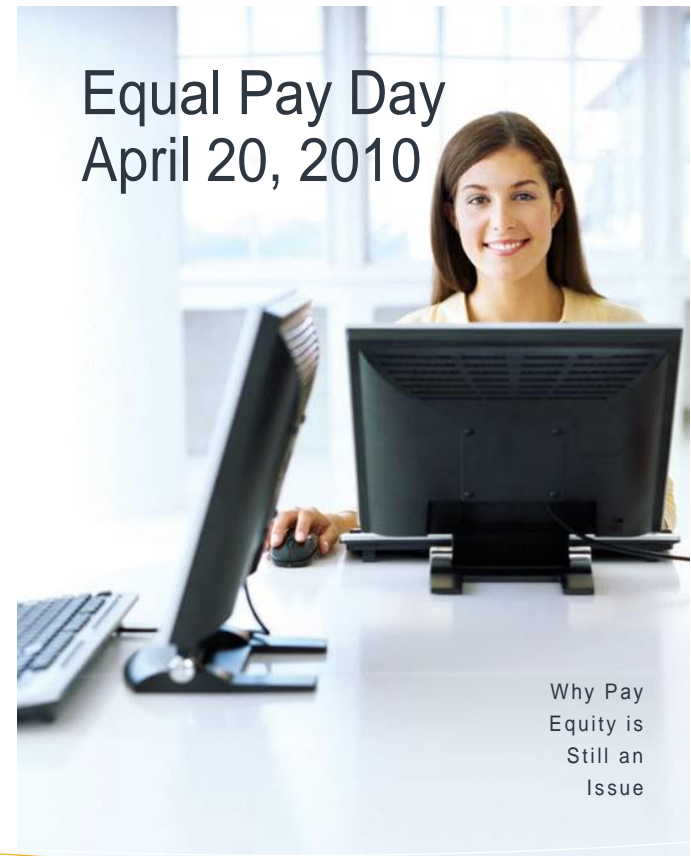




Lilly Ledbetter & Lynn Brooks, AAUW ID, '09

Nationwide, women earn about 77 cents for each dollar men earn (US Census Bureau, Bureau of Labor Statistics, 2009). Idaho women and women of color face an even greater wage gap.

Pay Gap
=
Women at a Discount



Equal Pay Day
April 20, 2010

Why Pay
Equity is
Still an
Issue

During the 2010 Idaho Legislative session, House Bill 547 was introduced, to recognize the importance of pay equity, the reality of wage discrimination and to commemorate Equal Pay Day. The committee chair refused to give the bill a hearing.

To show Legislators that you care about equal pay for equal work, please join the Boise Area Branch AAUW, the Idaho Women's Network and Boise State University Gender Studies at co-sponsored events on Tuesday, April 20.

The numbers don't add up:

77 ¢... American women earn about 77 cents for every dollar earned by men.

66+... At ages 66 and older, women are twice as likely as men to be poor.

17%... Women make up 51 percent of the population, but only 17 percent of elected officials are women.

1 year... Just one year out of college, working women already earn less than their male colleagues earn.

100% unacceptable!

Co-sponsored Events!

- **Brownbag Panel Discussion: Negotiating Salary & Benefits**, with a panel of four human resource experts – free 11 a.m. – 1 p.m. @ BSU SUB, Barnwell Rm
- **Unhappy Hour at TableRock Brewpub** Light appetizers provided and no-host beverages at happy hour rates 5-6 p.m. @ TableRock, 705 Fulton St.

The wage gap affects you.

WOMEN, MEN AND FAMILIES HURT WHEN WOMEN EARN LESS

"AAUW research shows that pay inequality starts as soon as women and men enter the workforce, and the gap widens over time." Boise Area Branch Public Policy VP

Gayle Wilde.

In Idaho, women's pay does not even measure up to the national average, according to the National Women's Law Center. We are paid about 60 cents of men's pay in comparable jobs.

Women and families are being shortchanged thousands of dollars a year and hundreds of thousands of dollars over the course of a lifetime.

Idaho is ranked among the bottom four states for pay equality between genders.

Equal Pay Day was established in 1996 as a public awareness event to illuminate the gap between men's and women's wages. To match men's earnings for 2009, women will have to work from January 2009 to April 2010—an extra four months. Equal Pay Day symbolizes the point in the next year to which a woman must work to achieve pay equity for the previous year. Her male counterpart must work five days per week for twelve months, whereas **she will work seven days per week for sixteen months to earn equivalent wages.** In 2010 Equal Pay Day is commemorated on Tuesday, April 20.

Let's change history

FEDERAL LEGISLATION

The US Senate Committee on Health, Education, Labor and Pensions held a hearing March 11, 2010 on the **Paycheck Fairness Act** and the wage gap. The Paycheck Fairness Act was the first bill, along with the Lilly Ledbetter Fair Pay Act, to be passed by the current House of Representatives. If passed in the Senate and signed into law, it would deter wage discrimination by closing loopholes in the Equal Pay Act and by barring retaliation against workers who disclose their wages. There are currently 36 Senate co-sponsors. Urge Idaho congressmen to act swiftly to pass this bill.

IDAHO LEGISLATION

In February 2009, Representative Anne Pasley-Stuart (with co-sponsor Representative Donna Boe), presented a Resolution (**HCR 23**) that acknowledged the impact of pay disparity on Idaho families and recognized Equal Pay Day in Idaho. That resolution passed unanimously in all bodies of the Legislature.

In 2010, when Rep. Pasley-Stuart put forward **House Bill 547**, to codify recognition of pay inequity, the House State Affairs Committee chair stuffed the bill in his drawer, thus killing it.



BOISE AREA BRANCH AAUW

AAUW advances equity for women and girls through advocacy, education, philanthropy and research.

www.aauwidaho.org/boise.htm

IDAHO WOMEN'S NETWORK (IWN)

IWN is the largest, most respected women-led organization in the state, using advocacy and education to make a better world for women, families and communities.

www.idahowomensnetwork.org

BSU GENDER STUDIES

The Gender Studies Program seeks to address many of the current social, economic, professional, media, individual, and public policy issues revolving around discussions of gender and sexuality.

<http://genderstudies.boisestate.edu/>



Contact your elected officials to demand action TODAY!
www.idaho.gov/government/elected.html