



To: Interested Parties  
From: National Partnership for Women & Families  
Re: Election Analysis Suggests Voters Reward Candidates Who Advocate for Family Friendly Workplace Policies  
Date: December 6, 2016

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**Voters want to be able to support themselves and their families, and they recognize the importance of policies that would help them to do so – such as paid sick days, paid family and medical leave, fair or equal pay, and fairness for pregnant workers.**

National polling shows that 82 percent of 2016 voters said it is important for the next president and Congress to consider supportive workplace laws that would ensure people the right to earn paid sick days and create a paid family and medical leave insurance program.<sup>1</sup>

**Fortunately, lawmakers are increasingly catching on to the popularity of these policies and public demand for them.**

This year alone, Vermont lawmakers adopted the nation's fifth statewide paid sick days law, and city councils and mayors in major U.S. cities, including Los Angeles, Chicago, Minneapolis and St. Paul, did the same. New York lawmakers approved the nation's fourth statewide paid family leave law, with bipartisan support. And Massachusetts lawmakers took steps to promote equal pay by prohibiting employers from asking for an applicant's prior salary history on a job application.<sup>2</sup>

**Voters are directly supporting these policies at the ballot box too.** Given the opportunity to vote for these policies directly, most voters do so. This year, nearly six in 10 voters in Arizona and Washington approved ballot measures to guarantee paid sick days access, making them the sixth and seventh states to put such laws in place.<sup>3</sup> These victories build on successful ballot measures in Massachusetts and two New Jersey cities in 2014.

In all, 39 jurisdictions (seven states and 32 localities) now have, or will soon have, paid sick days laws in place, and four states have, or will soon have, paid family and medical leave

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— **One-third of candidates for U.S. Senate, U.S. House and governor in 2016 included paid sick days, paid family and medical leave, fair or equal pay, or fairness for pregnant workers on their campaign websites – a considerable increase compared to 2014.**

— **Candidates whose websites mentioned equal pay, in addition to paid sick days or paid leave, in 2016 were more likely to win, controlling for other factors like incumbency and race competitiveness – similar to 2014. This is true in all races and in the subset of states with U.S. Senate elections in 2018.**

— **Mentioning paid sick days or paid family and medical leave had the strongest relationship to winning in 2016, especially in races considered “competitive” by election analysts.**

— **Articulating a clear, progressive policy position had an even larger effect on election outcomes, compared to including a more general mention of an issue.**

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insurance programs. State and city lawmakers, often with bipartisan support, have also adopted laws to help close the gender wage gap and provide pregnant workers with the reasonable workplace accommodations they need to keep working.

**Throughout the 2016 election cycle, candidates discussed these policies much more than in the past.** Paid sick days, paid family and medical leave and equal pay were discussed in races across the country in 2016, and fairness for pregnant workers surfaced in some races. For the first time, all five Democratic candidates in the presidential primary election supported a stronger national equal pay law and establishing a national paid family and medical leave program.<sup>4</sup> Hillary Clinton prioritized these issues throughout her campaign<sup>5</sup> and, although she lost the electoral vote, she won the popular vote. On the Republican side, paid leave surfaced for the first time. Although no Republican candidate for president offered a proposal to address inequities in workers' access to paid leave or to ensure comprehensive universal access for all working people, Marco Rubio did propose a voluntary tax incentive to encourage employers to offer paid leave, using language mirroring that used by paid leave advocates<sup>6</sup> and Donald Trump made paid maternity leave for birth mothers part of his general election platform.<sup>7</sup>

Candidates for federal and state office made paid leave and equal pay parts of their campaigns too. This was in no small part because activists in key states like Iowa, Nevada and New Hampshire organized around the issues, engaging candidates and voters in discussions about the policies working families need. Winning candidates in high-profile races for U.S. Senate and U.S. House of Representatives, such as Catherine Cortez Masto (D – Nev.), Maggie Hassan (D – N.H.) and Stephanie Murphy (D – Fla.), and winning gubernatorial candidates, such as Steve Bullock (D – Mont.) and Kate Brown (D – Ore.), featured these issues in their platforms and on their websites. And debate moderators posed questions about these issues to candidates. In polling conducted to coincide with the election, nearly two-thirds of voters (64 percent) said they heard “a lot” or “some” about issues of importance to working families, such as paid sick days, paid family and medical leave and equal pay. More than one-fifth (23 percent) said they heard “a lot” about them.<sup>8</sup>

**Against this backdrop, the National Partnership for Women & Families conducted a comprehensive analysis of the websites of all declared 2016 general election candidates for U.S. Senate, U.S. House of Representatives and governor** to quantify the extent to which candidates mentioned four issues – paid sick days, paid family and medical leave, fair or equal pay, and fairness for pregnant workers – and to assess whether candidates who did so were more likely to win.<sup>i</sup> The National Partnership conducted a similar analysis

