

# #ExpectingBetter

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**The fourth edition of the National Partnership's *Expecting Better* report – a state-by-state analysis of laws that support expecting and new parents – paints a picture of a nation that is failing its families.** The report is being released just days before the 23<sup>rd</sup> anniversary of the implementation of the Family and Medical Leave Act (FMLA) – our nation's first federal law to help people manage job and family.

According to the new report, no state has done all that it could to support expecting and new mothers and fathers, and working parents in 27 states have very few or no protections beyond federal law, which is grossly inadequate. As a result, the birth of a child – which one hopes will be an exciting, joyous time – is too often the cause of financial hardship or devastation.

Seeing how poorly most states are doing when it comes to providing paid leave, paid sick days, protections for pregnant workers and more, should be a wake-up call for lawmakers at all levels. America's families expect and deserve much better. **That's why the National Partnership is encouraging supporters, coalition partners, allies and lawmakers to read the report and spread the word about its findings by:**

- ▶ **Downloading *Expecting Better*** at [NationalPartnership.org/ExpectingBetter](http://NationalPartnership.org/ExpectingBetter);
- ▶ **Sharing the report, its findings and/or state grades** with networks and elected officials, and via social media (using #ExpectingBetter);
- ▶ **Participating in and sharing a Facebook Live Q&A session on the report Wednesday, August 3, at 1:00 p.m. ET;**
- ▶ **Joining the #FMLA23 tweet storm on Friday, August 5, from 2 – 3:00 p.m. ET** to call for a national paid leave standard (sample content [here](#));
- ▶ **Issuing press statements** on the report's findings; and/or
- ▶ **Submitting letters to the editor** and commenting on news coverage of the report to connect it to local and state efforts to advance family friendly laws and to underscore the need for national standards.

*See below for sample content and templates designed to help with this outreach.*

## #EXPECTINGBETTER TWEETS

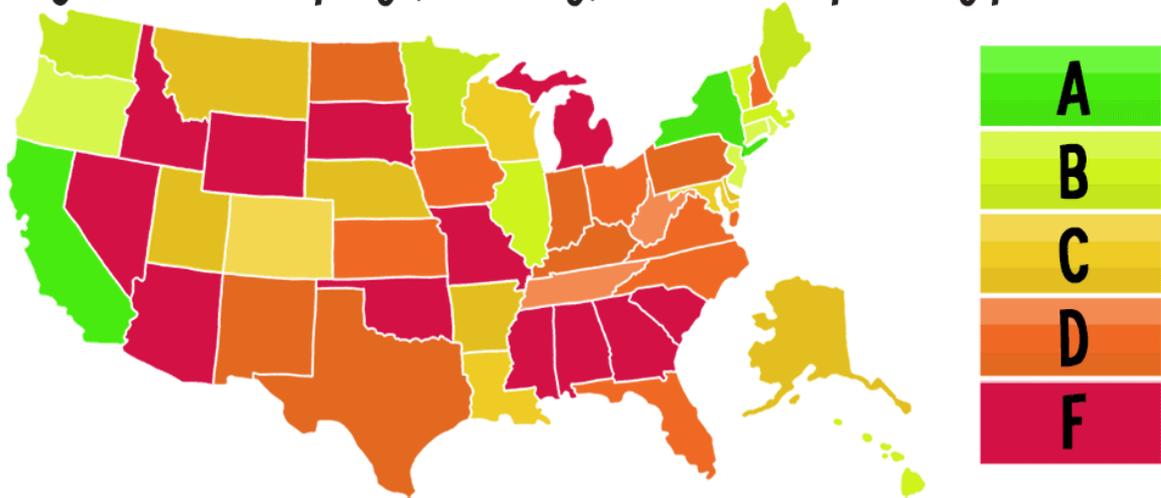
- ▶ Most states are failing new and expecting parents. America's families deserve much better: [NationalPartnership.org/ExpectingBetter](https://NationalPartnership.org/ExpectingBetter) #ExpectingBetter
- ▶ Grades are in. See how well your state helps (or fails) to support new and expecting parents: [NationalPartnership.org/ExpectingBetter](https://NationalPartnership.org/ExpectingBetter) #ExpectingBetter
- ▶ 27 states get a "D" or "F" for failing to pass workplace policies that support new parents. More: [NationalPartnership.org/ExpectingBetter](https://NationalPartnership.org/ExpectingBetter) #ExpectingBetter
- ▶ Does your state support new parents with policies like #paidleave and #paysickdays? [NationalPartnership.org/ExpectingBetter](https://NationalPartnership.org/ExpectingBetter) #ExpectingBetter
- ▶ New #ExpectingBetter report grades 2 states and D.C. "A," 11 states "B," 10 states "C," 15 states "D," 12 states "F": [NationalPartnership.org/ExpectingBetter](https://NationalPartnership.org/ExpectingBetter)
- ▶ The 4th edition of #ExpectingBetter is out – 12 states don't have a single law that supports new parents: [NationalPartnership.org/ExpectingBetter](https://NationalPartnership.org/ExpectingBetter)
- ▶ Millions of new parents struggle because U.S. fails to provide #paidleave, other supports: [NationalPartnership.org/ExpectingBetter](https://NationalPartnership.org/ExpectingBetter) #ExpectingBetter
- ▶ All lawmakers should read this and then prioritize #paidleave, #paysickdays and other supports: [NationalPartnership.org/ExpectingBetter](https://NationalPartnership.org/ExpectingBetter) #ExpectingBetter
- ▶ Check out this thorough analysis of what states have (and haven't) done to support new parents: [NationalPartnership.org/ExpectingBetter](https://NationalPartnership.org/ExpectingBetter) #ExpectingBetter
- ▶ New state-by-state analysis makes need for nat'l #paidleave, #paysickdays and other policies clear: [NationalPartnership.org/ExpectingBetter](https://NationalPartnership.org/ExpectingBetter) #ExpectingBetter

