



Equal Pay Toolkit

RESOURCE MANUAL

State Public Policy Committee
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Introduction

The State of Oregon has a long tradition of creating new and innovative legislation and programs that foster social change. The 2017 Legislative Session was particularly successful in sponsoring and ultimately approving bills that directly support women's and girls' access to reproductive health care, education, and fair pay. Many new women legislators along with groups like AAUW were key in making these bills a reality. Ultimately, AAUW of Oregon sees a role for local Branches to help their local communities understand all aspects of the Equal Pay Act which strives to obliterate the practice of paying women less than men.

The goal of the Fair Pay Tool Kit is to enable AAUW Branch members to get the word out about the Fair Pay Act at the local level by providing effective tools to be used to educate a wide variety of targeted audiences. It is work in progress and will be improved continuously. As the kit is used in the field, materials will be revised and new items added reflecting best practices in Oregon and in the nation.

We realize that not everyone will be comfortable with the active education role. So, along with the Toolkit, AAUW of Oregon will provide opportunities for branch members to learn how to address targeted audiences through a statewide training program. Success of this effort will depend upon the desire of local Branch members to carry the important message of fair pay to the desired audience and the ability to present materials and information to an audience using good presentation and listening techniques.

The following materials in the Tool Kit include a list of potential groups for presentations, samples of articles and press releases, brochures, frequently asked questions, and one-pagers outlining the basics of the Fair Pay Act. We look forward to all communities in Oregon understanding and enjoying their right to fair pay!

Dates to Know in 2018

Timing is key in planning activism, programming and events. AAUW maintains a complete list of anniversaries and events throughout the year (available at <https://www.aauw.org/resource/events-and-deadlines-calendar>).

Here is a list of important dates in 2018 for pay equity ...

- **January 29:** Lilly Ledbetter Fair Pay Act signed into law in 2009
- **February 22:** Asian American women's equal pay day
- **April 10:** Equal pay day
- **April 17:** White women's equal pay day
- **May 30:** Mother's equal pay day
- **June 10:** Equal Pay Act signed into law in 1963
- **August 7:** Black women's equal pay day
- **September 27:** Native American women's equal pay day
- **October 6:** Oregon Equal Pay Act signed into law in 2017
- **November 1:** Latina equal pay day

Pay equity events could also be planned and executed around local events such as farmer's markets, county fairs, city events, job fairs, etc.

About Pay Equity in Oregon

BY THE NUMBERS

- As of 2016, the earnings ratio for women in Oregon was 79% — that is, for every dollar that men in Oregon earn, women earn only 79 cents. In terms of pay equity, Oregon ranks 27th out of all states and the District of Columbia.¹
- The earnings ratios are even worse for women of color and mothers in Oregon.^{2,3}
 - Asian American women: 79%
 - White, non-hispanic women: 78%
 - Mothers: 73%
 - African American women: 68%
 - Native American women: 60%
 - Latinas: 51%
- Earnings ratios by Congressional district⁴ ...
 - District 1, Bonamici (D): 77%
 - District 2, Walden (R): 76%
 - District 3, Blumenauer (D): 88%
 - District 4, DeFazio (D): 79%
 - District 5, Schrader (D): 74%

CURRENT STATUS OF THE FIGHT FOR PAY EQUITY⁵

- Employers must provide women and men equal pay for comparable work.
- All public, private and small business employers are covered.
- Employees are protected from retaliation or discrimination, including for involvement in legal proceedings, discussing wages, and requesting salary history.
- Employer defenses must be job-related, a business necessity and not based on sex of the employee. Agreement to work for lesser wage is not a defense.
- In order to incentivize payment of equal wages, employers may be liable for damages, attorney's fees, experts' costs and other litigation costs.

