

please
place
44 cent
stamp
here

Mothers earn
73¢
to a man's
dollar

Mothers are
79%
less likely to be
hired than equally
qualified non-
mothers.

Women
make up half the
electorate and,
working together,
can move
mountains.

MomsRising.org

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Bellevue, WA 98005

Over **80%**
of American women
have children by
the time they are
44 years old.¹⁰

Mothers are
79% less likely
to be hired than non-
mothers with equal
resumes and job
experiences.¹¹

[10] U.S. Census Bureau, Fertility of American Women, <http://www.census.gov/population/www/socdemo/fertility.html>
[11] Shelley Correll, Stephen Benard & In Paik, *Getting a Job: Is there a Motherhood Penalty?* 112 The Am. J. of Soc. 1297 (2007)

Change Powered by Moms!

MomsRising is mobilizing grassroots support to change laws that impact families at the state and national levels. Working with our partner organizations, we've helped pass critical legislation including...

THE LILLY LEDBETTER FAIR PAY ACT – Preventing wage discrimination against women.

THE STATE CHILDREN'S HEALTH INSURANCE PROGRAM (SCHIP) – Providing four million more children access to healthcare.

THE CONSUMER PRODUCTS SAFETY IMPROVEMENT ACT
– Enacting the world's toughest lead standards and banning dangerous toxins from children's products.

THE UNEMPLOYMENT INSURANCE MODERNIZATION ACT – Extending unemployment insurance to part-time and low-wage workers.

PAID FAMILY LEAVE – Winning legislation in two states that will now enable working parents to have time to care for new children, and also advancing paid family and medical leave policies in Congress and throughout the country.



San Francisco Chronicle May 20, 2007

THE MOTHERHOOD MOVEMENT

They'd come because of MomsRising, a political action group that reaches members through cyberspace, where they can join in on their own time, when they have any.

CNNMoney.com January 11, 2007

MOMS RISE UP, FIGHT FOR WORKPLACE RIGHTS

Mothers, fed up with work-life balance options, join Moms Rising to seek reforms.

MomsRising is a multicultural, non-partisan, online and on-the-ground grassroots organization of more than a million people who are working to achieve economic security for all families in the United States.

MomsRising listens to our constituency and focuses advocacy where we can most quickly improve family economic security, including advocating for paid family leave, flexible work options, affordable child care, and for an end to the wage and hiring discrimination which penalizes so many mothers. We also advocate for healthcare for all, toxic-free environments, and breastfeeding rights so all children can have a healthy start.

Established in 2006, MomsRising and its members are organizing and speaking out to improve public policy and to change the national dialogue on issues that are critically important to America's families.

We welcome mothers, and anyone who loves mothers, to sign on with MomsRising and be a part of this change: www.MomsRising.org



Where moms and the people who love them go to change the world.

MomsRising.org



MomsRising.org

TOGETHER
WE CAN BUILD a NATION
WHERE CHILDREN, PARENTS and BUSINESSES THRIVE,
and END DISCRIMINATION AGAINST MOTHERS...

Maternity/Paternity Leave

All moms and dads should be able to stay home to take care of a new baby. Paid family and medical leave helps give children a healthy start and combats poverty. The United States is one of only four countries in the world without some form of paid leave for new moms. The other three are Papua New Guinea, Swaziland and Liberia.¹

[1] Jody Heymann et al., 2007 Work, Family and Equity Index: How Does the US Measure up? (Montreal, QC; Boston, MA: The Institute for Health and Social Policy at McGill University and the Project on Global Working Families, 2007). <http://www.mcgill.ca/files/fhsq/WFEI2007.pdf> and www.mcgill.ca/fhsq



Outstanding Flexible Workplaces

Implementation of flexible work arrangements such as flex hours, job sharing, part-time options and telecommuting go a long way towards helping parents maintain viable jobs and careers. Businesses also benefit from these policies through higher employee retention, lower training and recruitment costs and better employee retention.²

[2] Families and Work Institute, "2005 National Study of Employers Reveals Changes in Work Life Assistance Offered to America's Employees;" and Rhona Rapoport et al., Beyond Work-Family Balance: Advancing Gender Equity and Workplace Performance (San Francisco: Jossey-Bass, 2002)



Toxics-Free Childhood

Protecting the health of our children is critical. Toys, foods, schools and homes should be free of harmful toxic chemicals that can trigger life-threatening illnesses or impact brain and reproductive development. Studies show children and pregnant women are especially vulnerable to toxic chemicals.⁴

[4] B Weiss and P J Landrigan, Environ Health Perspect, 2000 June; 108 (Suppl 3): 373-374.



Come to www.MomsRising.org and learn about how to avoid toxic toys, get strategies for flexible work options, find childcare advice, read other mothers' stories and take action for the future of our children.

www.MomsRising.org

Healthcare for All

Everyone should have access to quality, affordable healthcare. Yet, as of 2009, a shocking 7 out of 10 working-age women have no insurance, are underinsured, or are in debt because of medical bills.⁵ In 2008, 14.1 million children were living in poverty and 7.3 million were without health insurance in the United States.⁶

[5] S. D. Rustgi, M. M. Doty, and S. R. Collins, Women at Risk: Why Many Women Are Forgoing Needed Health Care, The Commonwealth Fund, May 2009.
[6] http://www.census.gov/Press-Release/www/releases/archives/income_wealth/014227.html



Early Care and Education

Parents across this country should have access to quality, affordable pre-school and childcare. Yet a national study found childcare in the United States costs between \$4,000 and \$10,000 a year per child, which is simply out of reach for many families—particularly because a full quarter of families with young children are living in poverty.⁷

[7] The National Center for Children in Poverty at Columbia University: Who are America's Poor Children? The Official Story. Authors: Sarah Fass and Nancy K. Caution. Publication Date: November 2007. http://www.nccp.org/publications/pub_787.html



Realistic and Fair Wages for Mothers

It's high time for equal pay for equal work for mothers. Women without children make 90 cents, mothers make 73 cents, and single mothers only make about 60 cents to a man's dollar. Women of color experience increased wage hits. Studies show that family-friendly policies—like paid family leave and access to early learning for kids—help lower the wage gaps.⁸

[8] Jane Waldfogel, "Understanding the 'Family Gap' in Pay for Women with Children," Journal of Economic Perspectives 12, no. 1 (1998): 137-56. <http://www.nwlc.org/fairpay/wagegapoverview2009.html>



Sick Days (Paid) For All

80% of low-wage workers and nearly 50% of private sector workers aren't paid sick day.⁹ That's bad for family budgets and for public health. No one should have to go to work sick, or even risk losing their job, because they aren't allowed to take a paid sick day.

[9] Vicky Lovell, Institute for Women's Policy Research, No Time to be Sick

YES! I want to help make the world a better place for moms, families, and children!

With over one million people together calling for change, MomsRising.org is a fast, easy, and free way to make your voice heard and to make a difference for families. For more information, sign up online at www.MomsRising.org or return this postcard today.

E-MAIL* (PLEASE PRINT) _____

NAME _____

STREET _____

CITY _____ STATE _____ ZIP _____

MOBILE/TEXT _____

* It's very important to include your e-mail address so we can keep you up to date on our efforts to support mothers.