

AAUW Pittsburgh Branch

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President's Report

By Patricia Byerly

The March meeting started promptly at 10:30 with a discussion of "The Alchemist" by Paulo Coelho. Everyone attending the meeting participated in a lively discussion. We talked about the main characters philosophy and how that philosophy affected the decisions that he made on his journey to the Pyramids. If you get an opportunity I encourage you to read this book, it is quite memorable.

Top row l-r: Bernie Cesarao, Pat Byerly
Bottom row l-r: Marci Henzi, Joyce Martin, Lynnette Walker
Not pictured: Diane Pastorkovich



Our craft project followed the book discussion. We made bracelets from beads made from paper. We used Loose (paper) Beads from BeadforLife. They are made by Ugandan women. Proceeds go to helping them start profitable small businesses and sustainable small farms in order to help lift them out of extreme poverty. Proceeds also go to supporting secondary schools for impoverished girls (www.BeadforLife.org). Marci purchased the beads, had everything ready for us to make the bracelets and gave us all a little history on the beads.



Branch members Bernie and Joyce concentrating on their handy work.



Completed bracelet

Those present then voted in the AAUW-PA election. Offices open are Membership VP, Program VP, Finance Officer, and Secretary. Fundraisers were discussed and catalogs for Flower Power were passed out.



We celebrated the branch's 120th Anniversary with cake and everyone who attended received a gift.

The meeting ended with everyone in good spirits!



There will be no meeting in April this year because the AAUW-PA meeting is scheduled for the same weekend.

The May meeting will be held on Saturday, May 9 at the PAA in Oakland located at:

4215 Fifth Avenue
Pittsburgh, PA 15213
(412) 621-2400
www.paaclub.com

11:45-1:00 Lunch
1:00-2:00 Program

Watch for details in the next newsletter.

Why it is important to R.S.V.P.?

It is important that if you plan on attending the meeting that you R.S.V.P. by the announced deadline. The reason that we ask you to do this is two-fold: (1) we know how many members to expect, and (2) in the event we have to cancel the meeting for any reason we know who to call. Please direct any questions to aauwpgh@aauwpgh.org.

About AAUW

AAUW values and seeks a diverse membership. There shall be no barriers to full participation in this organization on the basis of gender, race, creed, age, sexual orientation, national origin, disability, or class.

Because AAUW is a 501(C)(3) charitable membership organization, most of your national dues are tax deductible on your personal federal income tax return.

AAUW MISSION

AAUW advances equity for Women and girls through advocacy, education, and research.

MEMBERSHIP RENEWAL

Current memberships will expire June 30, 2015. As an incentive to pay your dues early, gifts will be handed out at the May meeting for those who submit their renewals before May 9th and attend the Membership Appreciation Meeting on May 9th. You must have paid your dues for next year and attend the meeting in order to receive your gift. Remember that lunch is on the branch in May so mark your calendar and plan to attend.

Equal Pay Day – April 14, 2015

EQUAL PAY DAY



Equal Pay Day is celebrated to draw attention to how many additional days women have to work to earn the same money as men earned during the previous year. Equal Pay Day is organized annually in April but not a fixed day. It depends on the pay gap in terms of percentage between men and women. The additional days women have to work is calculated by multiplying the percentage of pay gap and the number of working days per year.

Source(s): <http://holidaysinyear.com/day/equal-pay-day/>

Paycheck Fairness Act

During the State of the Union Address on January 20, 2015 President Obama's remarks on equal pay resulted in a standing ovation . . . except from Republicans.

When President Barack Obama addressed equal-pay laws for women, while also calling for a rise in minimum wage, during the January 20th State of the Union address, the chamber rose for a standing ovation. Some Republicans, including House Speaker John Boehner (R-Ohio), did not.



"Of course, nothing helps families make ends meet like higher wages. That's why this Congress still needs to pass a law that makes sure a woman is paid the same as a man for doing the same work. Really. It's 2015. It's time," Mr. Obama said during the speech.

(Continued on next page. . .)

Be a Member Detector!

New members are the lifeblood of every organization, including ours.

We encourage everyone to invite their friends, relatives, co-workers, and neighbors to our meetings throughout the year.



April Show-goers

by Marci Henzi

Two of us went to see *Madeline* at the Carnegie Performing Arts Center on Sunday, March 22. This enchanting ballet is based on Ludwig Bemelman's classic adventures of Madeline. We went on a delightful journey to Paris for the afternoon with Madeline and many other talented young performers -- to the park, to the circus, to the toy shop and yes, to the Paris Opera House where Madeline played Prima Ballerina! We send a shout out to our member Monica Ryan, Executive Director, heart and soul of CPAC, dedicated to bringing quality, affordable performing arts education and experience to our community.

On March 1, I had also been on a magical (but haunted) journey to the Paris Opera House, being fortunate enough to purchase a gallery seat to see *Phantom of the Opera* at the Benedum. Several of us will be seeing another Andrew Lloyd Webber musical on April 3 at the Palace Theatre, *Jesus Christ Superstar*.

