

# ASK A CANDIDATE



Candidates running for office knock on our doors, attend events, and hold candidate forums. **Use these questions the next time you see a candidate to learn more about where they stand on the issues that matter to you and your family.**

## PAID SICK DAYS

**What would you do to ensure that workers don't have to choose between taking care of themselves/their families and their job?**

- 49% of workers in Montana do not earn paid sick days.<sup>1</sup>
- Many are low-income women working in restaurant, retail, and domestic work.
- The consequences are real: 25% of workers have been threatened with job loss after taking time off to take care of themselves or a sick family member.

## PAID FAMILY AND MEDICAL LEAVE

**How would you support families so that all workers have access to paid family and medical leave?**

- Some workers have the right to up to 12 weeks of unpaid time off to bond with a new child, take care of a serious illness, or care for a seriously ill family member through the federal Family and Medical Leave Act.
- Only 12% of private-sector workers receive paid family leave, and only 5% of low-wage workers receive paid family leave from their employers.<sup>2</sup>
- LGBTQ workers face increased risk of cancer, chronic conditions like diabetes and HIV/AIDS, so paid leave can help access critical healthcare.<sup>3</sup>

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## CRIMINAL JUSTICE

**How would you address the economic disparities resulting from incarceration around employment and wages, and access to public assistance, housing, and education?**

- Approximately 1 in 3 Americans have some type of criminal record,<sup>4</sup> and 87% of employers conduct background checks.<sup>5</sup>
- 21 states and over 100 cities and counties have taken steps to remove barriers to employment for qualified workers with records.
- Fair access to housing, public assistance, and education can support healthy communities.

## SCHEDULING TRANSPARENCY

**How would you address schedule inflexibility and unpredictability for low-wage hourly workers?**

- 51% of full-time, low-wage workers and 42% of part-time workers report having very little or no control over their work schedules.<sup>6</sup>
- Approximately 7 out of 10 workers have no choice about their start or end times. The rates are even higher for workers who work evenings/weekends.
- If you don't know your work schedule, it makes arranging child care extremely challenging. Workers have a hard time continuing their education or working a second job because of unpredictable schedules.

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1. Montanans Need Paid Sick Days, National Partnership for Women and Families, July 2015.

2. Department of Labor, 2016

3. All Children Matter: How Legal and Social Inequalities Hurt LGBTQ Families, 2011

4. Bureau of Justice Statistics, 2014

5. Society for Human Resource Management, 2012

6. Flexible Workplace Solutions for Low-Wage Hourly Workers, 2010