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<sup>i</sup> The National Partnership reviewed the campaign websites of 885 declared general election candidates for governor, U.S. Senate and U.S. House of Representatives three times between Sept. 23 and Nov. 7, 2016. On each candidate's website, we reviewed the position statements of the candidate and campaign representatives, issue pages and press releases to identify whether they included any references to the candidate's positions on or accomplishments related to paid sick days, paid family and medical leave, fair or equal pay, or fairness for pregnant workers. We also evaluated whether the candidate expressed a general statement as compared to clear support for a progressive or conservative policy solution. The analysis and conclusions presented here are based solely on the National Partnership's review of candidate websites and do not extend to press coverage or any traditional or social media content, or the official government websites of any incumbent candidates. We compiled this information, along with: (1) assessments of the competitiveness of races from the Cook Political Report's website (<http://cookpolitical.com/>) as of Nov. 7, 2016; (2) the candidate's political party affiliation; (3) the candidate's status as incumbent or challenger, or whether the

in 2014; it revealed that, in the 2014 general election, one-fifth of candidates (23 percent) referenced one or more of the issues on their websites and those who mentioned equal pay, in addition to paid sick days or paid family and medical leave, were 8 percent more likely to win, controlling for factors such as incumbency. The questions that drove this year's analysis were whether the issues were mentioned more frequently in 2016 and, again, if the candidates who raised them were more likely to win. Specific policy positions were also taken into account in an effort to determine whether candidates who described traditionally progressive or conservative policy solutions in more detail, rather than simply referencing an issue, were more likely to win.

## Overview of Key Findings

**Substantially more congressional and gubernatorial candidates included at least one of the four policies – paid sick days, paid family and medical leave, fair or equal pay, or fairness for pregnant workers – on their websites in 2016 than in 2014, but most candidates still did not mention them.**

- ▶ One-third (34 percent) of all general election candidates for U.S. Senate, U.S. House and governor mentioned paid sick days, paid family and medical leave, fair or equal pay, or fairness for pregnant workers on their websites – a substantial increase from 23 percent in 2014.
- ▶ Candidates who mentioned these issues in 2016 spanned the country, with at least one candidate in 48 of the 50 states referencing them – the exceptions were West Virginia and Wyoming. In 2014, candidates in three states – North Dakota, South Dakota and Utah – didn't raise the issues at all. However, in 2016, multiple candidates in all three of those states included the issues on their websites.
- ▶ Half (50 percent) of candidates in competitive races mentioned at least one of the issues in the 2016 cycle – up from 34 percent in 2014.<sup>9</sup>
- ▶ Democrats were much more likely than Republicans to mention at least one of the issues (61 percent of Democrats, compared to 7 percent of Republicans), but mentions increased among candidates from each party relative to 2014, when 45 percent of Democrats and just 2 percent of Republicans did so.
- ▶ A higher share of women compared to men candidates (57 percent versus 28 percent) mentioned at least one issue on their websites in 2016, but attention increased across genders since 2014, when 37 percent of women and only 20 percent of men did so.

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candidate was running for an open seat; and (4) the candidate's gender. We used data compiled by *POLITICO* and *CNN* to determine whether each candidate won or lost (based on vote tallies as of Nov. 10, 2016). The top two finishers in the Nov. 9, 2016, primary races for Louisiana Senate and House Districts 3 and 4 were included in data on the frequency of issue mentions, bringing the total number of candidates to 885; however, these races were excluded from the analysis of final outcomes, which covers 879 candidates. We analyzed frequencies and conducted logistic regression analysis to arrive at the conclusions presented here. As a nonpartisan, nonprofit, 501(c)(3) organization, the National Partnership does not support or oppose candidates for office. This analysis is for educational purposes only and is not intended to suggest an organizational position on any candidate for office.

**Candidates whose websites included mentions of paid sick days or paid family and medical leave, *and* equal pay, were more likely to win, controlling for factors such as incumbency, running for an open seat, gender, and party affiliation.**

- ▶ The vast majority of candidates whose websites mentioned any of the four issues mentioned equal pay. Candidates who included equal pay in addition to paid sick days or paid family and medical leave were 6 percent more likely to win, controlling for other factors. In competitive races, candidates whose websites included equal pay in addition to paid sick days or paid family and medical leave were 8 percent more likely to win. Mentioning equal pay alone, however, did not have a significant relationship to winning, either in races overall or in competitive races.
- ▶ Of all the issues, the inclusion of paid sick days resulted in the strongest relationship to election outcomes overall and in both competitive and non-competitive races. Candidates who mentioned paid sick days were 10 percent more likely to win.
- ▶ The inclusion of paid family and medical leave also had a substantial effect on likelihood of winning. Candidates in competitive races who mentioned paid family and medical leave were 10 percent more likely to win; the issue was associated with a smaller but still significant and sizeable 5 percent increase in the likelihood of winning among candidates in races overall and in non-competitive races.
- ▶ Fairness for pregnant workers by itself was not statistically associated with election outcomes when controlling for other factors; however, 18 of the 26 candidates whose websites included fairness for pregnant workers won their races.

