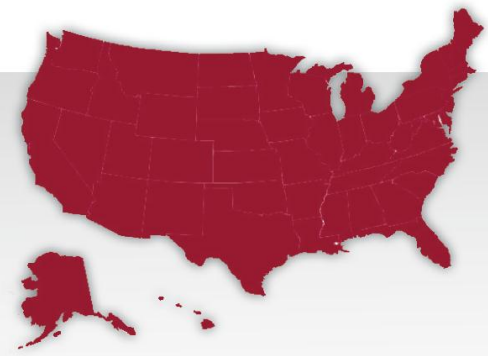


# *Family Friendly America*

## **North Carolina**



North Carolina workers need public policies that allow them to better manage the dual demands of work and family. Family friendly workplace laws help workers maintain their economic security when they give birth, adopt, raise children or grandchildren, deal with illness, and care for parents, grandparents, spouses or partners.

### Working Families by the Numbers

- **2,254,198 North Carolina women** work, making up **47 percent** of the state workforce.<sup>1</sup>
- **131,909 North Carolinians** gave birth between 2008 and 2009.<sup>2</sup>
- **1,521,353 North Carolina children (71 percent)** live in families where all parents work.<sup>3</sup>
- **186,007 North Carolina grandparents** live with grandchildren who are under 18.<sup>4</sup>
- **1.08 million North Carolinians** serve as family caregivers.<sup>5</sup>

### Existing Family Friendly Workplace Laws

#### **Small Necessities Leave**

- All parents in North Carolina are entitled to four hours of leave each school year in order to participate in parent-teacher conferences, volunteer with their child's school or otherwise play a role in their child's education.<sup>6</sup>

### Family Friendly Workplace Legislation Introduced in 2011

#### **H.B. 223, Healthy Families and Healthy Workplaces Act**

Introduced: 03/03/2011

Sponsor: Adams (D)

- Allows workers to earn one hour of paid sick leave for every 30 hours worked, up to 32 hours annually for workers in businesses with ten or fewer employees and up to 56 hours for all other workers.
- Workers may use the job-protected leave to obtain medical, routine or preventive care, to care for a family member or to deal with the psychological, physical or legal effects of domestic violence, sexual assault or stalking.

*For more information about family friendly workplace laws or to get involved in a state campaign, please contact the National Partnership for Women & Families at [info@nationalpartnership.org](mailto:info@nationalpartnership.org).*

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<sup>1</sup> U.S. Census Bureau. (2009). *Selected Social Characteristics in the United States: 2009: NC*. Retrieved 18 March 2011, from [http://factfinder.census.gov/servlet/ADPTable?\\_bm=y&-context=adp&-qr\\_name=ACS\\_2009\\_1YR\\_G00\\_DP2&-ds\\_name=ACS\\_2009\\_1YR\\_G00\\_&-tree\\_id=309&-redoLog=true&-caller=geoselect&-geo\\_id=04000US37&-format=&-\\_lang=en](http://factfinder.census.gov/servlet/ADPTable?_bm=y&-context=adp&-qr_name=ACS_2009_1YR_G00_DP2&-ds_name=ACS_2009_1YR_G00_&-tree_id=309&-redoLog=true&-caller=geoselect&-geo_id=04000US37&-format=&-_lang=en)

<sup>2</sup> U.S. Census Bureau (2009). *Selected Economic Characteristics in the United States: 2009: NC*. Retrieved 18 March 2011, from [http://factfinder.census.gov/servlet/ADPTable?\\_bm=y&-geo\\_id=04000US37&-qr\\_name=ACS\\_2009\\_1YR\\_G00\\_DP3&-context=adp&-ds\\_name=&-tree\\_id=309&-\\_lang=en&-redoLog=false&-format=](http://factfinder.census.gov/servlet/ADPTable?_bm=y&-geo_id=04000US37&-qr_name=ACS_2009_1YR_G00_DP3&-context=adp&-ds_name=&-tree_id=309&-_lang=en&-redoLog=false&-format=)

<sup>3</sup> See note 1.

<sup>4</sup> See note 2.

<sup>5</sup> AARP Public Policy Institute. (2007). Valuing the Invaluable: A New Look at State Estimates of the Economic Value of Family Caregiving (Data Update). *Data Digest 158R*, 3. Retrieved 21 March 2011, from <http://www.caregiving.org/data/AARPDDataUpdate-StateEstimatesofEconomicValue.pdf>

<sup>6</sup> N.C. Gen. Stat. § 95-28.3.



*The National Partnership for Women & Families is a non-profit, non-partisan advocacy group dedicated to promoting fairness in the workplace, access to quality health care and policies that help women and men meet the dual demands of work and family. More information is available at [www.nationalpartnership.org](http://www.nationalpartnership.org).*

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