



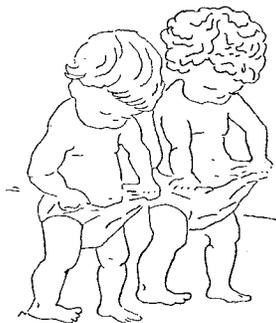
CALL TO ACTION: A PAY EQUITY RESOURCE GUIDE

The Problem

It has been nearly five decades since President Kennedy signed the Equal Pay Act into law, making it illegal for employers to pay unequal wages to men and women who hold the *same* job and perform the *same* work.

Yet unequal pay still exists because job titles done predominately by women and people of color have been under paid due to historic discrimination. For example clerical workers, nurses and teacher's aides may be paid less than groundskeepers and security staff. These lost earnings and pension benefits are particularly painful for workers and their families who fall below the poverty line because they are not fairly paid. According to the WAGE project, if women and people of color were to receive wages equal to those of men for comparable jobs, working families would gain a staggering \$200 billion in family income annually, with each working woman's family gaining more than \$4,000 per year.

What can we do ensure economic equity for women and people of color here in New York and nationwide? We can pass legislation that requires comparable pay for job-titles requiring comparable levels of skills and responsibilities. In Minnesota there are laws requiring this type of pay equity for all public sector job titles. *In Minnesota the wage gap between men and women employed in the public sector is virtually eliminated.*



"Does that explain the differences in our salaries?"

The Solution: Comparable Worth/Pay Equity

Comparable Worth (also called job title pay equity) - A reform effort to pay different job titles based on their value to their employer regardless of the gender/race predominance of those working in such titles.

At the heart of comparable worth or job title pay equity reform is the fact that jobs traditionally done by women and people of color have been systematically undervalued in the marketplace. The net result is that these jobs are paid less than comparable jobs with the same levels of skills and responsibilities but commonly held by white males. This bias can be demonstrated and subsequently eliminated by assessing the economic value of different jobs through the use of a gender-neutral job evaluation system. For example, food service, nurse, maintenance, dispatcher, supply clerk and drafting jobs can be compared using job evaluation factors such as the *education/training necessary, the working conditions and the responsibility (for budgets, supervision, health and safety, etc.) required.*

Pay equity studies seek to differentiate legitimate job title wage differences from those that are solely a function of the gender/race of the typical job incumbent. Some job title salary inequities are blatant. For instance, some school districts pay secretaries and teaching assistants (job titles that require associate degrees) less than the cleaners. School nurses in the West Islip school district once started at \$27,000, while groundskeepers started at \$29,000. In Denver, nurses were found to make less than gardeners. To establish and eliminate such job title salary inequities, the comparable value of these dissimilar job titles is established using a job evaluation system and the job titles are paid accordingly

*"A key problem is that society undervalues the work women do... That's why those who care for our young children earn less than those who care for our cars, our pets, our lawns."
Ellen Bravo, **Taking on the Big Boys***



But How Can You Compare Apple Job Titles and Orange Job Titles?

Apples and oranges can be compared by using any common denominator such as vitamins, juice content or calories, etc. For over 70 years, most, if not all, large employers have had job evaluation wage-setting processes in place to relate the common denominator requirements of vastly different job titles to their salaries. Now you know what personnel/human resource departments do. Most job evaluation systems are composed of nine to twelve factors that include:

- **Job knowledge** (*the education and experience required*)
- **Accountability** (*responsibility for people, budgets, resources, reputations*)
- **Human relationship skills** (*the communication abilities required*)
- **Management/Supervision** (*the responsibility for the work of others*)
- **Working conditions** (*the amount of exposure to discomfort and hazards*)

The pay equity reform movement proposes that the same tool, the job evaluation system, be used to compare all job titles, regardless of the gender and race of those working in them, and pay job titles accordingly. Currently, many employers use slightly different job evaluation systems to evaluate job titles in different occupational groups so that comparisons cannot be made across blue collar, white collar, professional and administrative groups. But, as demonstrated in the many countries and jurisdictions that have passed pay equity reform, it is possible to evaluate all job titles fairly using the same job evaluation system and set salaries accordingly. **Pay equity is good personnel policy.**

Equal pay can never exist if it is possible to ghettoize women and people of color (and many white men as well) into traditionally female jobs and, therefore, pay them less than their work is worth. This is a family issue that impacts pensions and social security as well as current household income.

