

# Uptown News beat

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## PRESIDENT'S LETTER

It's Spring and I know you all are making plans for vacations, planting, home improvements, etc. I hope all your plans are coming together. April is Uptown BPW's time to nominate new officers for the upcoming year (2014-2015). If you are interested in a position with Uptown BPW please notify Annette Dozier. Annette has volunteered to serve as Nominating Committee Chair and will be very busy the next few weeks with her committee looking for Officer and Director Nominees.

April is another important time of the year for Uptown BPW's fundraising. Amanda Potter is Chair for the task of raising funds to go to the support of our scholarships. Please watch for notifications from Amanda via email on how you can help. **We need everyone pulling together for this crucial support.**

Don't forget that Uptown BPW's primary function is providing scholarship money which helps women who fall into a non-traditional category where there is no monetary aid for these women under education assistance. Uptown BPW's assistance is vital.

Of course you don't have to wait until you are asked to help or participate in any event for Uptown BPW. We are all here for the same reason "**Women Helping Women**". I encourage you to call or email any other member and ask how you can contribute to your area of interest (phone numbers and email addresses are available by request through our Membership Committee). There are committees and Committee Chairs that always need more connections and participation.

"Thank you" to all our current Uptown BPW members and "welcome" to our newest members. Check out our website for important links and information on Uptown BPW and like us on Facebook. Plus don't forget to be alert for the new fundraising activities and come have lunch with us. We have 2 meetings each month (2<sup>nd</sup> and 4<sup>th</sup> Wednesdays) noon at the Midland Petroleum Club.

Respectfully

Debrah Gann  
*Uptown President 2013-2014*

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**APR 8th**— Wear **RED** on Equal Pay Day

**APR 9th**— Business Meeting—Noon—  
Petroleum Club

**APR 23rd** **Hermann Eben, Trim Tab Solutions** - Executive and Leadership Coach -  
Program Meeting— Noon—Petroleum Club

**May 9th** Program Meeting—Petroleum  
Club—Noon

## C A L E N D A R

The mission of this organization is to equip all women for success in the workplace through education and Information And to recognize and honor the accomplishments of working women.



Business and Professional  
Women's Foundation

## WHAT IS EQUAL PAY DAY?

.....SHIRLEY HARRIS

### Background

Every year in April, Business and Professional Women's Foundation (BPW Foundation) recognizes a national day of action promoting fair pay known as **Equal Pay Day**. Equal Pay Day is celebrated in April because April symbolizes the month when women's wages catch up to men's wages from the previous year. Equal Pay Day 2014 will be held on Tuesday April, 8<sup>th</sup>.

On Equal Pay Day, BPW Foundation members and working women advocates around the country mobilize their communities by holding press conferences, signing proclamations, hosting events, and meeting with policymakers to push for stronger state and federal equal pay laws.

### Gender Wage Disparity Continues

**According to Census statistics released in September, 2010 women working, full-time, year round make, on average, 77 cents for every dollar a male earns.** An alternative to the wage gap, which is measuring the ratio between women's and men's median weekly earnings for full-time workers, was 80.2 percent in 2009 which is flat since the historical high of 81.0 percent in 2005.

Median earnings for women of color are consistently lower. In 2009, in comparison to the earnings of white men, African American women earned 67.5 percent, Asian American women earned 90 percent, and Hispanic women earned 57.7 percent.

**Over a lifetime of work this loss adds up into a shockingly high career wage gap.** The career gap lowers women's earnings over a lifetime and reduces their long-term assets and that of their families. The typical woman loses \$431,000 in pay over a 40-year career.

Wage disparity persists **across all educational levels and in all states.** Women with the most education lose the most in earnings. Women with a college degree or higher lose \$713,000 over a 40-year period versus a \$270,000 loss for women who did not finish high school.

### Equal Pay Public Policy

In 2009, the **Lilly Ledbetter Fair Pay Act** was signed into law, which amends the [Civil Rights Act of 1964](#) stating that the 180-day [statute of limitations](#) for filing an equal-pay lawsuit regarding pay discrimination resets with each new discriminatory paycheck.

Now we must pass **The Paycheck Fairness Act**, which will strengthen the Equal Pay Act by closing loopholes and improving the laws effectiveness. Congress came close to passing the Paycheck Fairness Act in the 111<sup>th</sup> Congress however it unfortunately failed in the Senate by a very small margin in December, 2010.

