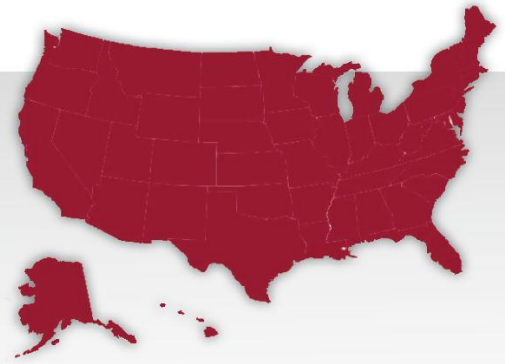


# Family Friendly America Arizona



Arizona 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

- **1,426,876 Arizona women** work, making up **45 percent** of the state workforce.<sup>1</sup>
- **93,353 Arizonans** gave birth between 2008 and 2009.<sup>2</sup>
- **1,062,074 Arizona children (65 percent)** live in families where all parents work.<sup>3</sup>
- **168,101 Arizona grandparents** live with grandchildren who are under 18.<sup>4</sup>
- **570,000 Arizonans** serve as family caregivers.<sup>5</sup>

## Existing Family Friendly Workplace Laws

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

## Family Friendly Workplace Legislation Introduced in 2011

### **H. 2399, Sick and Safe Time**

Introduced: 01/18/2011

Sponsor: Patterson (D)

- Guarantees all Arizona workers a minimum of one hour of paid sick and safe leave for every thirty hours worked, up to 72 hours in one calendar year.
- The sick and safe time may be used to care for a child, spouse or domestic partner, grandchild, parent, sibling or “any other individual related by blood or affinity.”
- The sick and safe time may be used to seek medical attention resulting from domestic violence, sexual assault or stalking.

### **H. 2432, Paid Sick and Safe Time**

Introduced: 01/18/2011

Sponsor: Tovar (D)

- Identical to H. 2399 but leaves open the possibility of different hourly thresholds for small and larger employers.

## H. 2594, Family Leave Insurance

Introduced: 02/01/2011

Sponsor: Patterson (D)

- Creates a paid family leave insurance program, which workers would be able to use to address their own serious health condition; care for a new child, a family member with a serious health condition or a qualifying service member who is family; or to deal with exigencies arising from the deployment of a service member.
- Benefits are payable for five weeks in an application year.

*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*: AZ. 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=false&-\\_caller=geoselect&-geo\\_id=04000US04&-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=false&-_caller=geoselect&-geo_id=04000US04&-format=&-_lang=en)

<sup>2</sup> U.S. Census Bureau (2009). *Selected Economic Characteristics in the United States: 2009*: AZ. Retrieved 18 March 2011, from [http://factfinder.census.gov/servlet/ADPTable?\\_bm=y&-geo\\_id=04000US04&-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=04000US04&-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>



*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).*