## GRAPHICS BY STATE

[Click here](#) to download an animated map of the *Expecting Better* grades for each state, a national map graphic and/or a shareable image specific to your state.

- ▶ America's working families deserve and expect better than this: [\[insert national map – see example below\]](#) #ExpectingBetter
- ▶ This should be a wake-up call for lawmakers: Most states are failing new and expecting parents. [\[insert national map\]](#) #ExpectingBetter
- ▶ This is why we need nat'l #paidleave, #paysickdays and other supportive workplace protections. [\[insert national map\]](#) #ExpectingBetter

# Is your state helping (or failing) new and expecting parents?



Learn more at [NationalPartnership.org/ExpectingBetter](https://NationalPartnership.org/ExpectingBetter).

@NPWF

- ▶ [State Name's] working families deserve and expect better than this: [insert state graphic – see example below] #ExpectingBetter

## Families in Alabama expect better!

A new state-by-state analysis of laws that support expecting and new parents paints a picture of a nation that is failing its families.

**Alabama got an F and must do better.**



Learn more: [NationalPartnership.org/ExpectingBetter](https://NationalPartnership.org/ExpectingBetter)

#ExpectingBetter

- ▶ This is why [State Name] lawmakers should prioritize [#paidleave / #paysickdays / protections for #pregnant workers]: [insert state graphic] #ExpectingBetter
- ▶ This must change: [State Name] among worst in the nation in supporting new parents. [insert state graphic] #ExpectingBetter

- ▶ [State Name] state and federal officials should be doing much more to support new parents. [insert state graphic] #ExpectingBetter
- ▶ [State Name] has made real progress in supporting new parents, but there's more work to do: [insert state graphic] #ExpectingBetter

### FACEBOOK LIVE Q&A SESSION, SAMPLE POST

On Wednesday, August 3, join the National Partnership for a live Q&A session via Facebook Live. To share the livestream, visit the [National Partnership's Facebook page](#) at 1:00 p.m. ET, click on "Share" below the video and use the sample copy below. Viewers are encouraged to post questions to learn more about *Expecting Better* and its findings. The video will also be available on the page after the livestream has ended.

- ▶ Tune in now: National Partnership [tag] Vice President Vicki Shabo is answering questions about a new state-by-state analysis of policies that support expecting and new parents.

### PRESS STATEMENT TEMPLATES

For state-specific workforce data, including: the number of women in the workforce, the number of people who gave birth in a given year, the number of children living in families in which all parents work, the number of family caregivers, and the percentage of working adults estimated to be eligible for but unable to afford to take unpaid leave under the federal FMLA, visit [NationalPartnership.org/FFA](http://NationalPartnership.org/FFA).

