



FEW ADVOCACY FOR EQUAL PAY

ADVOCACY FOR DOLLARS NOT SMALL CHANGE

FEDERAL LEGISLATION



EQUAL PAY



SUPPORTS FAMILY



HAS ADDED BENEFITS

US CENSUS DATA REPORTS

According to the latest data (2018) released by the U.S. Census Bureau, the median income for women working full-time is about 80 percent of that earned by men.

Among specific industries, women suffer from the largest pay gaps in securities and financial sales, financial management, credit counseling and retail sales.

In securities and financial sales, the median income for men was \$101,423 while for women it was \$61,936, according to the data released last year.

Pay is most equal among food preparation workers, writers and authors, pharmacists, counselors and social workers. Those working as retail or wholesale buyers earn more than their male counterparts.

A 1963 federal law prohibits wage-based discrimination for men and women who work jobs requiring "equal skill, effort, and responsibility." While the gender pay gap has narrowed since the law went into effect, discriminatory practices in compensation endure.

PENDING
LEGISLATION
FOR EQUAL
PAY

House of Representatives: H.R. 7

The Paycheck Fairness Act: To amend the Fair Labor Standards Act of 1938 to provide more effective remedies to victims of discrimination in the payment of wages on the basis of sex, and for other purposes.

Main Sponsor

Rep. Rosa DeLauro (D-CT)

The Bill would update and strengthen existing law and prohibit retaliation against workers who voluntarily discuss or disclose their wages, and support data collection and research.

Latest Action: Senate - 04/03/2019

Read the second time. Placed on Senate Legislative Calendar under General Orders. Calendar No. 53.

Senate: S.270 (Companion Bill)

Main Sponsor

Sen. Patty Murray (D-WA)

Latest Action: Senate - 01/30/2019 Read twice and referred to the Committee on Health, Education, Labor, and Pensions.

WHAT ARE THE **ADDED** BENEFITS?

This bill addresses wage discrimination on the basis of sex.

It amends equal pay provisions of the Fair Labor Standards Act of 1938 to:

Restrict the use of the bona fide factor defense to wage discrimination claims

Enhance nonretaliation prohibitions

Makes it unlawful to require an employee to sign a contract or waiver prohibiting the employee from disclosing information about the employee's wages, and

Increases civil penalties for violations of equal pay provisions.

The bill directs the Department of Labor to:

Establish and carry out a grant program for negotiation skills training for girls and women,

Conduct studies to eliminate pay disparities between men and women, and

Make available information on wage discrimination to assist the public in understanding and addressing such discrimination.

Further, the bill requires the EEOC to issue regulations for collecting from employers compensation and other employment data according to the sex, race, and national origin of employees for use in enforcing laws prohibiting pay discrimination.

TALKING POINTS FOR EQUAL PAY

- ❑ On average, women earn only **80 cents** for every dollar earned by white, non-Hispanic men.
- ❑ It's worse for women of color — African American women are paid **61 cents**, Native American women are paid **58 cents**, and Latinas are paid **53 cents**.
- ❑ Women of color are more likely than white women to hold low-paying, hourly jobs, lead single-parent households, and experience substantial caregiving burdens, making pay inequality particularly devastating.
- ❑ If the gender wage gap was eliminated, women and families would be able to afford an additional 18 months of food, 14 months of child care, 10 months of rent, or 7 months of mortgage payments.
- ❑ Women are the primary earners in nearly 15 million families, yet mothers earn only **71 cents** for every dollar paid to men.
- ❑ Closing the wage gap would ensure families have greater financial security as well as boost our nation's economy, making up for more than \$900 billion lost annually in spending on goods and services.

HERE'S
WHAT **YOU**
CAN DO

GET INVOLVED USE **ENGAGE**

<https://www.few.org/our-focus-2/legislative/engage/>

- ✦ Accessible from FEW's webpage
- ✦ Information continuously updated
- ✦ Subscribe to get Alerts

- ✓ **WRITE**
- ✓ **CALL**
- ✓ **MEET**
- ✓ **TWEET**

* Reminder: When communicating with elected officials do not use work computers, or government issued smart phones, etc.

TAKE THE FEW SURVEY:

https://www.surveymonkey.com/r/EqualPayWebinar_Aug2019

Q/A

