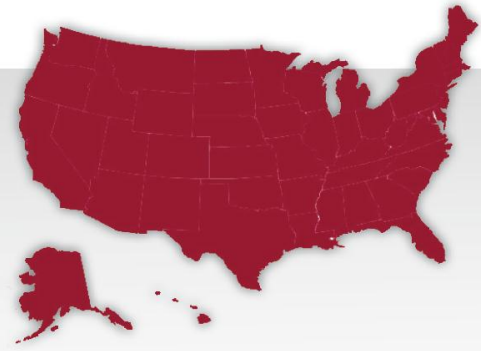


# Family Friendly America

## Pennsylvania



Pennsylvania 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

- **3,086,040 Pennsylvania women** work, making up **48 percent** of the state workforce.<sup>1</sup>
- **151,344 Pennsylvanians** gave birth between 2008 and 2009.<sup>2</sup>
- **1,864,120 Pennsylvania children (70 percent)** live in families where all parents work.<sup>3</sup>
- **216,616 Pennsylvania grandparents** live with grandchildren who are under 18.<sup>4</sup>
- **1.37 million Pennsylvanians** serve as family caregivers.<sup>5</sup>

### Existing Family Friendly Workplace Laws

Pennsylvania workers do not have access to workplace leave or breastfeeding protections beyond those provided by federal law.

### Pending Family Friendly Workplace Legislation

#### **H. 1300, Workplace Accommodations for Nursing Mothers Act**

Introduced: 04/06/11

Sponsor: Josephs (D)

- Provides nursing mothers in all businesses with reasonable, unpaid break time to express breast milk, for up to two years after childbirth. Alternatively, nursing workers may use their paid break and/or meal time for this purpose. Employers must make reasonable efforts to provide a space other than a toilet stall.

*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).*

<sup>1</sup> U.S. Census Bureau. (2009). *Selected Social Characteristics in the United States: 2009: PA*. Retrieved 18 March 2011, from [http://factfinder.census.gov/servlet/ADPTable?\\_bm=y&-geo\\_id=04000US42&-qr\\_name=ACS\\_2009\\_1YR\\_G00\\_DP2&-context=adp&-ds\\_name=&-tree\\_id=309&-\\_lang=en&-redoLog=false&-format=](http://factfinder.census.gov/servlet/ADPTable?_bm=y&-geo_id=04000US42&-qr_name=ACS_2009_1YR_G00_DP2&-context=adp&-ds_name=&-tree_id=309&-_lang=en&-redoLog=false&-format=)

<sup>2</sup> U.S. Census Bureau (2009). *Selected Economic Characteristics in the United States: 2009: PA*. Retrieved 18 March 2011, from [http://factfinder.census.gov/servlet/ADPTable?\\_bm=y&-context=adp&-](http://factfinder.census.gov/servlet/ADPTable?_bm=y&-context=adp&-)

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<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>



*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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