



A Program of **INCAA**  
INDIANA COMMUNITY ACTION ASSOCIATION

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**PRESS RELEASE**

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## **Indiana Earns a D- on Family-Friendly Workplace Policies**

**Indianapolis, IN-** The grades are in. According to the National Partnership for Women and Families, Indiana earned a D- this year for its workplace policies, joining 26 other states that have failed to provide paid family and medical leave, paid sick days, protection for pregnant workers, or other supports for working families. The grades can be found in [Expecting Better: A State-by-State Analysis of Laws That Help Expecting and New Parents](#).

Indiana narrowly missed an "F" thanks to in parts to its law protecting nursing mothers' workplace rights, which states that all nursing mothers who work for employers with 25 or more employees must be provided a place other than a toilet stall to express milk as well as cold storage options. In addition to this, state agencies must provide reasonable paid break time unless this would unduly disrupt operations. Finally, Indiana's grade got a small boost because state workers who earn sick time may also use sick time for the illness or injury of a family member.

Still, Indiana has a long way to go to ensure that working families' needs are met:

- Over 1 million Hoosier workers cannot earn a single paid sick day. Yet for the typical U.S. family, [3.5 days lost to illness are equivalent to a family's monthly grocery budget](#).
- Only 37% of Indiana's workers are estimated [to be eligible for and able to afford unpaid leave](#) under the Family Medical Leave Act.
- Nearly one in four women returns to work [within two weeks of giving birth](#).

In a state where [women make up 48%](#) of the state workforce, 837,000 Hoosiers serve as [family caregivers](#), and nearly 3 in 4 children live in [families where all parents work](#), lawmakers need to recognize that paid leave and job protections are essential.

The Indiana Institute for Working Families is [calling on lawmakers](#) to value all families through supportive workplace policies. Let's raise our grade by expecting better.

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**ABOUT THE INDIANA INSTITUTE FOR WORKING FAMILIES**

The Indiana Institute for Working Families - a program of the Indiana Community Action Association (INCAA) - conducts research and promotes public policies to help Hoosier families achieve and maintain economic self-sufficiency. The Institute is the only statewide program in Indiana that combines research and policy analysis on federal and state legislation, public policies, and programs impacting low-income working families. The Institute achieves its work through advocacy and education, and through national, statewide, and community partnerships. The Institute was founded in 2004. To learn more about the Institute, please visit: [www.incap.org/iwvf.html](http://www.incap.org/iwvf.html)

### **ABOUT THE INDIANA COMMUNITY ACTION ASSOCIATION (IN-CAA)**

The Indiana Community Action Association, Inc. (IN-CAA) is a statewide not-for-profit membership corporation, incorporated in the State of Indiana in 1970. IN-CAA's members are comprised of Indiana's 22 Community Action Agencies (CAAs), which serve all of Indiana's 92 counties. IN-CAA envisions a state with limited or no poverty, where its residents have decent, safe, and sanitary living conditions, and where resources are available to help low-income individuals attain self-sufficiency. IN-CAA serves as an advocate and facilitator of policy, planning and programs to create solutions and share responsibility as leaders in the War on Poverty. IN-CAA's mission is to help the state's CAAs address the conditions of poverty through: training and technical assistance; developing models for service delivery; and providing resources to help increase network capacity. For more information about IN-CAA, please visit: [www.incap.org](http://www.incap.org)

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