Reducing Poverty with Pay Equity

Pay equity policies, which aim to realign wages, are designed to reduce the gender-based wage gap and lift women and people of color out of poverty. Pay equity does this by revaluing traditionally under-valued female occupations. Although critics argue that pay equity would benefit only the middle-class and single women without children, research has shown this is not true – pay equity has the potential to lift many workers, especially women out of poverty.¹

In a study of pay equity's potential to reduce race-based, as well as gender-based discrimination, pay equity reduced poverty among the working poor while alleviating race- and gender-based wage discrimination. Across occupations, for women of color, pay equity reduced the percentage of workers earning poverty-level wages for a family of 3 by 48.8%. The comparable figure for white women was 40%; for men of color, 37.1%; and for white men 31.8%. Among the working poor in occupations dominated by people of color, pay equity raised 60% of them above the poverty threshold for a family of 3, and in occupations dominated by women of color, lifted 52% out of poverty.² Combined with access to affordable child care and other anti-discrimination measures, pay equity can provide most women with the ability to earn enough money to sustain their families and to drastically reduce the percentage of women and people of color living at or below the poverty level.

Research also indicates that pay equity may have a far greater impact than the living wage in helping women achieve economic self-sufficiency, thereby helping them transition off public assistance. In jobs typically dominated by people of color, where workers earn approximately 66% of what white men earn, pay equity decreased that disparity almost completely, bringing the earnings ratio up to approximately 94%; by contrast, living wage policy had little impact on gender or race differentials.³ Pay equity reform has the power not only to drastically decrease the number of people living at or below the poverty line and to assist those transitioning off public assistance, but also to eliminate the race and gender-based job and wage discrimination that has kept working women, especially women of color, at the bottom of the pay scale.

¹ Figart, Deborah M. and June Lapidus. 1996. "The Impact of Comparable Worth on Earnings Inequality." *Work and Occupations* 23:297-318.

² Lapidus, Jane and Deborah M. Figart. 1998. "Remedying 'Unfair Acts': U.S. Pay Equity by Race and Gender." *Feminist Economics* 4(3): 7-28.

³ Stone, Pamela and Arielle Kuperberg. 2005. "Anti-Discrimination vs. Anti-Poverty? A Comparison of Pay Equity and Living Wage Reforms." *Journal of Women, Politics & Policy* 27:23-29. Reported in *Women, Work, and Poverty: Women Centered Research for Policy Change* (Hawthorne Press).

How We Know Comparable Worth is Worth It

In 1987 comparable worth adjustments (reclassification of job titles where women and people of color predominate to higher salary grades based on comparison with male dominated job titles of comparable value) were made to 239 NY State Civil Service job titles. All of the employees in these job titles, over 47,000, received raises.

Let's look at just 6 of these job titles and imagine the impact on the lives and families of those receiving these increments over 20 years.

1987 Comparable Worth Adjustments-Selected NYS Civil Service Titles

Title	Number in Job Title in 1987	Before Salary Grade	After Salary Grade	Before Salary Grade Job Rate	After Salary Grade Job Rate	One Year Salary Increase at Job Rate	Estimated* Income Gain Per Person After 20 Yrs
Library Clerk2	208	7	9	\$18,449	\$20,521	\$2,072	\$55,675
Library Clerk3	45	11	14	\$22,946	\$27,033	\$4,087	\$109,819
Food Service Worker 2	813	7	9	\$18,449	\$20,521	\$2,072	\$55,675
Food Service Worker 3	57	9	13	\$20,521	\$25,585	\$5,064	\$136,072
File Clerk, Typist, Clerk	6325	3	6	\$15,071	\$17,472	\$2,401	\$64,516
Principle Clerk	372	11	14	\$22,946	\$27,033	\$4,087	\$109,819

*Includes a 3% across-the-board annual increase

The chart above shows that 208 people working in the job title Library Clerk 2 were raised from salary grade 7 to salary grade 9 increasing their annual income over \$2000 for an estimated 20 years earnings increase of over **\$55,000**. The 45 Library Clerk 3s were found to have more salary disparity and were raised from salary grade 11 to 14 for an annual increase of over \$4000 and a 20 year estimated increase of over **\$109,000**. The same patterns are true for the Food Service job titles. Three clerical job titles, File Clerk, Typist and Clerk, were raised from salary grade 3 to 6, increasing the salaries of over 6000 state employees by more than \$2400 a year for a 20 year gain of more than **\$64,000**. Little wonder that research studies done at universities have documented that job-title pay equity reform substantially improves the incomes of those working in low wage jobs.