Many of us enjoy going to the movies or watching movies on DVD. I chose not to see the movie *Still Alice* for which Julianne Moore won the Oscar for Best Actress (having read the book when it was being considered for our APB Book Discussion Group.) But, I will say that I really enjoyed Reese Witherspoon in *Wild* which I will describe as one woman's adventure. Are there other movies about exemplary women that you would recommend to the rest of us?

But not everyone agrees. Since 2011, the House of Representatives has twice rejected the Paycheck Fairness Act, which would require employers to show that any wage differences among employees are not gender-related. It would also bar retaliation against employees who discuss their pay and would require federal contractors to report pay and demographic data about their employees to the Labor Department.

One reason given by Republican opponents to a bill legislating equal pay for women is the belief that it would effectively discourage employers from hiring women and push up overall labor and administrative costs, and it would prompt more lawsuits over unsatisfactory wages.

Republicans say that they agree with equal pay for equal work, and that it's illegal to discriminate based on gender. But they add that the Paycheck Fairness Act is not the solution because it would cut flexibility in the workplace for working mothers and end merit-based pay.

What does the future hold for the Paycheck Fairness Act – nobody really knows but it will be an uphill battle.

Paycheck Fairness Act Is an Important Step Toward Securing Equal Pay and Combating Discrimination

March 25, 2015 – Washington, D.C.

Sen. Barbara Mikulski (D-MD) and Rep. Rosa DeLauro (D-CT) reintroduced the Paycheck Fairness Act, which would take important steps forward to help reduce retaliation and pay secrecy, give women better tools to address pay discrimination, and create more accountability for companies to limit unfair gender pay differences. Jocelyn Frye, Senior Fellow at the Center for American Progress, released the following statement in response:

Despite the record number of families where women serve as the primary or co-breadwinner, women continue to earn less than their male counterparts. Full-time, year-round working women today earn only 78 cents for every dollar earned by men. For women of color, the gender wage gap is even more stark: African American women make 64 cents, while Hispanic women make just 54 cents for every dollar earned by white males. This pay gap is more than just numbers: The economic consequences can be critical not only for women but also for their families by denying them much-needed income when they are trying to make ends meet. Compounding the gender wage gap is the lack of salary transparency, which often prevents women from discussing their salaries with their colleagues or obtaining the information needed to seek legal recourse to address pay discrimination.

The Paycheck Fairness Act is a critical step forward, and I applaud Sen. Mikulski and Rep. DeLauro for their work to ensure that the principle of equal pay for equal work is a reality for all workers. A commitment to equal pay requires more than just words; it requires concrete action to eliminate persistent barriers to equal pay and to strengthen equal pay protections. The Paycheck Fairness Act would do just that by taking specific steps to eliminate pay secrecy and ensure that all women's workplace contributions are valued fairly. The structural and social barriers behind the pervasive gender wage gap continue to put women and the families they support at an economic disadvantage, and what may seem like pennies translates into hundreds of thousands of dollars over a lifetime.



Source(s):

<http://www.csmonitor.com/USA/USA-Update/2015/0121/SOTU-2015-Why-didn-t-Republicans-applaud-equal-pay-for-women-video>

<https://www.americanprogress.org/press/statement/2015/03/25/109601/statement-paycheck-fairness-act-is-an-important-step-toward-securing-equal-pay-and-combating-discrimination-says-caps-jocelyn-frye/>

The American Association of University Women believes that pay equity and equal opportunity are a matter of simple fairness. AAUW is a leader in the fight to end pay discrimination and open doors for women in the workplace.

Job creation and economic opportunity are critical issues for women, many of whom continue to struggle with economic insecurity and pay discrimination.

Despite civil rights laws and advancements in women's education and economic status, workplace discrimination still persists. On average, women who work full - time earn about 78 cents for every dollar a full - time male worker earns.¹ Over a lifetime of work (47 years), the total estimated loss of earnings of women compared with men is \$700,000 for a high school graduate, \$1.2 million for a college graduate and \$2 million for a professional school graduate.²

AAUW's report *Graduating to a Pay Gap* found an unexplainable 7 percent difference in the earnings of male and female college graduates one year after graduation, even after accounting for many factors including college major, occupation, industry, sector, hours worked, workplace flexibility, experience, educational attainment, enrollment status, GPA, college selectivity, age, race/ethnicity, region, marital status, and motherhood.³ Clearly, the wage gap exists.

The pay gap persists across all racial and ethnic groups, and it is found in every state. AAUW's report *The Simple Truth About the Gender Wage Gap* found that among full - time workers in 2013, Hispanic, American Indian, African American, and Native Hawaiian women had lower median annual earnings compared with non - Hispanic white and Asian American women.⁴ The wage gap was largest for Hispanic and Latina women, who were paid only 54 percent of what white men were paid in 2013. Further, working mothers are often penalized for having children, while fatherhood generally tends to boost a man's career.⁵

Real Consequences

Wage inequality isn't simply a women's issue, it is a family issue. Recent research has found that 40 percent of households with children include a mother who is either the sole or primary earner for her family.⁶ Pay equity is the key to families making ends meet and moving working families

into the middle class. Pay discrimination also limits women's life choices and has real short - and long-term consequences. It impairs the ability of women and families to buy homes and pay for college educations, and it limits their total lifetime earnings, savings, and benefits, which makes women much more vulnerable to poverty in retirement.