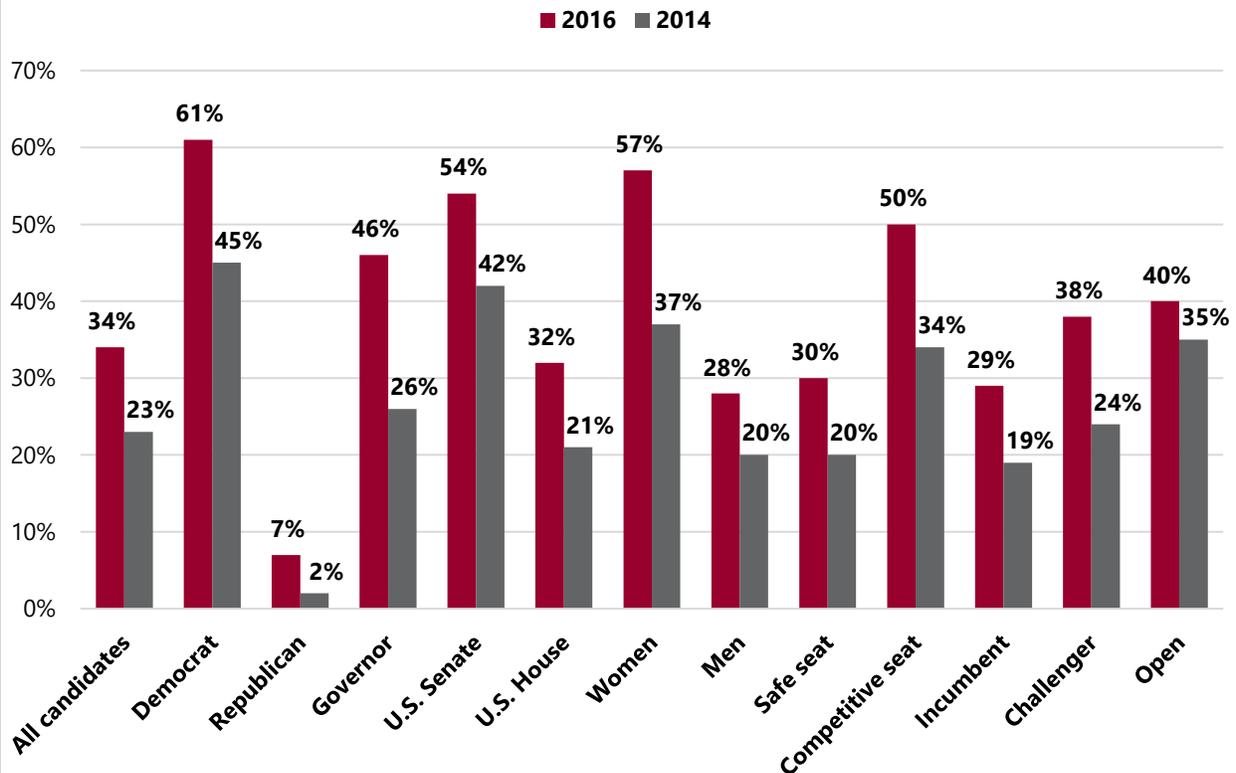
**Candidates who mentioned the issues on their websites *and* made a specific policy recommendation when they did were even more likely to win.**

- ▶ Just under one-fifth of candidates (19 percent) both mentioned an issue *and* expressed a specific, progressive policy position on that issue, and the vast majority of the candidates who articulated specific positions were Democrats.
- ▶ Candidates whose websites expressed their support for a clear, progressive policy position on at least one of the issues were 17 percent more likely to win, controlling for other factors. There is also a positive, significant relationship between winning and having a clear, progressive policy position on each of the four issues individually.
- ▶ Examples of the strong language that helped candidates distinguish themselves include: calling for “national paid family leave,”<sup>10</sup> ensuring “no American should ever be forced to choose between taking care of their child, their own health or a sick relative and their job,”<sup>11</sup> or “pass[ing] real equal-pay-for-equal-work legislation that will level the playing field for working families suffering from pay discrimination.”<sup>12</sup>

**Candidates in the 2018 election cycle would likely benefit if they prioritize these issues.**

- ▶ In the 33 states in which candidates will seek election to the U.S. Senate in 2018, candidates whose websites mentioned equal pay in addition to paid sick days or paid family and medical leave were 7 percent more likely to win in 2016.

## More Candidates Include Key Family Friendly Workplace Policies on Their Campaign Websites\*



\*Percentage of 2016 and 2014 candidates who mentioned at least one of the following issues on their campaign websites: paid sick days, paid family and medical leave, fair or equal pay, or workplace fairness for pregnant women.

