men. The disparity is even more drastic for Black women and Latinas who are often relegated to jobs that pay lower wages due to gender and racial discrimination. Pay equity includes policy solutions that value and protect frontline jobs primarily done by women- from teaching to caregiving.

We support legislation that protects all working people from discrimination and harassment.

Georgia is one of just three states that does not have a civil rights law to protect individuals from discrimination in housing, public accommodations and employment. Workplace discrimination and harassment based on an individual's sex, race, disability, color, religion, age, or national origin all undermine workers' equality, safety, and dignity. We support legislation that requires adequate workplace protections, such as; training for employers on workplace harassment policies, extending protections beyond employees to contractors and interns, prohibiting the use of nondisclosure agreements, protection from retaliation, as well as a private right of action for workers.

We support access to affordable, high quality childcare for working families.

COVID-19 has impacted an already under-funded and inadequate child care system, and Georgia's economic recovery will be slowed if the child care system is not fully supported. Finding affordable, high quality child care, especially for low income parents, including women of color, is not easy. Furthermore, the child care workforce is made up of 90% women of color. These essential workers and business owners

need access to resources and support to keep their jobs and support their businesses. We support a greater allocation in the Georgia budget for child care, additional resources and support to family child care providers, and greater access to adequate child care for all Georgia families.

We support utilities justice that gives every family affordable, accessible, healthy, and community-controlled energy.

The energy burden and utilities crisis facing families across Georgia is one of the most pervasive forms of economic injustice in our communities. Research has shown that the current way our housing and energy systems are set up disproportionately impact Black and brown families in Georgia, and too many families have to choose between paying their light bill or paying for their groceries. We support legislation that regulates public, private, and municipal utilities to relieve skyrocketing energy costs for Georgians. We also recognize that housing issues are inextricably linked to utilities, and we support legislation that regulates landlords and puts measures in place to prevent slumlords and allocates funds for weatherization to local communities so that people have energy efficient homes.

We support protection for pregnant and postpartum employees and provide appropriate workplace accommodations.

About 70% of Georgia women of child-bearing age are in the workforce. Yet, there are no state-level laws in Georgia that govern workplace protections and accommodations for employees during pregnancy and the postpartum period. Currently, 30 states nationwide, including eight southern states, have instituted legislation to ensure working women can be protected from discrimination while pregnant or postpartum. Workplace accommodations help businesses by increasing employee retention and morale as well as reducing turnover.

We support People Powered Prosperity (PPP) in order to invest in thriving families, healthy communities, and a strong workforce.

To achieve broad-based prosperity, Georgia must adopt policies that bolster investments in communities and empower more people to succeed. In order to do this we must support the expansion of access to meaningful, family-supporting careers by removing barriers to quality job training and strengthening supportive services for Georgians with low-incomes. Policies such as stronger child care assistance and targeted tax breaks for families can help parents contribute more to the workforce by better balancing career and caregiving responsibilities, while also creating a more stable home environment for children's future success. Balancing Georgia's budget with sustainable revenue sources like increasing the tobacco tax that fairly tax residents across the state and a state-level earned income tax credit (EITC), could raise more than \$500 million in annual revenues to invest in Georgia's families.

9to5 is a non-partisan 501(c) 3 and does not support or oppose any candidate for federal, state, or local elected office.

Ready to get involved? Please contact 9to5 Georgia State Director, Mica Whitfield, at mica@9to5.org or visit 9to5.org for more information.



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