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## Facts About Families and Workplace Policies

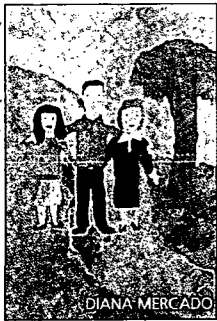
### Why is Paid Family Leave Important

- Almost 41 million Americans are not covered by the FMLA because they work for private employers not covered under the law. This amounts to more than 40 percent of the private-sector workforce nationwide.
- Among employees who need but do not take FMLA leave, 63.9 percent say they cannot afford the wage loss.
- People with lower earnings are less likely to receive paid family leave than people with higher earnings: 49 percent of workers with family incomes of less than \$20,000 a year get no pay during leave; only 21 percent of workers with family incomes of more than \$75,000 receive no pay during leave.
- When low-income workers take needed leave, they often suffer economically. Of workers with annual incomes of less than \$20,000 who take leave, 27 percent must borrow money to survive, 38 percent delay paying bills, 32 percent cut their leave short and 15 percent resort to welfare.
- Every industrialized country in the world except the United States has some form of paid parental leave with a guaranteed job on return to work.

### Why are Alternative Work Schedules Important

- Almost half of U.S. workers (47 percent) are responsible for the care of children and/or elderly or disabled adults
- In 1991, 60 percent of women with children younger than six and more than three-fourths of women with school-age children worked outside the home. In 1992, 54 percent of women with children younger than one were in the workforce.
- In almost all surveys on work and family issues, working families say they need more flexibility in their work schedules. Sixty-six percent of working parents say they don't have enough time with their children.

[Source: AFL-CIO Labor Project for Working Families website]



### WHAT WE STAND FOR AT THE NATIONAL PARENTING ASSOCIATION...

The National Parenting Association was created to give parents a greater voice in the public arena. We promote renewed recognition and practical support for the role of parenting. Few issues have the power to unite so broad a spectrum of Americans—men and women, of every race and income group—as our common stake in seeing our children flourish. They are our nation's future.

#### To achieve our mission we:

- listen to parents, through surveys, discussions and our state partner network
- advocate practices and policies to ease the family time famine — helping mothers and fathers balance family and work
- engage community, business and union leaders with scholars in round table discussions on the role the private and public sectors can play in supporting parents
- help parents become better informed about issues and urge them to make their voices heard at the voting booth, and
- focus public attention on the importance of good parenting through exhibits, publications, our Web site and other forums.

#### WE'RE AN ACTIVIST THINK TANK WITH LOCAL PARTNERS...

We encourage organizations with large parent constituencies—like PTAs, Boys & Girls Clubs and church and synagogue groups—to join forces around a common parents' agenda. Our partners in Santa Barbara, St. Paul, Cleveland, and other cities have launched local initiatives with our support and technical assistance.

### WHAT WE'VE ACCOMPLISHED...

#### What Will Parents Vote For?

This report releases the findings from the NPA's groundbreaking nationwide poll of parents' political priorities. In our survey, conducted by independent pollsters Penn + Schoen, we explored the reality behind the rhetoric of "family values" and "soccer moms" to find out what issues parents really care about.

#### NPA Task Force on Parent Empowerment

We brought together parents, prominent business leaders and scholars to propose measures to combat the tough problems of raising children today. This project led to a broader recognition of how our society too often works against parents. The resulting book, *The War Against Parents*, makes the case for a public agenda that gives struggling mothers and fathers the support they deserve.

#### Nurturing the Father-Child Relationship Handbook

One-quarter of America's children are being raised without fathers. This issue of our Parents' Voice series examines the vital role of fathers and the devastating consequences of their absence. We offer concrete suggestions to help fathers become more involved in their children's lives and a directory of resources for parents and professionals.

#### Children's Voices: Images of Mothers and Fathers

NPA's "Children's Voices" dramatizes the gulf between how children see their own home lives and how they imagine themselves as parents in the future. Powerful and poignant images selected from hundreds of works submitted by New York City school children provide a wake-up call to the nation. Exhibits have been mounted in 1994 and 1996 at The Children's Museum of Manhattan, Christies and municipal offices.