The State can be proud that it made these job-title pay equity adjustments and so can the counties, cities and other employers that have done so. An examination of the current NYS Civil Service job rates indicates little gender bias across job titles has reemerged. Many employers have not made job-title pay equity adjustments.

Those who work in job titles traditionally done by women and people of color, approximately 20% of whom are men, who have not received job-title pay equity adjustments, are losing both money and the related feelings of value and self esteem, daily. We need to pass legislation requiring job-title pay equity as has been done in many other countries.

International Perspective - Just across New York State's northern border, the Canadian provinces of Ontario and Quebec (where two-thirds of Canadians reside) require that job title salaries be established using gender-neutral job evaluation systems in both the public and private sectors. **U.S. companies that are providing job-title pay equity for their Canadian employees are free to discriminate against their employees in New York State.**

By Lois Haignere, Ph.d

We Need Legislative Solutions!

New York State: Despite efforts to institutionalize pay equity after the one-time pay equity adjustment ordered by the Gov. Marion Cuomo, legislation has eluded advocates. Since 2002 the NY Assembly has passed the NYS Fair Pay Act with bi-partisan support, and in 2009, due in large part to the efforts of NYSPEC and EPCNYC, 27 Senators co-sponsored the bill and moved it out of the Labor Committee for the first time. Advocates from across NYS are back this year to push for pay equity reform. You can help!

Upcoming New York State Pay Equity Bills:

A6712/S5271 - provides that people who work for NY State in job titles where women and people of color predominate receive equal pay for job titles of equal value. Sponsors: Assembly-Linda Rosenthal, Senate - Velmanette Montgomery

A1119/S5480 - provides that all who work in the public sector in NY State will receive equal pay for job titles evaluated to be of comparable worth. Sponsors: Assembly- RoAnn Destito, Senate- Diane Savino

A3911/S955 - NYS Fair Pay Act - provides that all who work in NY State, in both the public and private sectors, will receive equal pay for job titles evaluated to be of comparable worth. Sponsors: Assembly- Susan John, Senate- Craig Johnson

Federal Legislation is Critical:

The Lilly Ledbetter Fair Pay Act was signed into law in January of 2009. Does this mean that we can stop working for passage of Pay Equity legislation? No, the Ledbetter Act restores the 1964 Civil Rights Act equal-pay protections for people whose jobs involve the same work.

Paycheck Fairness Act - H.R.1338/S.766 would update and strengthen the Equal Pay Amendment by strengthening penalties, prohibiting retaliation against workers who disclose information about wages, providing compensatory damages and back pay, and directing the U.S. Department of Labor to provide public information for eliminating wage discrimination and to issue guidelines for evaluating jobs. **Sponsors:** Rep.Rosa DeLauro (D-CT) and Sen. Hillary Clinton was the sponsor.

What you can do!

ACTIVITIES TO MAKE A CHANGE:

HELP PASS NEW YORK STATE PAY EQUITY LAWS!

Information on our blog: www.EqualPayNewYork.org

HELP CHANGE NEW YORK CITY WAGE POLICIES!

Contact Beverly Neufeld at info@nywa.com

HELP PASS PAYCHECK FAIR PAY ACT: Go to the national Fair Pay

Campaign - <http://www.nwlc.org/fairpay/>

CALCULATE YOUR WAGE GAP:

http://www.wageproject.org/content/gap_calc/

START A WAGE CLUB: A WAGE Club allows a small group to meet regularly to hold strategy sessions on money, negotiations skills and what to do if you are being paid unfairly.

http://www.wageproject.org/content/get_even/howtostart.php

CONDUCT A WORKPLACE PAY AUDIT

<http://www.bpwusa.org/files/public/epaudit.pdf>

SHARE YOUR STORY & YOUR OPINION on our blog

www.EqualPayNewYork.org

RESEARCH and BOOKS:

