OMNI

EQUAL PAY DAY APRIL NEWSLETTER, APRIL 8, 2014.

Compiled by Dick Bennett for a Culture of Peace and Justice.

OMNI NATIONAL/INTERNATIONAL DAYS PROJECT.

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For a knowledge-based peace, justice, and ecology movement and an informed citizenry as the foundation for change.

April 17, is Equal Pay Day -- the day of the year marking how much longer women have to work to earn as much as men.

Also see: WOMEN’S EQUALITY DAY, 19th Amendment, AUGUST 26 [1920], 2012 GENDER JUSTICE NEWSLETTER #2 (see: International Day of Women March 8 Newsletter)

Contents for 2012 and 2013 at end.

Contents Women Equal Pay Day April 8, 2014
President Obama’s Proclamation and Promises
Paycheck Fairness Act
Throughout our Nation's history, brave women have torn down barriers so their daughters might one day enjoy the same rights, same chances, and same freedoms as their sons. Despite tremendous progress, too many women are entering the workforce to find their mothers' and grandmothers' victories undermined by the unrealized promise of equal pay for equal work. On National Equal Pay Day, we mark how far into the new year women would have to work to earn the same as men did in the previous year, and we recommit to making equal pay a reality.

Women make up nearly half of our Nation's workforce and are primary breadwinners in 4 in 10 American households with children under age 18. Yet from boardrooms to classrooms to factory floors, their talent and hard work are not reflected on the payroll. Today, women still make only 77 cents to every man's dollar, and the pay gap is even wider for women of color. Over her lifetime, the average American woman can expect to lose hundreds of thousands of dollars to the earnings gap, a significant blow to both women and their families. In an increasingly competitive global marketplace, we must use all of America's talent to its fullest potential -- because when women succeed, America succeeds.

More than half a century after President John F. Kennedy signed the Equal Pay Act, my Administration remains devoted to improving our equal pay laws and closing the pay gap between women and men. From signing the Lilly Ledbetter Fair Pay Act to establishing the Equal Pay Task Force, I have strengthened pay discrimination protections and cracked down on violations of equal pay laws. And I will continue to push the Congress to step up and pass the Paycheck Fairness Act, because this fight will not be over until our sisters, our mothers, and our daughters can earn a living equal to their efforts.

The time has passed for us to recognize that what determines success should not be our gender, but rather our talent, our drive, and the strength of our contributions. So, today, let us breathe new life into our founding ideals. Let us march toward a day when, in the land of liberty and opportunity, there are no limits on our daughters' dreams and no glass ceilings on the value of their work.

NOW, THEREFORE, I, BARACK OBAMA, President of the United States of America, by virtue of the authority vested in me by the Constitution and the laws of the United States, do hereby proclaim April 8, 2014, as National Equal Pay Day. I call upon all Americans to recognize the full value of women's skills and their significant contributions to the labor force, acknowledge the injustice of wage inequality, and join efforts to achieve equal pay.

IN WITNESS WHEREOF, I have hereunto set my hand this seventh day of April, in the year of our Lord two thousand fourteen, and of the Independence of the United States of America the two hundred and thirty-eighth.
1. News for paycheck fairness act 2014 GOOGLE APRIL 17, 2014

2. S.84 - 113th Congress (2013-2014): Paycheck Fairness Act ...

beta.congress.gov › Legislation › 113th Congress

S.84 - Paycheck Fairness Act113th Congress (2013-2014) ... Latest Action:
04/01/2014 Committee on Health, Education, Labor, and Pensions. Hearings held.

3. Senate Republicans Block Paycheck Fairness Act For Third ...

www.huffingtonpost.com/2014/.../paycheck-fairness...

The Huffington Post

Posted: 04/09/2014 11:37 am EDT Updated: 04/10/2014 1:59 am EDT ... Senate Republicans
have blocked the Paycheck Fairness Act twice before, claiming ...

1. The Paycheck Fairness Act is a necessity

Rocky Mountain Collegian - 2 days ago

... since then and how lucky I am to be an American woman in 2014. ... And it gets worse; last
week, the Paycheck Fairness Act was brought to ...

Paycheck Fairness Act Would Reduce Pay and Flexibility in ...

Heritage.org - by James Sherk - 4 hours ago

More news for paycheck fairness act 2014

4. Senate GOP blocks pay equity bill - Burgess Everett ...

www.politico.com/2014/.../senate-blocks-paycheck-fairness-ac...

 POLITICO

Apr 9, 2014 - And that's going to help us dramatically in 2014,” said Sen. ... Republicans said
the Paycheck Fairness Act is unnecessary, given existing laws ...

Comment on Paycheck Fairness Act 2012

April 17, 2012  check this out 2014 to see what happened to the
Paycheck Fairness Act

TAKE ACTION

Send President Obama a message on Equal Pay Day: Urge him to issue an executive order
that will protect employees of federal contractors against retaliation for disclosing or asking
about their wages. This action will especially benefit women, who are frequently paid less
than their male counterparts. Send your message today -- Equal Pay Day -- which marks the
date into 2012 that women on average must work to equal the same pay men received in 2011. And don't worry -- you can continue to send messages after April 17.

BACKGROUND

Retaliation Perpetuates Gender Wage Gap - **Wage secrecy** is one way that employers perpetuate the practice of paying women and people of color less. It has been standard at most business establishments to discourage and even punish employees who ask for comparative salary information or who discuss their compensation with others.

**Lilly Ledbetter Case** an Example - For much of her career, Lilly Ledbetter -- the Alabama woman who has become an icon for fair pay -- had no idea that the men at Goodyear Tire and Rubber Company who held the same positions as she were receiving much higher salaries. Company-imposed secrecy about salaries helped perpetuate the clearly illegal pay disparity. Ledbetter sued, won a lower court judgment compensating her for 19 years of pay discrimination, but lost every cent under the conservative-majority **Supreme Court**. The court told Ledbetter she should have filed a complaint of pay discrimination within 180 days of her first unfair paycheck -- even though her employer's wage secrecy kept her in the dark about the pay disparity, and she might have lost her job if she had even asked about others' salaries.

It took a new federal law, known as the **Lilly Ledbetter Fair Pay Act**, to undo the Supreme Court's preposterous ruling. But while the act allows women to sue when they discover they have been underpaid, it does not end the unfair practice of pay secrecy. The proposed executive order would be a step in the right direction.

Comprehensive Legislation Still Needed - **The Paycheck Fairness Act** (H.R. 1519/S. 797) would prohibit retaliation and require disclosure of compensation data from private sector employers, but has little chance of passage in the current Congress. But the president does have it within his power to issue an executive order assuring that employees of federal contractors are not unfairly discriminated against in compensation or punished for discussing their salaries.

Take action NOW by writing to President Obama.

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Contents of 2012

National Committee on Pay Equity

News

Newspaper Editorial

Huffington Post

Mayor Rahm

Progress Michigan

Kirsten Gillibrand
Contents of 2013

NOW 2012

END WOMEN EQUAL PAY DAY APRIL 8, 2014 NEWSLETTER

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