## Detailed Findings

### INCLUSION OF THE ISSUES

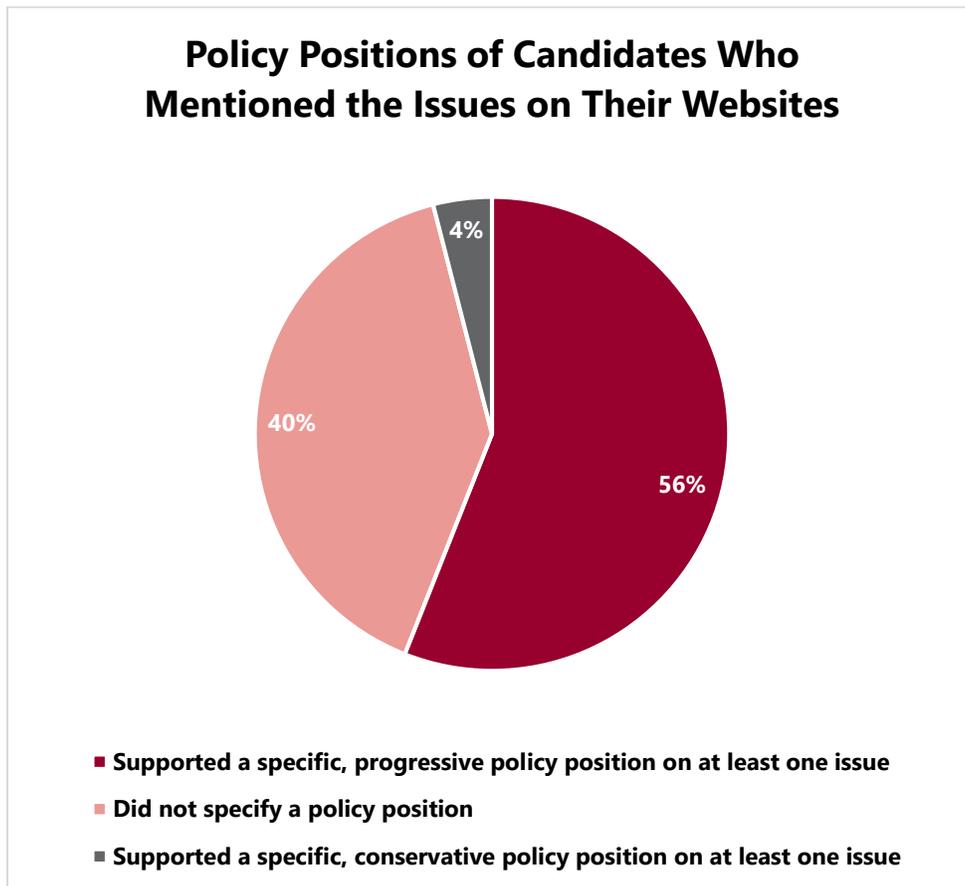
The share of candidates whose websites included paid sick days, paid family and medical leave, fair or equal pay, or fairness for pregnant workers increased dramatically in 2016, although there is still much room for improvement. Most candidates did not mention these issues, despite their strong connection to working families' economic security.

- ▶ **One-third of candidates included paid sick days, paid family and medical leave, fair or equal pay, or fairness for pregnant workers on their websites in 2016.** Thirty-four percent of the candidates for U.S. Senate, U.S. House and governor in the 2016 elections (299 out of 885) mentioned at least one of these issues – a significant increase from 2014, when just 23 percent of candidates mentioned one of these issues.
- ▶ **Half of candidates (50 percent) in competitive races mentioned at least one of the issues.** In 2014, only one-third of candidates (34 percent) in competitive races mentioned at least one of the issues. For context, in 2016, just 18 percent of

candidates (158 out of 885) were running for seats that political analysts believed had a chance of switching parties and were, therefore, “competitive.”

- ▶ **Fair pay was the issue most frequently mentioned on candidate websites.** The websites of nearly one-third of candidates (32 percent) mentioned fair or equal pay. Most of the candidates (280 of the 299 candidates) who mentioned at least one issue mentioned fair pay. Fairness for pregnant workers was the least frequently mentioned issue; just 3 percent of candidates’ websites included it.
- ▶ **Significantly more candidates mentioned paid family and medical leave and paid sick days in 2016 than in 2014.** In 2016, 17 percent of candidates’ websites mentioned paid family and medical leave and 10 percent mentioned paid sick days, compared to mentions of each of these issues by just 3 percent of candidates in 2014.
- ▶ **Candidates from nearly every state included at least one of the four issues on their websites.** Candidates in 48 of the 50 states mentioned at least one of the issues on their websites; West Virginia and Wyoming were the exceptions. Higher shares of candidates in the Northeast (47 percent) and West (37 percent) compared to in the Midwest (31 percent) and South (27 percent) included at least one of the issues on their websites in 2016. Vermont (80 percent), New Hampshire (63 percent) and Maryland (56 percent) had the highest shares of candidates who mentioned at least one of the issues on their websites. Of note, the three states in which no candidate raised these issues in 2014 – North Dakota, South Dakota and Utah – each had multiple candidates include the issues on their websites in 2016.
- ▶ **Political party affiliation continues to be the factor most strongly correlated with whether candidates mention at least one of the issues on their websites.** In 2016, nearly two-thirds of the Democratic candidates (61 percent, or 269 candidates) included at least one of the issues on their websites while 7 percent of Republicans (29 candidates) mentioned one or more of the issues. Attention from candidates in both parties increased from 2014, when 45 percent of Democrats and just 2 percent of Republicans mentioned at least one of the issues.
- ▶ **A higher percentage of candidates running for governor and U.S. Senate mentioned at least one of the issues than candidates for U.S. House.** Forty-six percent of gubernatorial candidates and 54 percent of U.S. Senate candidates mentioned at least one issue, compared to 32 percent of U.S. House candidates.
- ▶ **A higher share of candidates running in open seats mentioned at least one of the issues, and challengers more often mentioned the issues than incumbents.** Forty percent of the candidates running for open seats (48 out of 121) mentioned at least one of the issues. In races in which incumbents were on the ballot, 38 percent of challengers (135 out of 358) but only 29 percent of incumbents (116 out of 406) mentioned at least one of the issues.
- ▶ **A higher share of women candidates’ websites than men’s included the issues.** More than half of women candidates (57 percent) compared to 28 percent of men candidates mentioned at least one of the issues on their websites in 2016, but attention among candidates across gender increased since 2014 – when 37 percent of women and only 20 percent of men mentioned one of the issues on their websites. For context, 80 percent of candidates in this study were men (705) and 20 percent were women (180).

