

# GOING ON OFFENSE IN TEXAS

USING THE BALLOT TO WIN PAID SICK LEAVE FOR WORKING FAMILIES

November 2018

# PHASE ONE

Paid Sick Leave Ordinance  
Austin, Texas

The Work Strong Coalition, which includes many members of the statewide paid sick coalition, is waging a campaign to pass an ordinance requiring earned sick days for all workers in the city of Austin.



# PHASE TWO

Ballot Initiative Campaign:  
Dallas and San Antonio

# Working Texans for Paid Sick Time



TEXAS  
FREEDOM  
NETWORK



TEXAS  
CIVIL RIGHTS  
PROJECT



**Workers Defense  
Action Fund**



**CENTER for PUBLIC POLICY PRIORITIES**



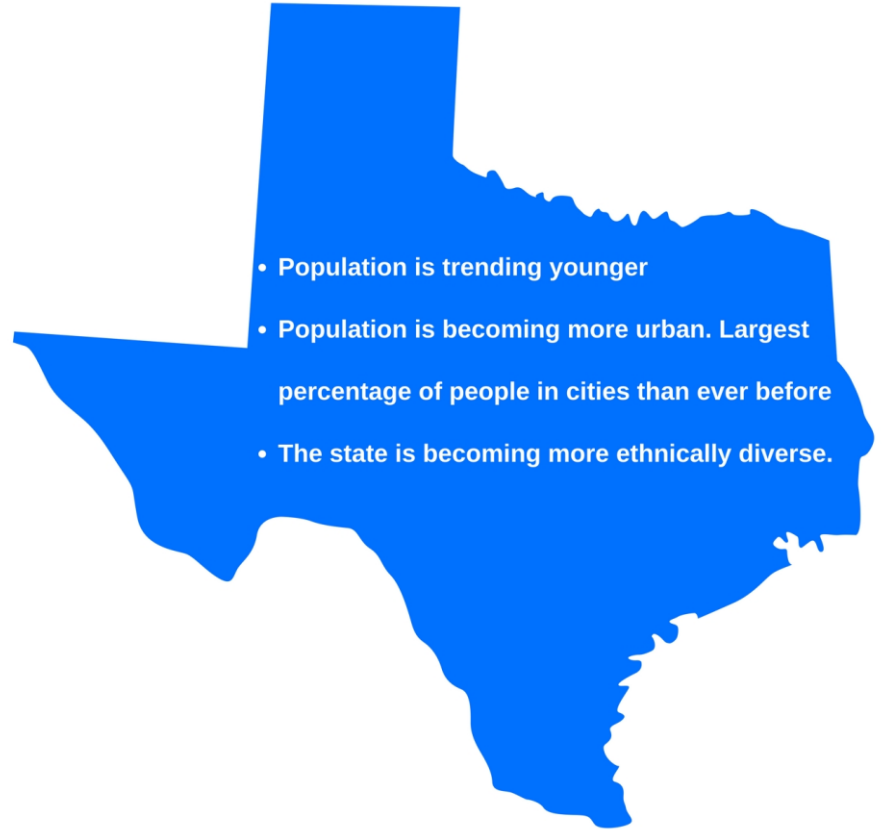
**Workers Defense Project**  
*Proyecto Defensa Laboral*



**MOVE**  
SAN ANTONIO

# Why Texas Matters

## TEXAS IS CHANGING



IMPROVE

ENGAGE

ELEVATE

CHALLENGE

**WIN**

# Improve the lives of millions of Texans

*By ensuring they won't have to  
choose between going to the doctor  
and paying their bills*





# Systemic Barriers to Opportunity for Working Texas

	Texas	Dallas	San Antonio
Workers Earning Below \$15/hr <sup>1 2</sup>	35%	31%	37%
Workers of Color Earning Below \$15/hr <sup>1 2</sup>	47%	45%	45%
Wage Needed to Afford Fair Market Rent for 2-bedroom Home <sup>3 4</sup>	\$18.38	\$19.83	\$18.54

1 Note: This is the percentage of workers in the Dallas and San Antonio metro areas whose annual income translates into less than \$15/hr throughout the year; 2 ["Wage: \\$15/hr."](#) National Equity Atlas, PERE and Policy Link, 2015; 3 Note: For Dallas, we used Dallas County data and for San Antonio, we used Bexar County data; 4 ["Out of Reach 2017: Texas."](#) National Low Income Housing Service, 2017.

# Texans of all Occupations, Incomes, Races and Ethnicities Lack Access to Paid Sick Days

Population Group (by Race/Ethnicity)	Without Access to Paid Sick Days	Population Group (by Race/Ethnicity)	Without Access to Paid Sick Days
White, non-Hispanic	33%	Computer, Engineering, and Science	15%
Black, non-Hispanic	37%	Healthcare Practitioners and Technical	22%
Asian, non-Hispanic	32%	Construction and Extraction	68%
Hispanic	50%	Personal Care and Service	74%
Other/More Than One Race	37%	Food Preparation and Serving Related	78%
Population Group (by Hours Worked)	Without Access to Paid Sick Days	Population Group (by Annual Income)	Without Access to Paid Sick Days
Less than 35 hours	79%	Less than \$15,000	69%
35-39 hours	51%	\$15,000-\$34,999	43%
40 or more hours	31%	\$35,000-\$64,999	22%
<i>Total Workforce</i>	<i>40%</i>	\$65,000 and higher	16%
		<i>Total Full-Time Year-Round Workforce</i>	31%

Source: "[Access to Paid Sick Time in Texas](#)," Institute for Women's Policy Research, March 2017.

