



# 2023 Legislative Priorities

**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. Research shows that paid family & medical leave programs boost health and economic security, and reduce health and other disparities caused by race, gender, and income inequity. No one should have to choose between a paycheck and caring for themselves or a loved one, or welcoming a new baby.

**We support utilities and housing 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 way our housing & energy systems are set up in Georgia disproportionately impact Black and brown families, and too many families have to choose between paying their light bill or buying 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, protects tenants, and allocates funds for building new, energy efficient, affordable, and quality homes in communities.

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

Finding affordable, culturally aligned child care is not easy, especially for low income parents, including women of color. Furthermore, the child care workforce is made up of 90% women of color. These essential workers & business owners need 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 for family child care providers, greater access to adequate child care for families, and additional support for license-exempt family, friend, and neighbor care providers.



9to5 Georgia is a state based chapter of 9to5 National Association of Working Women, a 50 year old non-profit organization working towards economic equity for working women and their families.

If you have any questions or want to learn how you can get more involved in our advocacy work, please contact Allison Glass at [allison@9to5.org](mailto:allison@9to5.org)!



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**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 in place 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 to contractors and interns, prohibiting the use of nondisclosure agreements, protection from retaliation, and a private right of action for workers.

**We support pay equity to close the gender pay gap impacting women and families in 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, 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 lower paying jobs due to gender & racial discrimination. Pay equity includes policy solutions that value and protect frontline jobs primarily held by women— from teaching to caregiving.

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

To achieve prosperity, Georgia must adopt policies that bolster investments in communities and empower people to succeed. We must increase access to meaningful, family-supporting careers by removing barriers to quality job training and strengthening supportive services for those with low incomes. Policies such as stronger child care assistance and targeted tax breaks can help parents contribute more to the workforce and help create a more stable home environment. 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 could raise more than \$500 million in annual revenues to invest in Georgia's families.