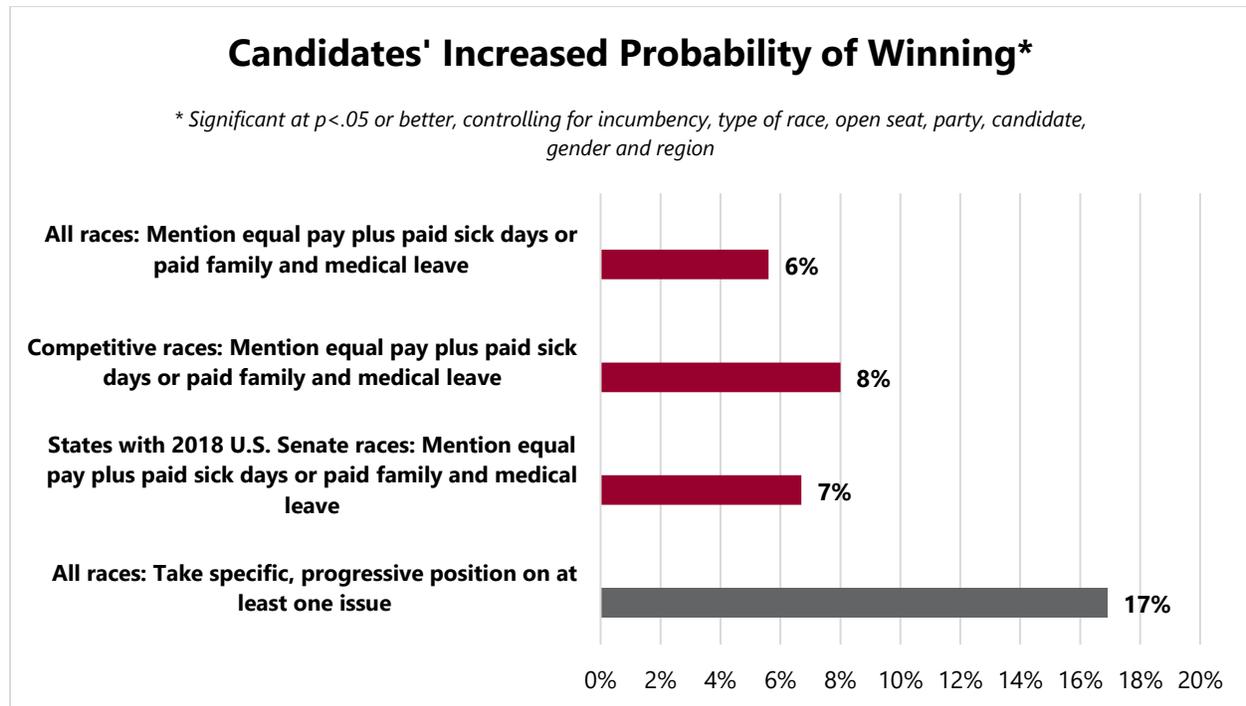
► **Candidates’ websites included differing levels of specificity, but more than half of those who mentioned issues described strong, comprehensive policies.** Overall, 19 percent of candidates’ websites (168) mentioned at least one issue *and* articulated a specific, progressive policy position on the issue or issues they mentioned. Among those who mentioned an issue, nearly six in 10 candidates (56 percent) expressed a position that aligned with the National Partnership’s policy position – for example, enacting a standard that ensures all workers the right to earn paid sick days, adopting a national paid family and medical leave law that guarantees paid leave to all workers, strengthening equal pay protections, and securing the right of pregnant workers to receive reasonable workplace accommodations – or citing their history of supporting specific progressive policies to address the issues. Another 40 percent of candidates who mentioned the issues were not specific about any preferred policies. Only a small share of candidates (4 percent) expressed clear support for conservative or other alternative policies (for example, proposing incentives for employer-provided paid leave instead of a national paid family and medical leave program, or expressing support for enforcing existing equal pay laws rather than strengthening the law).



### **RELATIONSHIP AMONG ISSUES, SPECIFIC POSITIONS AND CANDIDATES’ SUCCESS**

This analysis shows that candidates who demonstrated attention to paid sick days, paid family and medical leave, and fair or equal pay by mentioning the issues on their websites