# Paid Sick Days Are Good for Families, Public Health and the Economy

- For a low-income American worker without paid sick days, three days of lost pay is equivalent to an entire monthly grocery budget.<sup>1</sup>
- Flu infection rates decreased by approximately six to seven percent in cities with an earned sick days policy.<sup>2</sup>
- The cost to employers nationwide of people working while sick is \$160 billion a year from decreased productivity and unnecessarily extended illnesses.<sup>3</sup>

1 Gould, Elise and Jessica Schieder, "[Work sick or lose pay?](#)" Economic Policy Institute, June 2017; 2 Pichler, Stefan and Nicolas R. Ziebarth "[The Pros and Cons of Sick Pay Schemes: Testing for Contagious Presenteeism and Noncontagious Absenteeism Behavior](#)," National Bureau of Economic Research, Working Paper 22530, 2016; 3 Stewart, W., et al. "[Lost Productive Health Time Costs from Health Conditions in the United States: Results from the American Productivity Audit](#)." Journal of Occupational and Environmental Medicine, 45(12), 1234-1246, December 2003.

# Engage working families and people of color

*To show up on election day by engaging them on an issue central to their daily lives*





**LOCAL GROUP HOLDS FEMA DEMONSTRATION OUTSIDE GREENSPPOINT RECOVERY CENTER**  
HARVEY GREENSPPOINT MALL



**PROTESTERS VOICE ANGER AT TEXANS' OWNER, SIDE WITH PLAYER CONCERNS**



**WHITE HOUSE EFFORTS TO CUT OFF FUNDING FOR SANCTUARY CITIES SLAPPED WITH PERMANENT BLOCK**

Path to Reflective  
Democracy

Strategic &  
Targeted Plan

Power of Issues to  
Move Voters

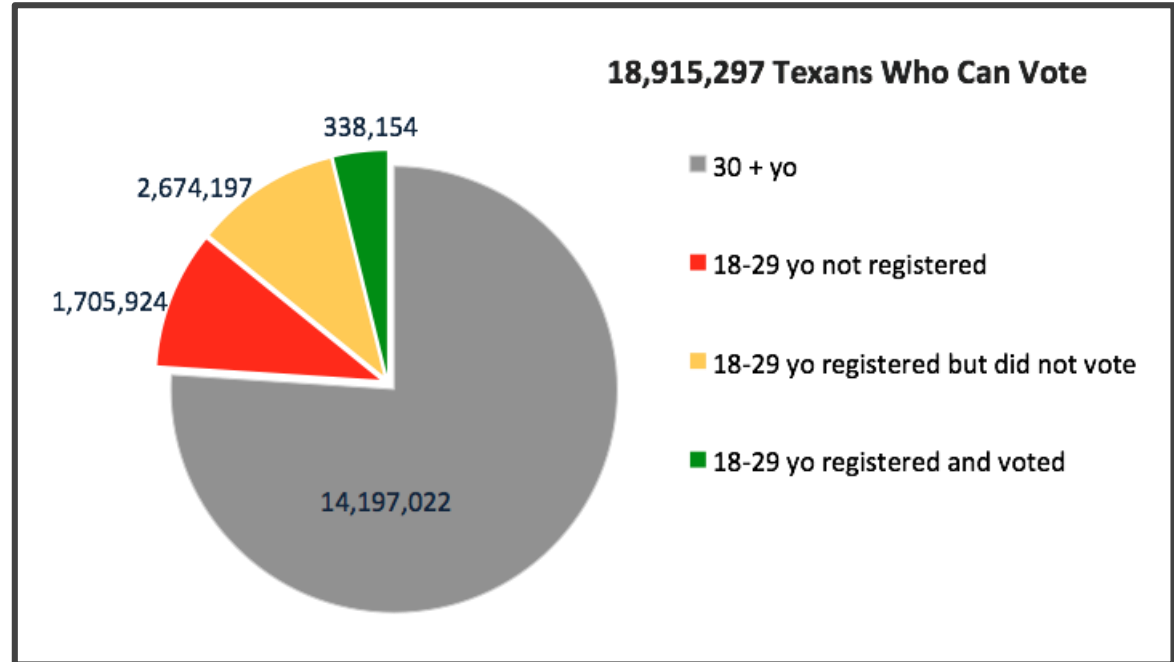
# Engaging Young Voters

**25% of the Texas electorate is **under 30!** And by 2022 is projected to be 33%**

Young people of color in Texas  
comprise 55% of all 20-39 year olds

One third of all millennials move  
every two years so traditional GOTV  
work isn't effective

Ongoing relational organizing is  
necessary to engage young voters



# Ballot Initiative is a WIN for youth engagement

## Real and immediate WIN in the lives of young people in Texas

Paid sick includes part-time workers which disproportionately affects young people

Campaign provides an opportunity for young people to be **an equal partner** in organizing and engaging on an issue directly impacting them

Ballot initiative shows young voters how progressives in Texas are including their interests as they have never experienced a statewide policy win that reflects their progressive values



# Expands the electorate and grows new leaders

## Organize. Advocate. Vote. Repeat.

Ballot initiative fosters ongoing support for preemption and also **builds new young leaders** on local and state policy

Having a win and seeing the larger progressive community as partners and inclusive of their values helps **cement their ongoing commitment to civic engagement**

Continues to tie together **year-round organizing**, advocacy, voting and holding elected officials accountable





**Elevate** the issues  
that matter to working  
people

*To the forefront of the 2018 elections*



# Polling Research on Paid Sick Leave

- Since 2016, statewide polling consistently demonstrates that paid sick days are a popular, high-priority issue for working people.
- Expanding earned paid sick leave is even a winning issue in swing legislative districts.
- **80%** of Dallas residents and **74%** of San Antonio likely 2018 voters support paid sick leave.

# Challenge the state legislature's repeated efforts to preempt progressive local policies

*By defining the terms of the next preemption fight*



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