¹ Source: <https://www.aauw.org/research/the-simple-truth-about-the-gender-pay-gap>

² Source: <https://nwlc.org/resources/wage-gap-state-state>

³ Source: <https://nwlc.org/resources/the-wage-gap-for-mothers-state-by-state-2017>

⁴ Source: https://www.aauw.org/aauw_check/pdf_download/show_pdf.php?file=Gender_Pay_Gap_Oregon

⁵ Source: https://www.aauw.org/aauw_check/pdf_download/show_pdf.php?file=Gender_Pay_Gap_Oregon

OREGON'S EQUAL PAY ACT OF 2017

Oregon's Equal Pay Act was signed into law on October 6, 2017⁶. Here are some key highlights of the law ...

- Employers cannot ...
 - Pay less (salary/wages and benefits) because of sex, race, color, religion, sexual orientation, national origin, marital status, age, disability or veteran status;
 - Pay a co-worker more for a comparable job unless the entire pay gap is based on seniority, merit, quality or quantity of production, education, training, experience, workplace location and/or travel;
 - Pay an employee less than she is entitled to, even it has been agreed to;
 - Screen job applicants based on current or past compensation or determine the amount of salary on that basis;
 - Ask a potential hire about earnings history until after a job offer (including compensation) has been made;
 - Cut pay (employee's or co-worker's) to follow the law;
 - Retaliate or discriminate for discussing salary/wages or asking for equal pay.
- Employers found to violate these rules may be liable for unpaid wages, attorney's fees, compensatory and punitive damages.
- Employers may avoid compensatory and/or punitive damages if they have completed a pay equity analysis within 3 years before an employee complaint is filed.
 - The analysis must be made in good faith, be reasonable in detail and scope based on the size of the employer, and be related to the protected class of the claimant.
 - The employer must also have eliminated improper wage differentials for the claimant and made substantial progress toward eliminating wage differentials for the claimant's protected class.

ENFORCEMENT THROUGH THE BUREAU OF LABOR & INDUSTRIES (BOLI)

- Technical assistance for employers to comply with the equal pay law is available on the BOLI website (<http://www.oregon.gov/boli/TA/Pages/Equal%20Pay%20Law.aspx>).
 - BOLI also offers free best practice guides for businesses that want to foster equal pay in the workplace (https://www.oregon.gov/boli/TA/pages/Equal_Pay_Best_Practices.aspx). Topics include ...
 - Fair recruiting and promotion of women
 - Fair compensation and initial salary
 - Joint evaluation and pay-for-performance
 - Encouraging mentorships and role models
 - Accommodating pregnant employees

⁶ Source: <https://olis.leg.state.or.us/liz/2017R1/Downloads/MeasureDocument/HB2005/Enrolled>

- On-site child care
- Oregon employers are required to post the Equal Pay poster in a conspicuous place where employees can regularly view it. Employers with more than one location must display the poster at each worksite. The Equal Pay poster is available, in English and Spanish, on the BOLI website (https://www.oregon.gov/boli/ta/pages/req_post.aspx).
- Highlights of BOLI’s requirements are ...
 - Employers may not reduce the compensation of any employee to comply with the law;
 - Amounts owed to an employee because of a failure of an employer to comply with the requirements of the Equal Pay Law are considered “unpaid wages” under the law;
 - Employees may file complaints with the Civil Rights Division of BOLI or a civil action within one year after the occurrence of a violation of the Equal Pay Law;
 - An unlawful compensation practice is considered to have occurred each time compensation is paid based on a discriminatory compensation decision;
 - Notices of claim against public bodies must be given within 300 days of discovery of the alleged loss or injury;
 - Employers are required to post a notice (provided by BOLI) of the requirements of the law in every establishment where employees work.

ENFORCEMENT THROUGH FILING A CIVIL LAWSUIT IN COURT

- You may be able to recover back pay, plus compensatory or punitive damages, attorney’s fees and/or obtain injunctive relief. Injunctive relief means that a court can require an employer to do something or to stop doing something; it doesn’t involve monetary recovery.
- You have the right to a jury trial.