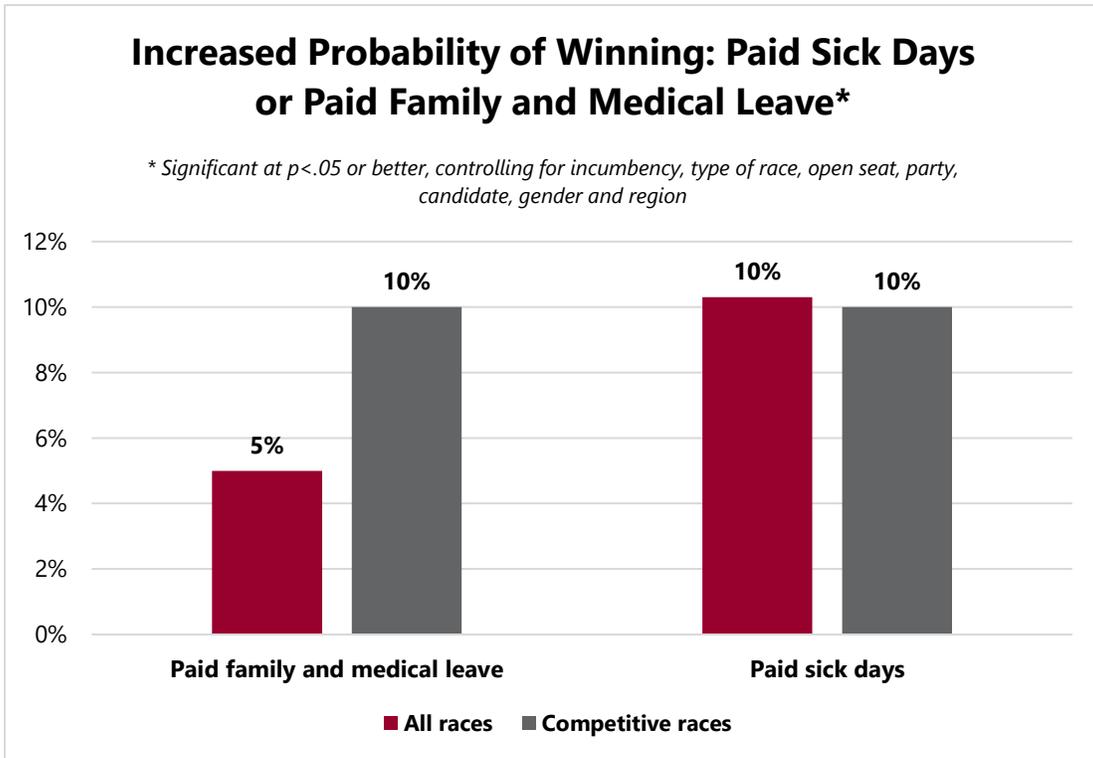
improved their likelihood of winning.<sup>ii</sup> Candidates whose websites went further and expressed support for specific, progressive policy positions fared even better than those who simply mentioned the issues generally.



- ▶ **Candidates whose websites mentioned the issues were more likely to win.** Certainly many factors, most significantly incumbency and competitiveness, affect whether a candidate wins. But in models that control for these and other factors, candidates who mentioned equal pay in combination with paid sick days or paid family and medical leave were 6 percent more likely to win than candidates who did not mention any issues, controlling for other factors.
- ▶ **In competitive races, mentioning the issues had an even larger effect.** In the subset of races considered competitive, candidates who mentioned equal pay in combination with paid sick days or paid family and medical leave on their websites were 8 percent more likely to win, controlling for other factors.
- ▶ **Mentioning equal pay or fairness for pregnant workers by themselves were not statistically associated with election outcomes.** As noted above, mentioning equal pay had a statistically significant and substantial effect on candidates' success when paired with other issues, controlling for other factors. The same was not true of fairness for pregnant workers. However, among the small number of candidates (26) who mentioned fairness for pregnant workers, 18 won and only eight lost.

<sup>ii</sup> All of the results reported below are statistically significant with either 95 or 99 percent or greater confidence and control for party, region, office type, incumbency, open seat, candidate gender and whether the race was expected to be competitive, leans toward one party or is safe for a particular party. Incumbency and whether the seat is an open seat have a large, highly statistically significant effect on candidates' likelihood of winning in every model.

- ▶ **Paid sick days was the issue with the strongest relationship to winning.** Candidates who mentioned paid sick days were about 10 percent more likely to win in races overall and in both competitive and non-competitive races.
- ▶ **In competitive races, mentioning paid family and medical leave had a substantial effect on electoral success.** Candidates in competitive races whose websites mentioned paid family and medical leave were 10 percent more likely to win; in races overall and non-competitive races, candidates were 5 percent more likely to win.



- ▶ **Candidates whose websites included expressions of support for strong, progressive policies were more likely to win.** Candidates whose websites described progressive policy positions on at least one of the four issues were 17 percent more likely to win, controlling for other factors, relative to candidates who did not include specific progressive policy positions.
- ▶ **Democrats who expressed a specific, progressive policy position on paid sick days and paid family and medical leave were more likely to win than Democrats who didn't mention the issue at all or included only a general mention without a specific policy position.** For each of the four issues tracked, Democratic candidates' likelihood of winning increased significantly when they referenced a specific, progressive policy position on an issue, rather than just mentioning the issue. The increases were particularly notable for paid sick days and paid family and medical leave. There is not enough data to do a similar analysis on the relationship between specific issue positions and electoral results for Republican candidates.

- ▶ **Candidates running in the 33 states that will have U.S. Senate elections in 2018 were more likely to win if their websites mentioned paid sick days or paid family and medical leave.** In these states, 2016 candidates whose websites included mentions of equal pay, in addition to paid sick days *or* paid family and medical leave, were 7 percent more likely to win in 2016. As was true with the full sample, mentions of paid sick days and paid family and medical leave had the largest effect of the four issues.

## EXAMPLES OF WINNING CANDIDATES' MENTIONS

As noted, one-third of candidates for all levels of office and in nearly every state mentioned paid sick days, paid family and medical leave, fair or equal pay, or fairness for pregnant workers on their websites. About half of those who mentioned the issues used specific language to describe their positions on these policies. Sample language from the websites of winning candidates is included below. Some frame the issues as economic imperatives. Others treat them as critical for women's equality, working families' quality of life and the growth of the middle class, or they draw a contrast between their own positions and their opponents' voting records.

