

THE VOTER GUIDE TO EQUAL PAY

NOVEMBER 8



- ✓ DEMAND EQUAL PAY
- ✓ RAISE THE MINIMUM WAGE
- ✓ INCREASE PAY TRANSPARENCY
- ✓ WAGE EQUITY FOR MOTHERS AND CAREGIVERS



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EQUAL PAY



DOES YOUR CANDIDATE SUPPORT

- Making equal pay laws stronger to eliminate pay discrimination on the basis of sex, race, ethnicity, and other protected characteristics?



FACT:

Pay inequities based on gender and race collectively cost women and people of color over \$400 billion in lost wages each year.

PROTECT YOURSELF, PROTECT YOUR PAY

PAY TRANSPARENCY & ANTI-RETALIATION



DOES YOUR CANDIDATE SUPPORT

- Having employers share pay ranges for every job with workers and job applicants?



FACT:

Only a handful of states and cities require employers to post salary ranges, leaving many job applicants without the information they need to negotiate higher pay.

ELIMINATE GENDER BIAS WITH POSTED SALARY RANGES

- Does your candidate support the right of workers to talk openly about compensation at work without fear of retaliation?

YOU SHOULDN'T BE PUNISHED FOR TALKING ABOUT HOW MUCH YOU MAKE

FACT:

Some employers prohibit workers from discussing their salary and compensation with their coworkers, which hides pay disparities. Federal law and most state laws do not adequately protect workers from retaliation if they talk about pay with each other.

FACT:

Employers can perpetuate gender and race-based pay gaps by asking job applicants what they made at their last job. This harms workers who were previously underpaid due to past discrimination.

- Does your candidate support excluding salary history (often lower because of past discrimination) as a consideration in setting pay in a new job?

YOUR LAST JOB SHOULDN'T DICTATE HOW MUCH YOU MAKE AT YOUR NEW ONE

PAY EQUITY FOR MOTHERS & CAREGIVERS



DOES YOUR CANDIDATE SUPPORT

- Reasonable accommodations for pregnant workers?
- Paid family, medical, and sick leave?
- Policies addressing unfair treatment of caregivers in the workplace?

FACT:

For many mothers and others with family responsibilities, time away from their job decreases their lifetime earnings. They are often subjected to discrimination based on negative assumptions about caregiving.



STOP PENALIZING MOTHERS AND CAREGIVERS

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ENSURE A LIVING WAGE FOR ALL WORKERS



DOES YOUR CANDIDATE SUPPORT

- Ending a subminimum wage for tipped workers?
- Raising the minimum wage for all workers to an amount they can survive on?



FACT:

Many states allow employers to pay tipped workers a subminimum wage of just \$2.13 per hour before tips. They often have to endure abuse from customers in order to make decent tips.

NO WORKER SHOULD LIVE IN POVERTY

Equal Pay Today is a project of Equal Rights Advocates. It is comprised of national and state-based women's legal advocacy and worker justice organizations to close the gender and racial wage gap that persists in nearly every industry and profession in the country



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