



ROCHEAN IN D.C.

MAKEITWORK.ORG



KATE & HER KIDS

¹<https://www.americanprogress.org/issues/women/report/2015/07/30/118133/fast-facts-economic-security-for-iowa-families/>
²<http://statusofwomendata.org/explore-the-data/work-family/additional-state-data/child-care-and-development-fund/>
³<https://www.americanprogress.org/issues/women/report/2015/07/30/118133/fast-facts-economic-security-for-iowa-families/>
⁴<http://statusofwomendata.org/explore-the-data/state-data/iowa/>
⁵<http://www.nationalpartnership.org/research-library/workplace-fairness/fair-pay/9-2015-ia-wage-gap.pdf>
⁶<http://www.nationalpartnership.org/issues/work-family/paid-leave.html>
⁷http://www.huffingtonpost.com/entry/nearly-1-in-4-new-mothers-return-to-work-less-than-2-weeks-after-giving-birth_55d308aa4b0ab468d9e3e379c5trzf
⁸<https://www.dol.gov/featured/paidleave/cost-of-doing-nothing-summary.pdf>
⁹<http://www.cepr.net/documents/publications/paid-family-leave-1-2011.pdf>

Make It Work

Stories from Iowa

Make It Work is a grassroots campaign uniting people who believe that hardworking Americans shouldn't have to choose between being there for family and earning a living. Our door-to-door canvasses in Iowa enable us to talk to voters, collect pledge signatures and enlist volunteers to engage as Make it Work Ambassadors. Ambassadors work to engage members of their communities and ask the presidential candidates what they plan to do about the issues that impact them most every day, like affordable childcare, equal pay for equal work, paid family leave and earned sick days. Make it work Ambassadors are educating voters, holding candidates accountable and leading the public narrative about what really matters to women and working families.



KNOCKING ON DOORS IN IOWA



HAWKEYE FOR EQUAL PAY

Rochean's Story

When a Make it Work Field Organizer knocked on Rochean Cofield's door to ask about the issues she cared about, Rochean shared her personal struggle with finding affordable care for her autistic daughter and her experiences with being paid less as a woman of color in Iowa.

"I am told with an education I am guaranteed a good salary. I am told that I cannot provide for my child without working. My job affords me the right to make a choice. Go to work to pay the bills or go to work to pay the sitter. How do I make it work when making more leaves me with less?"

—ROCHEAN COFIELD

- Mothers are the sole, primary, or co-breadwinners in 71.7% of Iowa families.¹
- Only 11 percent of eligible children in Iowa receive federal child care subsidies.²
- For an Iowa family with one infant and one 4-year-old, child care costs an average of \$17,000 per year, or more than one-quarter of the median income for an Iowa family with children.³

Additionally, she knows that in her job as a financial advisor, men with less experience and white women with less education have begun at higher hourly wages and seen much faster raises.

- Black women in Iowa are paid 63 cents for every dollar paid to a white man.⁴
- Iowa women on average are paid 77 cents less than men. As a result, Iowa women who are employed full time lose a combined total of more than five billion dollars every year due to the wage gap.⁵
- These lost wages impact families, communities and the larger economy.

Make it Work trained Rochean to use her passion and eloquence about her struggles to become a spokesperson for broader change. Since then she's asked Democratic frontrunners Hillary Clinton and Bernie Sanders about their specific plans for helping working single mothers like herself, and received powerful answers. In October, Rochean represented Make it Work at the White House Workers' Voices Summit. She said it was then that she realized, she had even more power than the President did to effect change in her community: "[H]e told us 'Congress doesn't often listen to me, but they do have to listen to you.'"

Rochean's using her voice to advocate for affordable, high quality child care and equal pay for equal work.

Kate's Story

Katie Rock's son Malcolm was born 4 weeks premature, which they spent together in the hospital. The Federal Family and Medical Leave Act guaranteed her up to 12 weeks unpaid time off. She'd cobbled together some PTO at work to ensure some income for her growing family but in the end, she was only able to spend 2 weeks at home with her 5-pound newborn before having to return to work.

It was a struggle to part so soon, but in her time at the hospital Katie learned she was actually lucky to be receiving any paid time off with her children. She learned that other mothers in the unit had to return to work the day after they got out of the hospital, leaving their newborns in the hands of family members or perhaps even strangers so that they could get back to work right away. They couldn't afford not to.

"When my son was born premature, FMLA was not enough for me to spend time with him. I spent only two full weeks with him before returning to work. No one should have to sacrifice their job to be a good parent."

—KATIE ROCK

- Only 13 percent of people working in the United States have access to paid family and medical leave through their employers.⁶
- Nearly one in four women in the U.S. return to work just two

weeks after giving birth.⁷ the U.S. return to work just two weeks after giving birth.⁷

- Sixty percent of people without fully paid leave reported difficulty making ends meet and many reported putting off paying bills, drawing down savings and cutting leave short.⁸
- States that have adopted paid family leave have seen great results. A 2011 study of the California Paid Family Leave program found most employers reported that providing paid family leave had a positive effect on productivity, profitability and performance, turnover and employee morale.⁹

When Katie came in for her first one-on-one meeting at our offices, we trained her how to take the power of storytelling into the modern age and share her own on Facebook with a link to Make it Work. Even though it was her birthday, Katie actually ended up getting more likes and shares on her post about the need for better paid family leave!

Kate's organizing her friends and neighbors through house meetings to build voice for all working moms and dads.

Hamish's Story

When Hamish White answered the door for Celina, one of Make it Work's top Field Organizers, he was skeptical until Celina began talking about affordable childcare and Earned Sick Days. As a Certified Nursing Assistant (CNA) Hamish knows the harm that can be caused by going to work sick. As a father of five, three of whom were born premature and without any substantial paid leave or childcare assistance, he knows how antagonistic American workplace policy can be for families. "I'm not a big government kind of guy," he told Celina, "but this stuff just makes sense."

"I'm a nursing assistant and I have kids. If I or one of my kids gets sick, it makes sense to stay home. Companies should give us the time we need to recover. My youngest one just started preschool but before that we couldn't afford to get him into one. \$1000/month wasn't do-able."

—HAMISH WHITE

- Four in ten private sector workers – over 40 million people – do not have access to paid sick time.¹⁰
- Seven in ten low-wage workers whose earnings are in the bottom 25 percent of earners, lack access to paid sick time.¹¹
- Nearly one-quarter of adults in the United States report that they have lost a job or have been

threatened with losing a job for taking time off due to illness or to care for a sick child or relative.¹²

- People without earned paid sick days are nearly twice as likely as those with earned paid sick days to say they have sent a child to school or child care sick.¹³

In Hamish's line of work as a CNA, taking a day off because you or a family member is ill can be seen as a threat to one's own employment. There are continual staffing issues that make it difficult to find a replacement for the day and virtually no guarantee that you can get paid for that time off. "It's like they punish you for taking care of yourself or your family, even though caretaking is the job description!" he told us.

Hamish has joined Make it Work to lend his voice to the need for earned sick days.