

# 9to5 Colorado



An economic justice organization that works to create system change through issue based advocacy, grassroots organizing, and community education by directly engaging impacted womxn.

**Our vision:** that all womxn and their families can live and thrive in an economically and racially just world.

- **9to5 National Association of Working Women ('73)**
- Colorado Chapter ('96)
- *Then:* sexual harassment outreach and education program
- *Now:* paid leave, equal pay for equal work, housing justice for renters and mobile home owners

# Recent Wins



## Equal Pay for Equal Work Act

- Passed: 2019
- Effective: January 2021
- Gendered pay discrimination protections and preventions

## Healthy Families and Workplaces Act

- Passed: 2020
- Fully Effective: January 2022
- Paid sick leave

## Paid Family and Medical Leave

- Passed: 2020
- Effective: January 2024
- 12 weeks paid leave for personal serious health conditions, new parents, and caregiving

# Equal Pay for Equal Work



**Figure 3. Median Earnings in the Past 12 Months for Full-Time, Year-Round Workers by Race/Ethnicity and Gender**



Source: U.S. Census Bureau. (2017). Tables B20017B, B20017C, B20017D, B20017H, B20017I, 1-year estimates.

# Paid Sick Days



## The Need

- When workers do not have access to paid sick days they risk losing their jobs or wages when they get sick, need to see a doctor, or need to care for a loved one.
- Disproportionately impacts women who do the majority of caregiving.
- Lowest paid workers have had the least access.

## Implementation

- Approximately 10% of wage violation reports to CDLE are about paid sick leave
- Some workers receive no or incorrect information about their paid sick leave rights

# Paid Family and Medical Leave (FAMLI)



## The Need

- In Colorado and across the nation more than 80% of workers don't have access to paid family and medical leave.
- This lack of access disproportionately impacts WOC.
- 2 / 3 of women are the primary income earners in their households
- 2 / 3 low wage workers are WOC
- Workers who don't have access to pfml are more likely to leave the workforce without pay for caretaking responsibilities
- Over a lifetime this can result in hundreds of thousands of dollars of lost wages

## Implementation

- Building the FAMLI Program
- Rules and Regulations
- Community Outreach and Education

# 2022 Legislative Session Priorities



## **HB22-1133: Family and Medical Leave Insurance Fund**

- FAMLII Implementation

## **Fair Work Week**

- Scheduling protections for food and retail workers

## **Mobile Home Park Resident Protections**

- Lot rent stabilization

## **Protecting Opportunities and Workers Rights Act (POWR)**

- Anti-discrimination and harrasment
- Unpaid caregiver protections

# 9to5 Members



Social insurance programs like PFML are like oxygen masks on airplanes: they keep us safe and give us the resources we need to help others. The more we speak up, the more change can happen. If we don't speak up, there won't be change. ~*Amber Celaya*

The stress and anxiety [eviction] caused has been devastating to my life and led to the end of my dream of living in Colorado. ~*Bobby Salandy*

I believe it's our duty to prevent homelessness whenever and however we can. ~*Melissa Jones*

All of us have been doing the work for centuries and getting paid nothing. It's time for our leaders to walk the walk. ~*Aracely Navarro*

One voice can reach another voice and another voice... We don't want to be silent on anything, because [if we do] we're not going to be heard... so [we] keep on fighting and keep on raising our voices. ~*Brenda Gutierrez*