

Resolution #9

In Support of Pay Equity

WHEREAS:

Women represent almost half of today's workforce in the U.S and are the majority of caregivers. They share equal breadwinning power in at least four out of ten families in the country. They receive more college and graduate degrees than men. Yet, on average, women continue to earn considerably less than men; and

WHEREAS:

In 2015, female full-time workers made only 79% of every dollar earned by men, a gender wage gap of 21 percent. In 2013, the earnings of African American women were 68% of men's, and full-time working Latina women made only 60% of men's wages. On average, women earn less than men in virtually every single occupation, an effect compounded by race and national origin discrimination; and

WHEREAS:

Pay Equity is a growing national movement with bills in favor of pay equity reform introduced in more than 25 state legislatures. The movement clearly recognizes that integrating women and adjusting pay scales will lift families and children from poverty. It is known that the poverty rate for working women would be cut in half if they were paid the same as men performing comparable work.

THEREFORE BE IT RESOLVED:

That UDW/AFSCME Local 3930 will develop strategies and support for pay equity and removal of sex, racial and national origin, disability, sexual orientation and gender identity discrimination in the workplace; and

BE IT FURTHER RESOLVED:

That UDW will join AFSCME to lobby the White House and Congress to create effective remedies for the enforcement of pay equity for all working women.

SUBMITTED BY:

UDW/AFSCME Local 3930 Executive Board