*For states receiving "D" or "F" grades*

**FOR IMMEDIATE RELEASE**  
**August 3, 2016**

**Contact:** [Insert Media Contact Information]

## **[State Name] Earns a Grade of ['D+' – 'F'] for Failing to Adopt Supportive Workplace Policies, [Organization Name] Says ' [State Name's] Families Expect and Deserve Much Better'**

[City, State] – August 3, 2016 – "The [new analysis](#) of state policies released today by the National Partnership for Women & Families is an embarrassing reminder that [State Name] is among the nation's worst when it comes to providing basic workplace

supports to expecting and new parents. This should be a wake-up call for our state and federal lawmakers. [State Name's] families expect and deserve much better.

According to the new report, *Expecting Better: A State-by-State Analysis of Laws That Help Expecting and New Parents*, [State Name] joins 26 other states that have also done little or nothing to advance paid family and medical leave, paid sick days, protections for pregnant workers, and other policies that promote the health and economic well-being of workers and their families when new children arrive.

[Description of state-specific policies, active campaigns and/or updates. Consider including state-specific demographic data.]

[State Name] earned a grade of "X" in the last edition of *Expecting Better*, which was released in June 2014, because [description of any progress since the last edition or state lawmakers have refused to address the needs of [State Name] families, despite a growing body of evidence that shows doing so would have widespread benefits for the state's workers, families, businesses and economy].

As this new report makes clear, several other states and cities have made family friendly workplace policies a priority. But, in the end, a patchwork of policies will not be enough to ensure all expecting and new parents in this country – and all working people – no longer have to choose between their jobs and their health or families. It is past time for [State Name] lawmakers at all levels to take action."

# # #

For states receiving "B" or "C" grades

**FOR IMMEDIATE RELEASE**  
**August 3, 2016**

**Contact:** [Insert Media Contact Information]

## **[State Name] Earns a Grade of ['B+' – 'C-'] for Supportive Workplace Policies, [Organization Name] Says '[State Name's] Families Expect and Deserve Better'**

[City, State] – August 3, 2016 – "The new analysis of state policies released today by the National Partnership for Women & Families is a reminder that [State Name] is not doing enough to provide basic workplace supports to expecting and new parents. This should

be a wake-up call for lawmakers here in [State Name] and across the country. [State Name's] families expect and deserve better.

According to the new report, *Expecting Better: A State-by-State Analysis of Laws That Help Expecting and New Parents*, [State Name] has made some progress in advancing the policies workers and their families need when new children arrive, such as paid family and medical leave, paid sick days, protections for pregnant workers, and other supportive policies. But too many [State Name] families are still struggling.

[Description of state-specific policies, active campaigns and/or updates. Consider including state-specific demographic data.]

[State Name] earned a grade of "X" in the last edition of *Expecting Better*, which was released in June 2014. Since then, [description of any progress since the last edition or state lawmakers have not done nearly enough to address the needs of [State Name] families, despite a growing body of evidence that shows doing so would have widespread benefits for the state's workers, families, businesses and economy].

As this report makes clear, several other states and cities have made family friendly workplace policies a priority. But, in the end, a patchwork of policies will not be enough to ensure all expecting and new parents in this country – and all working people – no longer have to choose between their jobs and their health or families. It is past time for [State Name] lawmakers at all levels to take action."

# # #

For states receiving "A" grades

**FOR IMMEDIATE RELEASE**  
**August 3, 2016**

**Contact:** [Insert Media Contact Information]

## **[State Name] Earns a Top Grade for Supportive Workplace Policies, But ' [State Name] Can – and Must – Do Even Better for Our Families' Says [Organization Name]**

[City, State] – August 3, 2016 – "The new analysis of state policies released today by the National Partnership for Women & Families demonstrates the enormously positive impact of the [State Name] workers, advocates, businesses and lawmakers who have been fighting for family friendly policies. As a state, we have made real progress in

providing basic workplace supports to expecting and new parents, but [State Name] can – and must – do even better for our families and all working people.

According to the new report, *Expecting Better: A State-by-State Analysis of Laws That Help Expecting and New Parents*, [State Name] is a leader in advancing family friendly workplace policies, such as paid family and medical leave, paid sick days, protections for pregnant workers, and other supportive policies. Only two states and the District of Columbia received grades of “A.” In contrast, 12 states have failed to enact a single protection.

[Description of state-specific policies, active campaigns and/or updates. Consider including state-specific demographic data.]

[State Name] earned a grade of “X” in the last edition of *Expecting Better*, which was released in June 2014. Since then, [description of any progress since the last edition]. But [description of what more is needed].

The work to advance [State Name’s] leadership on these policies will continue. But, in the end, a patchwork of policies will not be enough to ensure all expecting and new parents in this country – and all working people – no longer have to choose between their jobs and their health or families. That’s why efforts to advance the federal standards the nation urgently needs must continue as well.”