- ▶ **Gubernatorial Incumbent Kate Brown (D – Ore.)**<sup>13</sup>: “Kate is fighting to make Oregon a place where everyone can thrive... She championed paid sick leave so workers can stay home when they are sick, or their child is sick, without losing their paycheck... Kate will continue to stand with working families by supporting policies that help create a system of opportunity for all Oregonians.”
- ▶ **Gubernatorial Incumbent Steve Bullock (D – Mont.)**<sup>14</sup>: “Steve Bullock believes in equal pay for equal work for all Montanans and has taken steps to close the wage gap for Montana women. One of the first actions Steve Bullock took as Governor was to create the Equal Pay for Equal Work Task Force to spearhead equal pay initiatives. Steve worked with the Legislature to find solutions and introduce the Montana Paycheck Fairness Act to address equal pay disparities and signed into law legislation extending unemployment benefits for victims of domestic violence. Just this summer, Steve Bullock signed an Executive Order that incentivizes businesses that contract with the state to lead by example and ensure equal pay for equal work by promoting salary transparency. Steve’s Executive Order also established an equal-pay hotline and started a statewide ‘Equal Pay MT’ challenge to businesses to help raise community awareness about equal pay.”
- ▶ **U.S. Senate Challenger Catherine Cortez Masto (D – Nev.)**<sup>15</sup>: “Our country still has a long way to go in ensuring paycheck fairness for middle-class families. This isn’t just a women’s issue; it’s an economic issue for Nevadans who are struggling to feed their families and keep a roof over their heads. We cannot achieve real economic fairness for the middle-class if Nevada families aren’t earning a fair day’s wage for a fair day’s work. It is time for politicians in Washington to stop the partisan games and pass real equal-pay-for-equal-work legislation that will level the playing field for working families suffering from pay discrimination. As Attorney General, I worked to protect Nevada’s middle-class families, and if elected to the United States Senate, I will continue to do so by fighting to achieve paycheck fairness.”
- ▶ **U.S. Senate Challenger Maggie Hassan (D – N.H.)**<sup>16</sup>: “Help families afford child care and expand paid family leave: In many places, child care now costs more than rent

or even college tuition, and many workers lack the support of guaranteed paid family leave... [Maggie] believes that we must take steps to help more workers access paid leave, ease the tax burden on caregivers and consider proposals to help caregivers get credit toward their Social Security benefits when they take time off or reduce their hours at work to care for family members.”

- ▶ **U.S. Senate Candidate in Open Seat Kamala Harris (D – Calif.)**<sup>17</sup>: “Kamala believes income inequality is the defining economic challenge of our time. The minimum wage must be a living wage, and families should have tools they need to compete in the workforce – ... Paid Family & Sick Leave: America is the only industrialized country that doesn’t have a national paid family leave policy. That lack of flexibility leaves families to choose between taking care of themselves or a loved one, or putting food on the table. Kamala will fight for national paid family and sick leave that provides a safety net for working families... Pass Paycheck Fairness: Every person, regardless of gender, deserves equal access to the American dream. However, women still earn, on average, less than men for the same jobs. Nationally, women earn about 21 percent less than men, and the disparities are even more alarming for black women and Latinas. The majority of minimum wage workers are women, and reducing and eliminating this gap will help lift up millions of women and their entire families. In California, Kamala supported the Fair Pay Act, which prohibits employers from setting wages at rates lower than those of the opposite sex for similar work. In the Senate, she’ll make it a priority to pass the Paycheck Fairness Act and will be a leading voice for economic equality.”
- ▶ **U.S. Senate Challenger Tammy Duckworth (D – Ill.)**<sup>18</sup>: “Every day, families in Illinois and across the country miss out on millions of hard-earned dollars because of gender-based wage discrimination. While common-sense solutions exist, unfortunately Republican Mark Kirk has voted time and again against legislation like the Paycheck Fairness Act because he wants to protect corporations that are guilty of wage discrimination. Illinois needs a Senator like Tammy Duckworth who will lead the effort to achieve equal pay for equal work, not someone like Kirk who has represented Washington lobbyists at the expense of hardworking families and somehow believes paycheck fairness is ‘sexist.’” – Kaitlin Fahey, Duckworth campaign manager”
- ▶ **U.S. House Challenger Stephanie Murphy (D – Fla.-7)**<sup>19</sup> (**Orlando North Suburbs: Winter Park, Deltona**): “She has the real world experience to get results – working with both parties to grow the economy by cutting bureaucratic red tape, investing in small businesses to create good-paying jobs, and making sure there is equal pay for equal work... PUTTING FAMILIES FIRST: It’s time we put families first and treat women equally in the workplace. When a woman earns equal pay for equal work, then the entire family benefits and incomes go up. It’s disgraceful that a woman in this country still only earns \$.79 for every dollar a man makes, which is why we must pass the Paycheck Fairness Act... Finally, it’s time to pass paid family and medical leave because no American should ever be forced to choose between taking care of their child, their own health or a sick relative and their job.”
- ▶ **U.S. House Incumbent Sean Patrick Maloney (D – N.Y.-18)**<sup>20</sup> (**Hudson Valley: Poughkeepsie, Newburgh**): “Sean Patrick Maloney knows that women are both the breadwinners and caretakers in many American households. That’s why he has

established a Women's Agenda to increase economic empowerment and opportunities for women throughout the Hudson Valley. His agenda includes guaranteeing women get paid the same as men for doing the same work, establishing national paid family leave, increasing the minimum wage, and preserving women's reproductive rights."

