



phone (585) 340-7078

web PayEquityCoalition.comemail advocate@PayEquityCoalition.com**PRESS PACK****LATINA EQUAL PAY DAY OCTOBER 21, 2021****Rochester, N.Y. Leading the nation to help close the wage gaps for women of color and all women**

Over the last two years, we have experienced a world-wide pandemic and historic periods of social unrest. While it may seem we are not the same country we were before COVID, the impacts of systemic racism and misogyny are more pronounced, particularly for Latinas and Black women. Women of color continue to be paid less than their white non-Hispanic male counterparts, and this was never highlighted more than with the pandemic.

- Latinas had the highest unemployment rate of all demographic groups. Over 1 in 12 Black women ages 20 and over (8.5%) and 1 in 13 Latinas ages 20 and over (7.9%) were unemployed last month.
- Black and Latina women are more likely to be concentrated in service and hospitality that use the sub-minimum wage and rely on cash tips. During the pandemic, this income is even more unreliable with very few people using these services.
- Pay inequity impacts neighborhoods. Black and Latino people tend to be racially segregated into the same neighborhoods, as do, more generally, people working unstable and uncertain jobs. As a result, Latina and Black women's economic instability also hurts their local communities and neighbors.
- Latinas who are domestic workers continue to be underemployed as a result of the pandemic. A majority earn less than \$15/hr and face housing and food insecurity. They are essential but incredibly vulnerable to economic and health crises.
- Many people assume that Latinas face a pay gap because they're concentrated in lower-paying roles, but even in the same job, Latinas are paid less than white men. For example, Latina nurses earn 28% less than white men nurses, on average.

We seek the following from Monroe County and Rochester leaders:

1. **An addition to Monroe County Executive Bello's 2020 executive order requiring non-government county contractors to comply with federal and NYS equal pay laws** to ensure contracts require employers to post salary ranges on all positions the same way Monroe County jobs are posted.
2. **The leadership of Monroe County Executive Adam Bello** and the County Legislature to create salary range posting requirement laws for both public and private sectors in 2021, thus becoming a pay equity model for New York State.
3. **The City of Rochester** to fully adhere to the Salary History Ban and to fully roll out training to ensure departments stop using an old policy to break the current law. See details at <https://www.ny.gov/salary-history-ban/salary-history-ban-what-you-need-know>
4. Advocate for Salary Range Disclosure bill ([A6529A](#) SAME AS [S5598A](#))

On average, **Latinas, Native Women, and Black Women working full time in New York State are paid between 55 to 65 percent** of what white non-Hispanic men are paid. **For all women and marginalized people, any pay gap is too wide.**