CLAIMS

- Complaints and lawsuits must be filed within 1 year from the date of the unlawful pay discrimination.
- Claims based on wage discrimination, and screening or setting wages based on current or previous earnings history
 - Can be filed with the Bureau of Labor and Industries or in a civil lawsuit as of January 2019;
 - Back pay and other damages for 2018 may be included in these claims.
- Claims based on asking a potential new hire about earnings history
 - Can be filed with the Bureau of Labor and Industries or in a civil lawsuit as of January 2024;
 - Back pay and other damages for 2023 may be included in these claims.
- If a complaint is filed with the Bureau of Labor and Industries, the employer is liable only for back pay.
- If a claim is filed in civil court, the employer may be liable for back pay, compensatory and punitive damages and attorney’s fees.

Learn About Pay Equity

AAUW has long believed that pay equity and equal opportunity are simple matters of fairness. As a leader in the fight to end wage discrimination and open doors for women in the workplace, AAUW has many resources to help you get acquainted with the facts and issues surrounding pay equity.

GENERAL RESOURCES

- **AAUW issues: Gender pay gap** (available at <https://www.aauw.org/what-we-do/public-policy/aauw-issues/gender-pay-gap>)
- **Quick facts about the gender pay gap** (available at <https://www.aauw.org/files/2016/01/GenderPayGapQuickFacts-nsa.pdf>)
- **The simple truth about the gender pay gap** (available at <https://www.aauw.org/files/2017/09/TheSimpleTruthFall2017OnePager-nsa.pdf>)
- **States notch multiple equal pay victories in 2017** (available at <https://www.aauw.org/2017/10/13/state-equal-pay-victories-in-2017>)
- **Overcoming the “model minority” myth: AAPI women are not paid equally** (available at <https://www.aauw.org/2016/03/15/aapi-equal-pay-day>)
- **At work, Dads get a bonus, but Moms get a penalty. What gives?** (available at <https://www.aauw.org/2016/05/06/dads-get-a-bonus-but-moms-get-a-penalty>)
- **The pay gap is even worse for black women, and that’s everyone’s problem** (available at <https://www.aauw.org/2015/07/21/black-women-pay-gap>)
- **Native women have to work 9 extra months to make the same salary as white men made last year** (available at <https://www.aauw.org/2015/09/03/native-women-gender-pay-gap>)
- **How would you like to work the same hours for half the pay? That’s the gender pay gap for Latinas** (available at <https://www.aauw.org/2015/10/08/pay-gap-for-latinas>)

OREGON INFORMATION

- **The gender pay gap by state and congressional district** (available at <https://www.aauw.org/resource/gender-pay-gap-by-state-and-congressional-district>)
- **The fight for pay equity: A state road map for Oregon** (available at https://www.aauw.org/aauw_check/pdf_download/show_pdf.php?file=Gender_Pay_Gap_Oregon)
- **House Bill 2005: Oregon Equal Pay Act of 2017** (not-so-quick read, available at <https://olis.leg.state.or.us/liz/2017R1/Downloads/MeasureDocument/HB2005/Enrolled>)
- **Technical assistance for employers on the Equal Pay Law** (available at <http://www.oregon.gov/boli/TA/Pages/Equal%20Pay%20Law.aspx>)

Ideas for Taking Action⁷

BECOME A TWO-MINUTE ACTIVIST

Sign up for AAUW's Action Network (<https://www.aauw.org/what-we-do/public-policy/two-minute-activist>). Do this yourself and encourage others to sign up as well.

Members of the action network receive urgent e-mail notices and/or text messages when their grassroots advocacy is needed most. Using the two-minute activist tool, you can quickly and easily contact your legislators, encouraging them to take action on issues (like pay equity) that impact women and girls. All it takes is a couple of minutes and an internet connection.