- The Shriver Report, Maria Shriver/Heather Boushey
- WCECA Self-Sufficiency Study, Merble Reagon
- Economic Status of Working Women in NY, Gittel & McKinney, 2007
- AAUW - Beyond the Gender Gap
- Institute for Women's Policy Research - Best and Worst States
- Economic Status of Women in NY – NY Women's Foundation, 2008
- Taking on the Big Boys by Ellen Bravo, 2007
- Women Are Getting Even by Evelyn Murphy, 2006

RESOURCES:

- American Association of University Women www.aauw.org
- Institute for Women's Policy Research www.iwpr.org
- League of Women Voters of NY www.lwvny.org
- National Committee on Pay Equity www.pay-equity.org
- National Women's Law Center www.nwlc.org
- New York Women's Agenda www.nywaconnect.org
- Women Work www.womenwork.org

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NYSUT: John Green - jgreen@nysutmail.org

YWCA: Kelli Owens - kelliywca@earthlink.net



Statewide Members

Amer Assn University Women(AAUW)
Coalition Labor Union Women
DC 37 (AFLCIO/AFSCME)
League of Women Voters, NYS
Nat'l Assn for Female Executives
National Org. for Women, NYS
NYS Girl Scout Legislative Network
NYS Nurses Association
NYS United Teachers (NYSUT)
New York State Women, Inc.
Public Employee Federation (PEF)
Service Employee Int'l Union (SEIU)
United Public Service Employees Union (UPSEU)
United University Professions
Women's Sports Foundation
YWCA Northeast Council

Regional Members

AAUW - Albany Branch
Capital District Labor-Religion Coalition
Capital Region Women's Network
Coalition of Black Trade Unionists –
Nassau County & Capital District
CSEA Nassau Local 830
Long Island Fund for Women & Girls
Long Island Women's Agenda
Long Island Progressive Coalition
NAACP, Islip Town Branch & Saratoga
County Branches
NYS Women, Inc. - Capital District III Chapters

Founding Member

Women on the Job Task Force

In 1997, after ten-years of investigation, the Division of Human Rights informed Women on the Job that the clerical employees of the Sachem School District could not get fair pay (they were paid less than the male groundskeepers and security staff) because there was NO LAW AGAINST UNEQUAL PAY for different jobs. So Women on the Job founded the NYS Pay Equity Coalition (NYSPEC) to educate the public and legislators and work for the passage of fair pay laws.



A Better Balance
AAUW–Manhattan | AAUW–NYC
Asian Women In Business
Catalyst Inc.
Center for the Women of New York
Coalition of Prof. Women in the Arts & Media
50/50 in 2020
Human Rights Project/Urban Justice Center
Institute of the Puerto Rican/Hispanic Elderly
Junior League of the City of New York
League of Professional Theatre Women
League of Women Voters of the City of New York
Legal Momentum
Manhattan Chamber of Commerce –
Women's Business Committee
9-5: National Association of Working Women
NOW-NYC & NOW-NYS
NOW-Brooklyn/Queens Chapter National
Association of Female Executives
Nat'l Association of Women Business Owners NYC
National Organization of Italian American Women
New York Coalition of 100 Black Women
New York Women's Agenda (Coordinator)
New York Women's Foundation
100 Black Men
Roundtable of Food Professionals NYC
Women in Development-New York
Women in Health Management
Women on the Job Taskforce | NYSPEC
Women's City Club of New York
Women's Center for Education and Career Advancement
YWCA Brooklyn & YWCA Orange County
Zonta Club of Greater Queens

A consortium of civic organizations, advocates and experts working together for Pay Equity in NY, EPCNYC was created in 2007 by the Government Affairs Committee of NYWA, a New York nonprofit charitable corporation, in response to growing concern and mounting evidence of the continuing economic discrimination suffered by New York's women and minorities and their families.



YWCA is dedicated to eliminating racism, empowering women and promoting peace, justice, freedom and dignity for all



The League of Women Voters of New York State is a unique, multi-issue, nonpartisan, political organization. It encourages the informed and active participation of in government and influences public policy through education and advocacy.