# # #

## LETTER TO THE EDITOR TEMPLATES

For state-specific workforce data, including: the number of women in the workforce, the number of people who gave birth in a given year, the number of children living in families in which all parents work, the number of family caregivers, and the percentage of working adults estimated to be eligible for but unable to afford to take unpaid leave under the federal FMLA, visit [NationalPartnership.org/FFA](http://NationalPartnership.org/FFA).

*For states receiving “D” and “F” grades*

Dear Editor:

[Article reference] from [date]: It is embarrassing that [State Name] is among the nation’s worst when it comes to providing basic workplace supports to new and expecting parents. Receiving a grade of “X” compared to other states is simply unacceptable, and it should be a wake-up call for our state and federal lawmakers.

[Description of state-specific policies, active campaigns and/or updates. Consider including state-specific demographic data.]

[State Name's] families expect and deserve much better. No one should have to choose between a job and family when a new child arrives. It's past time for [specific member(s) of Congress or state lawmaker(s)] to stand up for [State Name's] families by prioritizing [paid leave / paid sick days / protections for pregnant workers].

Sincerely,

[Name; Address; City, State; Phone Number; Email Address]

*For states receiving "B" and "C" grades*

Dear Editor:

[Article reference] from [date]: [State Name's] grade of "X" for the level of workplace support we provide to new parents is a reminder that too many people in this state still struggle without [paid leave / paid sick days / pregnancy accommodations] and other basic protections – and it's past time for our lawmakers to do more to help.

[Description of state-specific policies, active campaigns and/or updates. Consider including state-specific demographic data.]

[State Name] has made some progress, and that is great news. But our families expect and deserve more. People should not have to choose between their jobs and their health or families. [Specific member(s) of Congress or state lawmakers]: Make it a priority to advance the fair and family friendly workplace policies we urgently need.

Sincerely,

[Name; Address; City, State; Phone Number; Email Address]

*For states receiving "A" grades*

Dear Editor:

[Article reference] from [date]: [State Name's] top grade for supporting new and expecting parents in the workplace demonstrates that the tireless efforts of the state's workers, advocates, businesses and lawmakers have had a real impact. Our progress is impressive, but there are also ways that [State Name] can – and must – do better.

[Description of state-specific policies, active campaigns and/or updates. Consider including state-specific demographic data.]

The work to advance [State Name's] leadership on fair and family friendly workplace policies will continue. But all new or expecting parents – and all working people – should have the support they need, no matter where they live or work. That's why efforts to advance federal standards are imperative as well.

Sincerely,

[Name; Address; City, State; Phone Number; Email Address]

### STATE GRADES (2014, 2016)

STATE	2014	2016
Alabama	F	F
Alaska	C-	C-
Arizona	F	F
Arkansas	D-	C-
California	A-	A
Colorado	C-	C+
Connecticut	B+	B+
Delaware	F	C-
District of Columbia	B+	A-
Florida	D	D
Georgia	F	F
Hawaii	B+	B+
Idaho	F	F
Illinois	B	B
Indiana	D-	D-
Iowa	D	D
Kansas	F	D
Kentucky	D-	D-
Louisiana	C	C
Maine	B-	B-
Maryland	C	C

<b>Massachusetts</b>	C	B
<b>Michigan</b>	F	F
<b>Minnesota</b>	B-	B-
<b>Mississippi</b>	F	F
<b>Missouri</b>	F	F
<b>Montana</b>	C-	C-
<b>Nebraska</b>	F	C-
<b>Nevada</b>	F	F
<b>New Hampshire</b>	D	D
<b>New Jersey</b>	B+	B+
<b>New Mexico</b>	D-	D-
<b>New York</b>	B-	A-
<b>North Carolina</b>	D	D
<b>North Dakota</b>	F	D-
<b>Ohio</b>	D	D
<b>Oklahoma</b>	F	F
<b>Oregon</b>	B	B+
<b>Pennsylvania</b>	D	D-
<b>Rhode Island</b>	B	B+
<b>South Carolina</b>	F	F
<b>South Dakota</b>	F	F
<b>Tennessee</b>	D+	D+
<b>Texas</b>	D	D-
<b>Utah</b>	F	C-
<b>Vermont</b>	C+	B
<b>Virginia</b>	D	D
<b>Washington</b>	B	B-
<b>West Virginia</b>	D+	D+
<b>Wisconsin</b>	C	C
<b>Wyoming</b>	F	F