ENGAGE YOUR MEMBERS

The best advocate for pay equity is an informed one. Start close to home by engaging current members.

- Set aside time at a branch meeting to talk about pay equity – educate the group about the current status of pay equity and laws in Oregon, and find out about your fellow members' experiences.
- Talk to your newsletter editor about including an article on pay equity in your next newsletter.

The Handouts, Posters and Presentations referenced in the Materials section of this document will be useful for this purpose.

ORGANIZE LUNCH-AND-LEARNS

Invite friends, neighbors and colleagues to an informational session about pay equity – what it is, how it affects them and what they can do to advance the cause. The event doesn't have to include lunch, nor does it need to happen over the lunch hour.

You can also reach out to groups who may be interested in the topic of pay equity. For example ...

- Local civic organizations, city clubs, libraries and Chambers of Commerce
- Professional and business networking groups (e.g., Business Networking International, Women in Business, Society for Human Resource Management, etc.)
- Elks, Kiwanis, Lions, Rotary, Soroptimists and Zonta Clubs (to name a few)

⁷ Source: Adapted from <https://www.aauw.org/files/2013/11/AAUW-Pay-Equity-Resource-Kit-2013Nov-nsa.pdf>

- High schools, community colleges and universities

The Handouts, Posters and Presentations referenced in the Materials section of this document will be useful for this purpose.

ADD PAY EQUITY TO YOUR BOOK CLUB

Why not take the opportunity to discuss books on pay equity and women in the workplace? Some suggestions for books on the subject include ...

- Lilly Ledbetter's **Grace and Grit** (available at https://www.amazon.com/Grace-Grit-Fairness-Goodyear-Beyond/dp/0307887928/ref=sr_1_1?ie=UTF8&qid=1331152946&sr=8-1)
- Sheryl Sandberg's **Lean In** (available at https://www.amazon.com/s/ref=nb_sb_noss_1?url=search-alias%3Dstripbooks&field-keywords=lean+in)
- Margot Lee Shetterly's **Hidden Figures** (available at https://www.amazon.com/Hidden-Figures-American-Untold-Mathematicians-ebook/dp/B0166JFFD0/ref=sr_1_1?s=books&ie=UTF8&qid=1514243960&sr=1-1&keywords=hidden+figures)

SPONSOR AN ESSAY CONTEST

Work with your local school, community college or university to hold an essay contest. Possible topics include: "What I would do with an extra 21%" or "What equal pay for equal work means to me." In addition to getting students thinking seriously about pay equity, this can also be used as a selection process for student scholarships.

RECOGNIZE EQUAL PAY DAY IN YOUR COMMUNITY

Use Equal Pay Day (April 10, 2018) to get the word about pay equity. Any of the ideas in this section can be planned to coincide with that that date.

MAKE A PUBLIC SERVICE ANNOUNCEMENT

Make a public statement and show your support for pay equity. Some easy and inexpensive ways of doing this include ...

- Posting fliers on public bulletin boards in places of interest, such as libraries, coffee shops, local stores.

- Sharing images and messages on social media (available at <https://www.aauw.org/fairpay> and <https://www.aauw.org/2017/12/14/your-favorite-holiday-songs-the-feminist-remix>).

HOST A PUBLIC INFORMATION FORUM

Conduct a public information forum to raise awareness about pay equity and the discrimination confronting women in the workplace. In addition to having branch members as speakers at such events, consider inviting an outside expert or even a panel of experts. Speakers and panelists can be recruited locally through community technical experts (like the local union) or from representative state groups and agencies. The Bureau of Labor and Industries (BOLI) is responsible for the oversight and implementation of the Fair Pay Act and would be a great technical expert in all areas of Act. Other state groups like the Oregon Women’s Equity Coalition and The Women’s Foundation have a lot of knowledge on the potential impact of the Act on local women. State business and industry groups would give a good perspective of the impact of the Act on business and how businesses will internally organize to accommodate the requirements in the bill.

