



NYSPEC
c/o LIFWG
1740 Old Jericho Turnpike
Jericho, NY 11753

Why State Level & Why Now

It is crucial that we push for State protections. With the Supreme Court ruling on last May 29th 2007¹ there is essentially *no protection from the Federal level*. We have lost the enforceability of equal pay for equal work federal legislation and we never had any federal legislation providing equal pay for the comparable worth of job titles. It is likely to be a long while before the make up of the Supreme Court substantially changes. The federal legislation to undo the damage to equal pay appears to be stalled in the Senate. *So we must turn to the State level to protect workers.*

Passage of the NYS Fair Pay Bill (A.2712/S.3936) will:

- require that job titles where women and/or people of color predominate receive equal pay with comparable job titles. Jobs disproportionately held by women and people of color have traditionally been undervalued in the marketplace and therefore, paid less than comparable jobs with the same level of skill and responsibility.
- allow employees to voluntarily share salary information without fear of being fired or reprimanded for disclosing information or asking about pay. *The vast majority of workers are employed in the private sector where salaries can be kept secret and employees can be fired for sharing salary information.* Without salary information, it is impossible for employees to know whether they are being paid fairly.

The State Assembly has overwhelmingly passed the NYS Fair Pay Bill every year since 2002.

It is time for the Senate majority to finally allow the Fair Pay Bill S3936 out of committee and on to the floor for a vote.

The New York State Pay Equity Coalition (NYSPEC) is a growing coalition of organizations working to make equal pay for comparable worth a reality in NY State through passage of the NYS Fair Pay Bill. Organizational members include unions, such as NYSUT, UUP, UPSEU, DC37, SEIU and PEF, women's and civil rights organizations, such as the LWVNY, AAUW, NAACP branches, BPW, Northeast Regional Council of YWCA, The National Association of Female Executives (NAFE) and our founding organization, Women on the Job a project of Long Island Fund for Women and Girls.

Join us

A PowerPoint presentation about pay equity and the Fair Pay Act is available
Call (518) 464-0991

¹In the Supreme Court's decision in *Ledbetter v. Goodyear Tire & Rubber Co.* the plaintiff, Lilly Ledbetter, one of very few women supervisors at the Goodyear plant, suffered from decades of pay discrimination. While a jury found in her favor, the Supreme Court took her compensation away, holding that she waited too long to file her case. As a result victims of unequal pay have **no federal protections** unless they file a charge within 180 days of the employer's initial discriminatory decision.