- ▶ **U.S. House Candidate in Open Seat Donald McEachin (D – Va.-4)<sup>21</sup> (Chesapeake, Suffolk, Chesterfield):** "Donald is the co-founder and co-owner of a small business. He has hired workers, stuck to a budget, and always found a way to make payroll. In Congress, he'll draw on that experience as he works to create jobs, strengthen our economy, and grow the middle class. Donald will: ... – champion policies that help working families get ahead, including a higher minimum wage and paid sick leave legislation"
- ▶ **U.S. House Incumbent Gwen Moore (D – Wis.-4)<sup>22</sup> (Milwaukee):** "Today two-thirds of employed women are either the primary or co-primary breadwinner for their families. And while we have made much progress, we are not yet true to our creed... girls cannot be equal if as adults they're fired for mothering a sick child, helping their father recover from a stroke or even taking care of themselves when they have the flu. Some employers have brought their policies in line with the 21st century, but many still operate as if all employees were available 24/7, with stay-at-home spouses. That puts huge obstacles in the way of women's advancement — and for low-income women, of their ability simply to pay the bills. Women, and disproportionately women of color, are the majority of the more than 40 million Americans who don't earn a single paid sick day. That includes women who've been beaten or raped and can't even get time to seek shelter or go to court, much less heal from their injuries. Fully half of all mothers of newborns in the United States don't receive any income during their "maternity leave." According to Census numbers, a quarter have to return to work within eight weeks of giving birth; more than half a million, in four weeks or less. We need a new set of minimum standards — like those in nearly every other country — that includes earned sick time and affordable family leave. We also need men to share in caregiving — and they're more likely to do so if they're not punished for it in the workplace. Across the country, feminists are helping spearhead this fight and, with the support of broad coalitions, winning. But with the future of our families and our economy at stake, these issues should be high on the agenda of all rights groups, not just the feminist ones."
- ▶ **U.S. House Incumbent André Carson (D – Ind.-7)<sup>23</sup> (Indianapolis):** "Congressman Carson and his colleague from Connecticut, Representative Rosa DeLauro, are 'reintroducing the Paycheck Fairness Act, legislation which would help close the wage gap between women and men working the same jobs.' ... 'Equal pay is not just a problem for women, but for families, who are trying to pay their bills, trying to get ahead, trying to achieve the American Dream, and are getting a smaller paycheck than they have earned for their hard work,' said Carson. 'The Paycheck Fairness Act will help the Equal Pay Act fulfill its intended objective, offer real protections to ensure equal pay for equal work, and see that women are paid the same as the other half of our nation's workforce for the same job.'"

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- 1 National Partnership for Women & Families. (2016, November). *Key Findings: 2016 Election Eve/Election Night Survey*. Retrieved 5 December 2016, from <http://www.nationalpartnership.org/research-library/work-family/key-findings-2016-election-eve-election-night-survey.pdf>
- 2 For a list of bills that were introduced and enacted at the federal and state levels, visit the National Partnership's work and family policy database at [NationalPartnership.org/WFDB](http://NationalPartnership.org/WFDB).
- 3 Voters in two states – Arizona and Washington – passed ballot initiatives guaranteeing workers the right to earn paid sick days. The Arizona initiative, Proposition 206, passed with 58 percent of the vote: Arizona Secretary of State, (2016, November). *2016 General Election*. Retrieved 22 November 2016, from <http://results.arizona.vote/2016/General/n1591/Results-State.html#ballots>, The Washington initiative, I-1433, passed with 57 percent of the vote: Washington Secretary of State. (2016, November). *November 8, 2016 General Election Results*. Retrieved 22 November 2016, from <http://results.vote.wa.gov/results/current/State-Measures-Initiative-Measure-No-1433-concerns-labor-standards.html>.
- 4 Based on media tracking of major-party primary candidates' statements compiled and analyzed by the National Partnership for Women & Families, January 2015-August 2016.
- 5 Hillary for America. (2016, May). *Paid Family and Medical Leave*. Retrieved 21 November 2016, from <https://www.hillaryclinton.com/issues/paid-leave/>
- 6 Peters, Jeremy W. (2015, September). Marco Rubio Proposes Tax Credit to Spur Paid Family Leave. *The New York Times*. Retrieved 21 November 2016, from <http://www.nytimes.com/politics/first-draft/2015/09/25/marco-rubio-proposes-tax-credit-to-spur-paid-family-leave> ("One of the greatest threats to family today is that too many Americans have to choose between being there for their children in times of great need, or meeting the basic financial needs of their families," [Rubio] said.")
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- 8 See note 1.
- 9 "Competitive" races in this analysis were those designated by the Cook Political Report as "toss-ups," "leaning" toward a candidate of a particular political party or as "likely" to be won by a candidate of a particular political party. "Non-competitive" races in the analysis were those designated by the Cook Political Report as "safe" or "solid" races. All Cook Political Report ratings are from November 7, 2016. In total, 727 candidates in the analysis were running in districts designated as "safe" and 158 candidates were running in districts designated as "competitive."
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- 11 Stephanie Murphy for Congress. (2016). *Economy & Jobs*. Retrieved 21 November 2016, from <http://www.stephaniemurphyforcongress.com/issue/economy-jobs/>
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