*The results of [NPA] research are remarkable in that they show an unexpected unity transcending class, race and gender. Parents share an urgent set of concerns and rally around a common agenda.*



Cornel West, Professor of Afro-American Studies, Harvard University

### WHAT'S NEW...

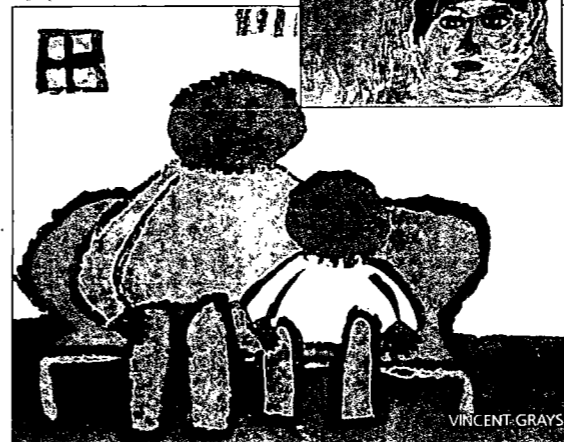
#### Revitalizing Parenting for the 21st Century

The NPA is launching a new found table series to spark a national conversation on revaluing parenting in American society. A distinguished panel of educators, policy-makers, business executives, union representatives, religious leaders and parents will explore ways to infuse the role of parenting with renewed stature and practical support.

#### Parents' Electronic Network

Our Web site will offer parents a way to keep informed and make their voices heard. Parents, employers and educators will be able to exchange information about innovations that help time-pressured Moms and Dads balance family, work, school and community obligations. The site will give parents access to NPA publications and links to other resources. And electronic postcards will

put contacting your elected officials only a click away.



*We're not just fighting for economic advancement. We're trying to upgrade the degree of respect and dignity that goes with parenting. The act of nurturing must regain esteem in all minds.*

Sylvia Ann Hewlett, economist, author and President of NPA

# WHAT YOU CAN DO TO MAKE A DIFFERENCE!

Join with us to build a parents' movement that gives new respect and support to mothers and fathers — of every income and color — who are struggling to come through for their kids.

Your contributions are a primary source of our financial support. Thank you for your generosity.

## YES,

*I support the National Parenting Association.*

My contribution of:

- \$25 Supporter
- \$250 Sponsor
- \$50 Contributor
- \$1000 Benefactor
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(212) 362-7575 Fax (212) 362-1916

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# PUBLICATION REQUEST FORM

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Telephone: ( ) \_\_\_\_\_ Fax ( ) \_\_\_\_\_

Title	Suggested Contribution (including shipping and handling)	Quantity	Total
Parents' Voice handbook: "Nurturing the Father-Child Relationship"	\$5.00		\$
Survey report: "What Will Parents Vote For: Findings of the First National Survey of Parent Priorities"	\$10.00		\$
Additional contribution to support the National Parenting Association			\$
		<b>Total</b>	\$

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New York University

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Institute for American Values

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Tufts University

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Richard Robinson  
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Director, AFL-CIO Working Women's Department

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Judy Comeau-Hart  
Applewood Centers (Ohio)

Roxy Foster  
Minnesota Parenting Association

Carol Kamin  
Children's Action Alliance (Arizona)

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Michigan Association for the Education of Young Children

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Our work is supported by the American Express Foundation, Annie E. Casey Foundation, Robert Wood Johnson Foundation, Charles Stewart Mott Foundation, Unitarian Universalist Veatch Program at Shelter Rock, corporate and individual donations.

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Giving Parents a  
Greater Voice  
in the Public Arena

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The National Parenting Association should be applauded...for trying to push forward a subject that too often breaks down into partisan bickering.

Wall Street Journal editorial

\* titles are for identification purposes only  
ILLUSTRATION BY TINA MANNING