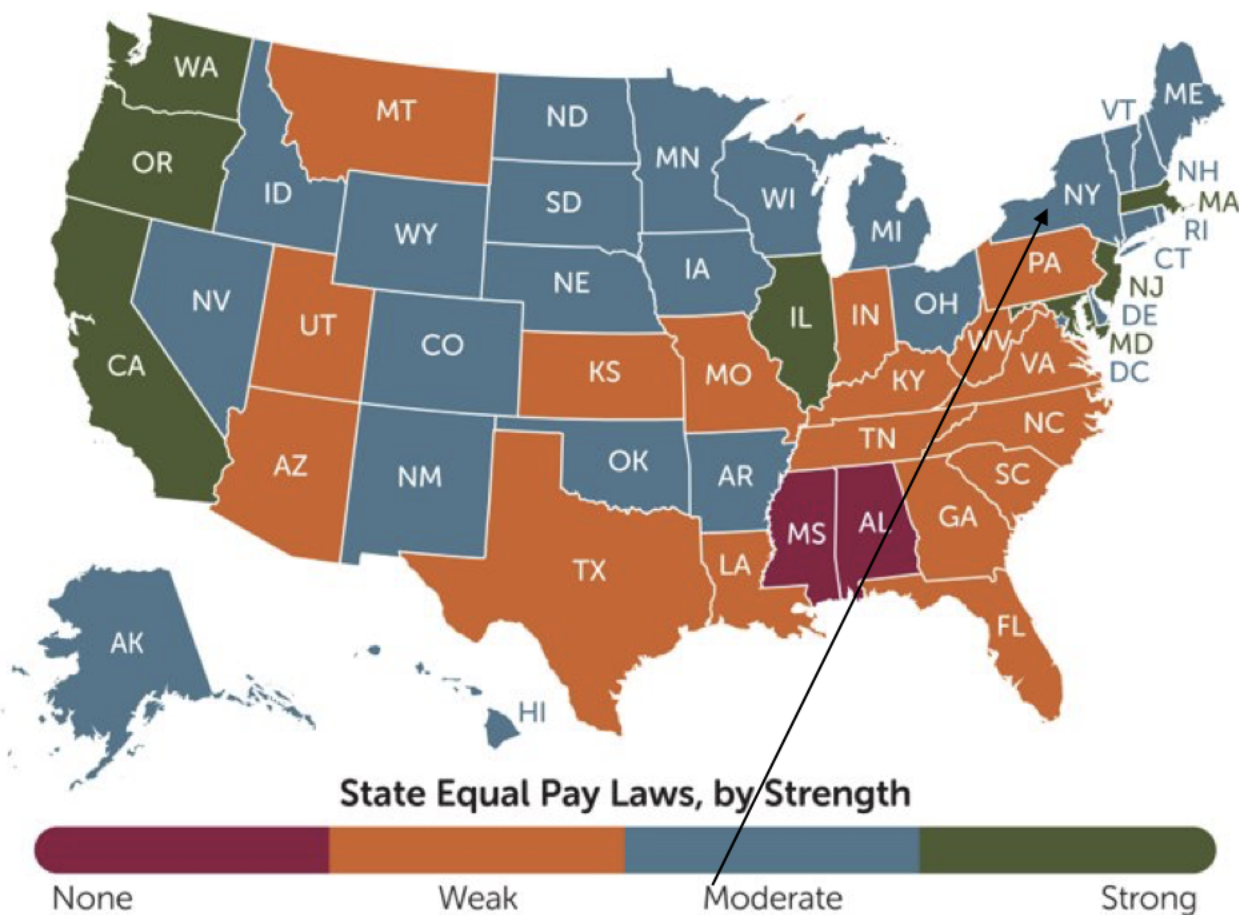
TAKE ACTION
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**NEW YORK STATE
EQUAL PAY LAWS
“MODERATE”**





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The Fight for Pay Equity: A State Road Map for New York

In 2019, median annual earnings for men in New York were \$60,686 compared to \$51,927 for women — **an earnings ratio of just 86%, or 6th out of all states and the District of Columbia**, according to the most recent census data. The gap is worse for most women of color and working mothers. With Congressional gridlock at the federal level, states are working to enact their own legislation. Check out which provisions New York still needs to pass to help close the gap.



Protections

- ☒ Include equal pay or employment discrimination provision
- ☒ Cover all or most employees
- ☒ Include protected classes in addition to sex
- ☒ Prohibit retaliation/discrimination for taking legal action to secure equal pay
- ☒ Prohibit retaliation/discrimination for discussing/disclosing wages
- ☒ **Prohibit using salary history in hiring** Pay Equity Coalition seek tangible results from Monroe County Adam Bello and Rochester, NY Malik Evans
- ☐ **Make salary range available**
- ☐ Prohibit job tracking based on sex
- ☐ Prohibit reducing another employee's pay to comply with law



Occupational Segregation

- ☒ Include comparable work/substantially similar standard
- ☐ Include mechanism to guide and enforce pay adjustments



Defenses/Rebuttals

- ☒ Narrow reasons employers can use to justify pay differences
- ☒ Require consideration of less discriminatory practices
- ☐ Prohibit agreement to a lesser wage as a defense



Remedies

- ☒ Require liable employer to pay employee's damages
- ☒ Require liable employer to pay additional penalties for multiple violations
- ☒ Require liable employer to pay employee's costs and attorney's fees



Procedures

- ☒ Permit class action lawsuits or joined claims
- ☐ Explicitly reset statute of limitations if continuing violation
- ☒ Include private right of action



Preventative Measures

- ☒ Require employers to keep records of wages
- ☐ Require employers to collect data on pay gap
- ☒ Create state advisory committee on pay equity
- ☐ Sponsor state education and training programs, such as salary negotiation

To learn more, check out AAUW's helpful resources at www.aauw.org/fairpay.

1310 L St. NW, Suite 1000, Washington, DC 20005 | 202.785.7793 | www.aauw.org | advocacy@aauw.org

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