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PAYCHECK FAIRNESS

WHEREAS: Overall, women in the United States are paid just 80 cents for every dollar paid to men, resulting in an annual gender wage gap of more than \$10,000. This gender wage gap is even worse for women of color, who face the intersecting harms of gender- and race-based discrimination. Women lose nearly \$900 billion each year as a result of the gender wage gap; and

WHEREAS: Working families increasingly depend on women's earnings. Women are primary or co-breadwinners in half of families with children under 18. The gender wage gap means women and their families have less money to support them, save and invest for the future, and spend on goods and services; and

WHEREAS: Lower earnings over a woman's career can result in smaller private savings to draw upon in retirement, smaller contributions to employer-sponsored retirement plans resulting in smaller pension payments, and smaller Social Security benefits. With income that is only a fraction of men's, women 65 and older are more likely to live in poverty and depend on Social Security financial assistance to make ends meet; and

WHEREAS: The gender wage gap exists across demographic groups and is especially punishing for many women of color. On average, women are paid only 80 cents for every dollar paid to men. The pay gap is even larger for women of color as African American women are paid only 63 cents and Latinas only 54 cents for every dollar paid to white, non-Hispanic men. White, non-Hispanic women are paid 79 cents and Asian American women 87 cents for every dollar paid to white, non-Hispanic men, and some ethnic subgroups of Asian American women are paid much less; and

WHEREAS: The best way for women, regardless of age, race, or occupation to combat the gender wage gap and ensure wage equality, is to join a union and work under a collectively bargained contract; and

WHEREAS: The Ohio AFL-CIO takes seriously labor's motto, "An injury to one is an injury to all." Equal pay is an issue for working families and women no matter what the job. Equal work should demand equal pay, regardless of race, gender or age. Women are legally entitled to equal employment opportunities, including the right to earn a paycheck that is free from bias, and in many cases, the right

to discuss their pay with colleagues. Women should not face threats for willingly sharing information about their own jobs, especially in the name of pay equality; and

WHEREAS: The closure of the wage gap requires laws that provide women with the mechanisms to challenge discrimination against them and ensure that employers have the knowledge of and incentive to comply with the law; and

WHEREAS: In 2009 the Lilly Ledbetter Fair Pay Act became law, and while it was an important victory, more is needed. The Paycheck Fairness Act (H.R. 1869/S. 819), would help to break harmful patterns of pay discrimination and strengthen workplace protections for women. The Ledbetter Act gives employees their day in court to challenge a wage gap. It is the Paycheck Fairness Act that would give employees the legal tools they need to challenge the wage gap itself. In the 115th Congress, the Paycheck Fairness Act is sponsored by Sen. Patty Murray and Rep. Rosa DeLauro.

THEREFORE BE IT RESOLVED: The Ohio AFL-CIO supports the Paycheck Fairness Act which would update the Equal Pay Act of 1963 by closing loopholes in the earlier legislation and bar retaliation against workers who disclose their wages to others and raise the issue of wage parity. The Legislation:

- prohibits employers from screening job applicants based on their salary history or requiring salary history during the interview and hiring process,
- requires employers to demonstrate that any pay disparity between men and women for the same work is not gender related, and will be limited to bona fide factors such as education, training or experience,
- allows women to receive the same remedies for sex-based pay discrimination that are available to workers discriminated against on the basis of race or national origin,
- provides for training and technical assistance and requires data collection and research on the cause and persistence of the wage gap between women and men.

BE IT FINALLY RESOLVED: The Ohio AFL-CIO will support and encourage organizing drives intended to boost female membership in the trade union movement and promote the Coalition of Labor Union Women.

Submitted by: The Coalition of Labor Union Women