The Handouts, Posters and Presentations referenced in the Materials section of this document will be useful for this purpose.

BUILD ALLIANCES

A coalition is likely to have more power and leverage than a single organization. It can assist with capacity-building, information-, resource- and expertise-sharing, and reach a broader audience. Identify some key pay equity advocates and organizations, especially those representing marginalized women (for example, Adelante Mujeres, Basic Rights Oregon, Women Empowering Women for Indian Nations, etc.). Use the tips from AAUW (<https://www.aauw.org/files/2013/06/Tips-for-Building-Effective-Coalitions-Handout.pdf>) as well as the Handouts, Posters and Presentations referenced in the Materials section of this document will be useful for this purpose.

TAKE A STAND (OR A TABLE)

Tabling at a community event – for example, farmer’s markets or school/college/university job fairs – is a great way to get the word out about pay equity and increase AAUW’s visibility in the community. Use the guidance provided on the AAUW website (<https://www.aauw.org/resource/how-to-tabling>) as well as the Handouts, Posters and Presentations referenced in the Materials section of this document will be useful for this purpose.

MEET WITH YOUR LEGISLATOR(S)

Schedule in-district meetings with your state representatives or members of Congress to thank them for their service and encourage them to support pay equity legislation. AAUW's Lobby Day is a great time to schedule a visit at the Capitol in Salem. Either way, you can find guidance on preparing for the meeting on the AAUW website (<https://www.aauw.org/resource/how-to-hold-a-meeting-with-your-elected-officials>).

GET A PROCLAMATION

Encourage your city council and/or mayor to proclaim "Equal Pay Day" in your community. You can find a sample proclamation on the AAUW website (<https://www.aauw.org/resource/equal-pay-day-proclamation>).

ISSUE A PRESS RELEASE

As branches engage communities in discussions about pay equity at forums, meetings and other group events, **issuing a press release is an effective way to publicize the event.** The Sample Press Release included in the Materials section of this document can be customized to accommodate any event.

SEND A LETTER TO THE EDITOR

Letters to the Editor are among the most widely read features in newspapers and magazines, making them a great way to reach large audiences about issues of significance to them. For inspiration, see Kathy Brandon's letter to the editor in the Mail Tribune (available at <http://www.mailtribune.com/opinion/20171110/letters-to-editor-nov-10>). Use the guidance provided by AAUW (available at <https://www.aauw.org/resource/lte-vs-op-ed>) and the Talking Points for Letters to the Editor included in the Materials section of this document to get started on your own letter to the editor regarding pay equity in Oregon.

Materials

HANDOUTS

- **Quick facts about the gender pay gap** (available at <https://www.aauw.org/files/2016/01/GenderPayGapQuickFacts-nsa.pdf>)
- **The simple truth about the gender pay gap** (available at <https://www.aauw.org/files/2017/09/TheSimpleTruthFall2017OnePager-nsa.pdf>)
- **The fight for pay equity: A state road map for Oregon** (available at https://www.aauw.org/aauw_check/pdf_download/show_pdf.php?file=Gender_Pay_Gap_Oregon)
- **Employees should know ... Oregon's Equal Pay Act** (available at https://aauw-or.aauw.net/files/2018/02/Equal-Pay-1P_Employee_English.pdf)
- **Employers should know ... Oregon's Equal Pay Act** (available at https://aauw-or.aauw.net/files/2018/02/Equal-Pay-1P_Employer.pdf)
- **Frequently asked questions ... Oregon's Equal Pay Act** (available at https://aauw-or.aauw.net/files/2018/02/Equal-Pay_Public-FAQs.pdf)
- **Oregon BOLI's Equal Pay poster**
 - English (available at https://www.oregon.gov/boli/TA/docs/Equal_Pay_Poster.pdf)
 - Spanish (available at https://www.oregon.gov/boli/TA/docs/Equal_Pay_Poster_ES.pdf)
- **Oregon BOLI's Equal Pay best practices guides for employers**
 - The Business Case for Fair Recruiting and Promotion of Women (available at <https://www.oregon.gov/boli/TA/docs/Fair%20Recruiting%20and%20Promotion%20102015%20Orev.pdf>)
 - The Business Case for Fair Compensation and Initial Salary (available at <https://www.oregon.gov/boli/TA/docs/Fair%20Compensation%20102015.pdf>)
 - The Business Case for Joint Evaluation and Pay-for-Performance (available at <https://www.oregon.gov/boli/TA/docs/Pay%20For%20Performance%20102015%20Orev.pdf>)
 - The Business Case for Encouraging Mentorships and Role Models (available at <https://www.oregon.gov/boli/TA/docs/Mentorships%20and%20Role%20Models%20102015%20Orev.pdf>)
 - The Business Case for Accommodating Pregnant Employees (available at <https://www.oregon.gov/boli/TA/docs/Pregnancy%20Accommodation%20102715.pdf>)
 - The Business Case for On-Site Child Care (available at <https://www.oregon.gov/boli/TA/docs/Onsite%20Childcare%20102015.pdf>).

