

The numbers don't add up:

78¢...American women earn about 78 cents for every dollar earned by men (76 cents in Idaho).

66+... At ages 66 and older, women are twice as likely as men to be poor.

19.4%...Women make up 51 percent of the population, but only 19.4 percent of elected federal officials are women.

1 year...Just one year out of college, working women already earn less than their male colleagues earn.

100% unacceptable!



WHAT: Join us for **UN-Happy Hour** this Equal Pay Day, the symbolic day when women's earnings "catch up" to men's earnings from the year before, for complimentary appetizers, discounted no-host drinks, and casual conversation.

WHEN: Tuesday, April 14, 2015,
5:00 – 7:00 p.m.

WHERE: The Riverside Hotel,
Fireside Foyer
2900 E. Chinden Blvd., Boise

AAUW
Boise Area Branch

<http://boise-id.aauw.net>



Equal Pay Day
2015

The wage gap affects you

Women, men and families hurt when women earn less. AAUW research shows that pay inequality starts as soon as women and men enter the workforce, and the gap widens over time.

Women and families are being shortchanged thousands of dollars a year and hundreds of thousands of dollars over the course of a lifetime. Idaho is ranked among the bottom six states for pay equality between genders.



Contact your elected officials and demand action!
www.idaho.gov/government/elected.html

Let's change history



PAY GAP =
WOMEN AT A
DISCOUNT



FEDERAL LEGISLATION

Pass the Paycheck Fairness Act

(S. 84/2199/H.R. 377), a necessary update to close loopholes in the Equal Pay Act of 1963. It would create incentives for employers to follow the law, empower women to negotiate for equal pay, and strengthen federal outreach and enforcement efforts. The bill would deter discrimination by strengthening penalties for equal pay violations and prohibiting retaliation against workers who inquire about employers' wage practices or disclose their own wages.

Pass the Fair Pay Act (S. 168/H.R. 438) to require employers to provide equal pay for work of equal value. This bill is critical to addressing gender-based job segregation that lowers women's wages.

IDAHO LEGISLATION AND LOCAL EFFORTS

In 2009, Representatives Anne Pasley-Stuart and Donna Boe co-sponsored a Resolution (HCR 23) acknowledging the impact of pay disparity on Idaho families and recognizing Equal Pay Day in Idaho, which passed unanimously. However, in 2010, House Bill 347, to codify recognition of pay disparity, never received a committee hearing. The issue has stalled in the Idaho Legislature.

In 2014, Boise Mayor David Bieter signed AAUW's proclamation in recognition of Equal Pay Day, acknowledging the importance of this issue.