Closing the Gap

On Equal Pay Day 2014, President Barack Obama signed two executive orders intended to provide new tools for employees of federal contractors to fight the pay gap.⁷ One executive order prohibits retaliation against contractor employees who talk about their salary with their co-workers, while the other directs the U.S. Department of Labor to collect wage data, including the race and sex of employees, from federal contractors. In July 2014, Obama signed another executive order requiring prospective federal contractors to disclose labor law violations within the last three years.⁸ AAUW strongly supports implementation of these orders, not only to advance equal pay but also to ensure that the taxpayer dollars funding the almost \$700 billion of annual contracts⁹ are not used to underwrite discrimination.

These executive actions will have a real impact. According to the Department of Labor, nearly 1 in 4 American workers is employed by the more than 200,000 businesses that receive federal funds for contracted work.

The executive orders will benefit these employees, but they won't help the millions of other workers facing discrimination and cannot address all the factors that contribute to pay disparity. That's why we still need congressional action on the following legislation:

Paycheck Fairness Act: The PFA would improve the scope of the Equal Pay Act, which hasn't been updated since 1963, with stronger incentives for employers to follow the law, enhance federal enforcement efforts, and prohibit retaliation against workers asking about wage practices.

Fair Pay Act: The Fair Pay Act would require employers to provide equal pay for work of equal value, whether or not the jobs are the same. This legislation addresses equal pay for women working in female - dominated jobs equivalent to jobs traditionally dominated by men. The legislation would ban retaliation, require employers to file wage information with the Equal Employment Opportunity Commission, eliminate the gag rule on wage disclosure, and prohibit employers from reducing wages to comply with pay equity requirements.

There are additional remedies that can come from the executive branch. These include

- Issuing guidance on the permissibility of gender-based affirmative action.
- Ensuring adequate enforcement of all civil rights laws through sufficient funding and staffing of civil rights enforcement agencies. We urge the administration to increase their budget request for these critical enforcement agencies and further urge Congress to support that request. Special attention should be given to pregnancy and caregiving discrimination — areas in which claims are on the rise.

AAUW continues to advocate for strong pay equity legislation, executive action, regulation, and enforcement to protect employees and assist employers as they strive to follow the law. AAUW also educates the public about this persistent problem and its effect on working families. These efforts are critical elements as we work to close the gender pay gap.

Additional Resources

The Gender Pay Gap by State and Congressional District
American Association of University Women
www.aauw.org/resource/gender-pay-gap-by-state-and-congressional-district

Graduating to a Pay Gap: The Earnings of Women and Men One Year after College Graduation
American Association of University Women
www.aauw.org/resource/graduating-to-a-pay-gap-the-earnings-of-women-and-men-one-year-after-college-graduation/

The Simple Truth about the Gender Pay Gap
American Association of University Women
www.aauw.org/research/the-simple-truth-about-the-gender-pay-gap

1 U.S. Census Bureau. (September 2014). *Current Population Reports. Income and Poverty in the United States: 2013*. www.census.gov/content/dam/Census/library/publications/2014/demo/p60-249.pdf

2 National Committee on Pay Equity. (September 2014). *The Wage Gap Over Time: In Real Dollars, Women See a Continuing Gap*.
www.pay-equity.org/info-time.html

3 AAUW. (2012). *Graduating to a Pay Gap: The Earnings of Women and Men One Year after College Graduation*
www.aauw.org/files/2013/02/graduating-to-a-pay-gap-the-earnings-of-women-and-men-one-year-after-college-graduation.pdf

4 AAUW. (2014). *The Simple Truth About the Gender Pay Gap*.
www.aauw.org/research/the-simple-truth-about-the-gender-pay-gap

5 The New York Times. (September 2014). *The Motherhood Penalty vs. the Fatherhood Bonus*.
www.nytimes.com/2014/09/07/upshot/a-child-helps-your-career-if-youre-a-man.html?_r=0&abt=0002&abg=0

6 The New York Times. (May 29, 2013). *U.S. Women on the Rise as Family Breadwinner*.
www.nytimes.com/2013/05/30/business/economy/women-as-family-breadwinner-on-the-rise-study-says.html

7 The Washington Post. (April 13, 2014). *Executive Order: Contractors Must Allow Employees to Discuss Pay with Each Other*.
www.washingtonpost.com/business/capitalbusiness/executive-order-contractors-must-allow-employees-to-discuss-pay-with-each-other/2014/04/11/04c40e78-bf48-11e3-bcec-b71ee10e9bc3_story.html

8 The White House. (July 31, 2014) *Fact Sheet: Fair Pay and Safe Workplaces Executive Order*.
www.whitehouse.gov/the-press-office/2014/07/31/fact-sheet-fair-pay-and-safe-workplaces-executive-order

9 U.S. Department of Labor, Office of Federal Contractor Compliance Programs. (2014). *Director's Corner*.
www.dol.gov/ofccp/about/DirectorsCorner.htm