POSTERS

- **Oregon BOLI's Equal Pay poster**
 - English (available at https://www.oregon.gov/boli/TA/docs/Equal_Pay_Poster.pdf)
 - Spanish (available at https://www.oregon.gov/boli/TA/docs/Equal_Pay_Poster_ES.pdf)

PRESENTATIONS

- **Pay equity in Oregon – What you should know** (available at https://aauw-or.aauw.net/files/2018/02/Equal-Pay_presentation.pptx)

SAMPLE PRESS RELEASE⁸

Press Release

FOR IMMEDIATE RELEASE

Dated: [insert press release date]

Contact: [insert name address]
[insert phone number]

[Insert title of pay equity event]

[Insert location], Oregon –

Women graduate to a wage gap ... and then it gets worse.

The [insert branch name (e.g., AAUW Hillsboro-Forest Grove)] branch of the American Association of University Women will be sponsoring a [insert name and type of pay equity event] which will take place on [insert event date] at [insert event location].

OREGON's FAIR PAY ACT, passed in the 2017 Oregon Legislative Session specifies that: (1) an employer cannot pay an employee less because of their sex, race, color, religion, sexual orientation, national origin, marital status, age, disability or veteran status; (2) an employer can't pay an employee's coworker more for a comparable job unless the entire pay gap is based on one or more of these conditions: seniority, merit, quality or quantity of production, education, training, experience, workplace location or travel; (3) an employer cannot screen job applicants based on current or previous compensation or determine salary on that basis; (4) an employer cannot ask a potential new hire how much he or she is currently paid or has been

⁸ Red text must be replaced with specific information about the event.

paid in the past until after making a job offer that includes compensation; and (5) an employer cannot cut an employee's pay to follow this law or retaliate against the employee for asking for equal pay.

Even if an employee has agreed to be paid less than she is entitled, an employer could still owe them unpaid wages.

[Insert name of moderator] will conduct an interactive session with Forum attendees on how the Fair Pay Act works to help individuals access fair pay. The intent of the Act along with employee rights will be discussed.

Special guests [insert name(s) of special guest(s)] will give brief comments about the Act as well.

We invite and encourage the community to attend this event in order to clarify the Act and the rights of employees, employers, and job seekers.

There is only one thing a woman should have to do to get paid as much as a man: her job.

TALKING POINTS FOR LETTERS TO THE EDITOR

New data revealed what we already know – the gender pay gap is persistent and it's pernicious. AAUW's own research report, *The Simple Truth About the Gender Pay Gap*, demonstrates how much the pay gap impacts women, families, businesses, and the nation's economy.

