

# Safe Days & Kin Care



**Kin Care** – Explicitly says that whatever kind of sick leave an employee earns, it can be used to care for a family member. May also expand to include accessing preventative care or other needs

**Safe Days** – Explicitly says that whatever kind of sick leave an employee earns, it can be used to deal with the physical, emotional, or legal impacts of domestic violence, sexual assault, or stalking, or to seek safety

## Why is this important for preventing child maltreatment?

When domestic violence is present, children are at an increased risk of physical child abuse, neglect, and child sexual abuse.

These policies keep our schools and workplaces healthier, keep people in their jobs, reduce turnover, and boost business productivity. Employers are not required to offer any new benefit because these policies allow workers to use the paid or unpaid sick time they already have.

Safe Days & Kin Care would improve the lives of working North Carolinians and their families, while supporting survivors and strengthening public health.

## When we prevent domestic violence, we prevent child abuse.

Safe Days would allow a survivor to take **earned** sick leave to flee an abusive environment, obtain a protective order, seek treatment so the survivor and the child(ren) can heal from the abuse.

*These workplace supports are research proven to improve **child and family health, well-being, and economic security.***

## What Safe Days & Kin Care does NOT do:

- DOES NOT require that employers offer sick leave, either paid or unpaid.
- DOES NOT have anything to do with the federal Family Medical Leave Act (FMLA).
- DOES NOT have anything to do with Short-Term or Long-Term Disability benefits.

## Surrounding States

- [The Family Act \(2017\)](#) from Georgia in 2017 had broad bi-partisan support. This bill allowed employees to use earned and available sick leave to care for immediate family members. There was a sunset provision, and based on how well the initial bill was received, it was championed and passed again without a sunset.

## Parent perspective

- **Hearing from parents:** earned sick days can't be used to care for their sick child.
- **Child Advocacy Centers:** stress of families where parents couldn't come in – for forensic interviews and treatment.

## Safe Days & Kin Care give workers the opportunity to use their earned time to:

- Care for family members
- Access preventative care for themselves
- Address problems related to domestic violence, sexual assault, or stalking
- Stay home and recover from a short-term illness
- Attend school meetings related to a child's health condition or disability
- Allow survivors of domestic violence, stalking, or sexual assault (or their close family member) to use paid sick time to recover or seek assistance related to an incident