

National Pay Equity Day

On April 28th, 2009 UTSA participated in a national event by handing out informational flyers and talking to people about upcoming legislation concerning women and pay equity. Every year, the event takes place on a Tuesday because Tuesday is the day on which women's wages catch up to men's wages from the previous week. Participants in UTSA's "Equal Pay Day" informed students and staff of pending legislative issues by providing information on the differences between legislative Acts. They also provided the voting records and contact information of Texas legislators, asking everyone to write or call in to Texas legislators' offices and ask them to consider pay equity.

Women celebrated a small victory with the passing of The Lilly Ledbetter Fair Pay Act which successfully expanded the time in which employees can sue companies on the basis of sex discrimination and wage discrepancies. And more legislation promises more victories. In January 2009, the house passed the Paycheck Fairness Act which supplements the Equal Pay Act of 1963. The Equal Pay Act of 1963 stated that sex cannot be used to wage-discriminate, but many employers found a loophole by claiming that men's seniority or qualifications to justify pay inequity. The Paycheck Fairness Act seeks to eradicate these loopholes in the system by forcing employers to provide up-to-date information on their wage practices and insisting on equal pay for equal work. Also up for proposal in the house is the Fair Pay Act which will introduce the concept of comparable work (different but equal work) to hold employers further accountable for discriminatory actions.

Despite the 46 years since the passing of the Equal Pay Act, the wage gap still exists. At this rate, pay equity won't exist until the year 2050! Consider the following information and get active by writing your legislators and asking them to support pay equity legislation.

- ♀ For every dollar earned by a white male, women earn a national average of 78¢!
- ♀ African American women earn 72¢ for every dollar.
- ♀ Latinas earn just 59¢ for every dollar.
- ♀ Over a working lifetime, wage inequity costs the average American woman anywhere from \$440,000 to \$2 million.