In 2016, women working full time in the United States were paid on average just 80 cents for every dollar men made, a wage gap of 20 percent. In Oregon, that the wage gap is 21 percent — women earn just 79 cents for every dollar that men make.

The wage gap is worse for women of color. African American women are paid 63 percent of what white men are paid, while Native Hawaiian and Other Pacific Islander women are paid 59 percent, American Indian and Alaska Native women are paid 57 percent, and Hispanic women or Latinas are paid just 54 percent of what white men are paid.

At our current rate of progress, the pay gap won't close until 2119 (more than a century from now!). There are actions we can take to make equal pay a reality in our state/community.

Pay equity is not just a woman's issue – it affects men, children, families, and our economy. Women are integral to their families' well-being, the modern-day workplace, and to a thriving economy. Pay equity is the key to families making ends meet and moving working families into the middle class. With a record number of women in the workforce and nearly half of women functioning as primary or co-breadwinners for their families, equal pay for women — especially women of color — is critical to families' economic security.

Strong legislation is a necessary tool in closing the gender pay gap. If legislators want to stay true to commitments to a strong economy, ensuring women receive equal pay for equal work is a natural place to start.

More and more states are taking equal pay matters into their own hands and who can blame them for growing weary of waiting for federal action on an issue that clearly has the public's support and attention. Red, blue, and purple states worked to introduce and pass equal pay legislation that will in turn strengthen their workforce and economy.

Over 40 states considered equal pay bills during the 2017 legislative session, showing that there is broad demand for action to close the gender pay gap. Specifically, over 25 states considered salary history bills in the 2017 legislative session. This is clearly an issue that resonates with workers and policymakers alike. States and localities that have passed salary history bans: California, Delaware, Massachusetts, Oregon, and Puerto Rico as well as Philadelphia, Pittsburgh, New Orleans, San Francisco, and New York City.

Calls to Action

AAUW continues to advocate for strong pay equity legislation, regulation, and enforcement to protect employees and assist employers.

Call on your members of Congress to support strong, effective legislation to close the gender pay gap by cosponsoring and passing the [Paycheck Fairness Act](#), the [Pay Equity For All Act](#) and the [Fair Pay Act](#) .

While the federal government refuses to act, our elected officials are paying attention to things that matter here in Oregon. Oregon's Fair Pay Act, passed in the 2017 Oregon Legislative Session, stipulates that: (1) an employer cannot compensate (including pay and benefits) an employee less because of their sex, race, color, religion, sexual orientation, national origin, marital status, age, disability or veteran status; (2) an employer can't pay an employee's coworker more for a comparable job unless the entire pay gap is based on seniority, merit, quality or quantity of production, education, training, experience, workplace location and/or travel; (3) an employer cannot ask a potential new hire about wage/salary history until after a job offer has been made that includes the amount of compensation; and (4) an employer cannot cut an employee's pay to follow this law or retaliate against the employee for asking for equal pay. Even if an employee has agreed to be paid less than she is entitled, the employer could still owe them unpaid wages.

Join us in making sure that everyone knows about the law as it is being implemented. Working together, we can make it easier for employers to follow the law and citizens to bring home a fair day's pay.

Reporting

Reporting is a critical aspect of advocacy activities and events. As the event-organizer, it gives you an opportunity to get help, maximize your event's reach as well as to share your excitement and experiences. For AAUW and the state public policy committee, it helps keep track of goings on and learn from the successes of those closest to the events.

UPCOMING ACTIVITIES & EVENTS

Use the upcoming activities and events form (available at <https://www.aauw.org/resource/upcoming-advocacy-activity-events-form>) to tell us about an upcoming activity or event. If you're requesting materials (some of which are free), be sure to submit the form 7-10 days in advance of the event.

REPORT BACK ON ACTIVITIES & EVENTS

Use the report-back form (available at <https://www.aauw.org/resource/advocacy-event-activity-report-back-form>) to tell us about your recently-hosted activity or event.