<table>
<thead>
<tr>
<th><strong>Health Security</strong></th>
<th><strong>Family Security</strong></th>
<th><strong>Financial Security</strong></th>
<th><strong>Physical Security</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Health Care/ Affordable Care Act</strong></td>
<td><strong>DHS Work Requirements</strong></td>
<td><strong>Minimum Wage</strong></td>
<td><strong>Violence Against Women Act</strong></td>
</tr>
<tr>
<td>ACA expands health services for Michigan women</td>
<td>ACA expands coverage for preventive services for women and protect against gender discrimination by insurance providers.</td>
<td>ACA expands health services for Michigan women</td>
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</tr>
</tbody>
</table>

Prior to the implementation of the ACA, over 20% of American adults had no health insurance. The ACA is anticipated to reduce this to 15.8%.

In 2013, close to 2,000,000 Michiganders were eligible for the Family Independence Program (FIP) or the Food Assistance Program (FAP).

High school, GED programs, and adult education can be used as deferrals for work hours, while college courses cannot. No expansion has been proposed.

In May 2014, the passed increase of to $9.25 an hour without eliminating the tipped minimum wage.

Pending court case to keep a ballot initiative for November 2014 to raise minimum wage to $10.10 and eliminate the tipped minimum wage.

In Michigan, 97% of reported rape victims and 72% of reported domestic violence victims are women.

In 2013, the updated Violence Against Women Act (VAWA) implemented greater protections for members of the LGBTQ community, Native American women, and immigrant women.

<table>
<thead>
<tr>
<th><strong>Paid &amp; Unpaid Sick Leave</strong></th>
<th><strong>Child Care</strong></th>
<th><strong>Pay Equity</strong></th>
<th><strong>Workplace Bullying</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Paid sick days are not guaranteed</td>
<td>Assistance available, but improvements are stalled</td>
<td>State and federal legislation are stalled</td>
<td>No specific state or federal protections</td>
</tr>
</tbody>
</table>

Approximately 46% of Michigan’s private-sector workforce members have paid sick days – including nearly 40% percent of working women.

FMLA provides 12 weeks of unpaid sick leave and retention of employment and benefits.

The average cost of child care in Michigan is between $7,930 and $10,114 per year.

Michigan’s Child Development and Care Program can cover between 70% and 95% of child care costs for families at or below 150% of the poverty line.

State legislation providing additional child care tax credits to families making less than $100,000 is stalled.

49% of Americans have witnessed or have been victimized by workplace bullying, and 72% of bullies outrank their victims.

In the U.S., Michigan is ranked 45th in pay equity (26% between men and women; 46% between white men and women of color).

Michigan has no current state legislation enforcing pay equity.

State legislation has been stalled since April 2013, and House Republicans blocked federal legislation from debate in April 2014.

There is no current or proposed state or federal legislation that specifically outlaws workplace bullying.

Updated 6/2014--For more information about the Michigan Partners Project, please visit: www.cew.umich.edu/michigan-partners