*For more information, please contact BPW Foundation at [policy@bpwfoundation.org](mailto:policy@bpwfoundation.org).*

## Working Women and Texas's Wage Gap

In Texas, the median pay for a woman working full time, year round is \$33,689 per year, while the median yearly pay for a man is \$42,044. **This means that women are paid 80 cents for every dollar paid to men, amounting to a yearly gap of \$8,355 between full-time working men and women in the state.**<sup>1</sup> Women of color experience even greater disparities. African American women working full time in Texas are paid just 76 cents for every dollar paid to all men, which amounts to a difference of \$10,017 per year.<sup>2</sup> Latinas fare worse, being paid just 58 cents on the dollar, or \$17,851 less than all men per year of employment.<sup>3</sup>

Nationally, women working full time, year round are paid just 77 cents for every dollar paid to all men.<sup>4</sup> African American women are paid 62 cents and Latinas are paid just 54 cents for every dollar paid to white, non-Hispanic men.<sup>5</sup>

### What Does the Wage Gap Mean for Women in Texas?

As a group, full-time working women in Texas lose approximately **\$29,200,875,390** each year due to the wage gap.<sup>6</sup> If the wage gap were eliminated, a working woman in Texas would have enough money for approximately:

- ▶ 77 more weeks of food (1.5 years' worth);<sup>7</sup>
- ▶ Six more months of mortgage and utilities payments;<sup>8</sup>
- ▶ 10 more months of rent;<sup>9</sup>
- ▶ 22 more months of family health insurance premiums (nearly two years' worth);<sup>10</sup> or
- ▶ 2,178 additional gallons of gas.<sup>11</sup>

### Texas Women and Families Cannot Afford Discrimination and Lower Wages

**The women of Texas are increasingly responsible for the economic security of their families.**

▶ 1,267,867 households in Texas are headed by women.<sup>12</sup> 33.3 percent, or 422,200 households, live below the poverty level.<sup>13</sup> Eliminating the wage gap would provide much-needed income to women whose salaries are of critical importance to them and their families.

### The Wage Gap is Not a Matter of Personal Choice

▶ **The wage gap remains even when accounting for personal choices** – such as work patterns and education – according to a Government Accountability Office study. Working mothers pay a “penalty” for having children while fathers get a bonus. Nationally, women with children are paid 2.5 percent less than women without children, while men with children experience a boost of 2.1 percent over men without children.<sup>14</sup>

▶ **The wage gap persists regardless of industry.** In the industries with the most employees – education and health services, wholesale and retail trade, financial activities, and professional and business services – women are consistently paid less than men. In the financial industry, women are paid just 71 cents for every dollar paid to men. In manufacturing, just 74 cents. (CONT'D PAGE 4)

## Working Women and Texas's Wage Gap .....CONT'D FROM PAGE 3

In education and health services, 77 cents. And in public administration, women are paid 79 cents for every dollar paid to men. Across industries, women are paid disproportionately lower salaries than their male counterparts.<sup>15</sup>

▶ **The wage gap exists regardless of education level.** Despite women's increasing presence in higher education, education does not reduce the wage gap. Women with professional degrees are paid just 67 cents for every dollar paid to men with professional degrees. Further, women with doctoral degrees are paid less than men with master's degrees, and women with master's degrees are paid less than men with bachelor's degrees.<sup>16</sup>

## Congress Must Pass the Paycheck Fairness Act

**Women and families' economic security is put at risk when women are paid less than men for performing the same jobs.** The Paycheck Fairness Act would strengthen the Equal Pay Act of 1963 and help women fight wage discrimination. The bill was passed by the House of Representatives in the 110<sup>th</sup> and 111<sup>th</sup> Congresses, but it fell two votes short in a procedural Senate vote during the 111<sup>th</sup> Congress. It has been reintroduced in the current Congress. The Paycheck Fairness Act would:

- ▶ Prohibit employers from retaliating against workers who discuss salaries with colleagues;
- ▶ Put gender-based discrimination on equal footing with other forms of wage discrimination – such as race or national origin – and allow women to take legal action for damages;
- ▶ Require employers to prove that pay differences exist for legitimate, job-related reasons;
- ▶ Create a negotiation skills training program for women and girls;
- ▶ Recognize employers for excellence in their pay practices;
- ▶ Provide businesses, especially small ones, assistance with equal pay practices; and
- ▶ Enhance the Department of Labor's and the Equal Employment Opportunity Commission's abilities to investigate and enforce pay discrimination laws.

## There is Overwhelming Support for Paycheck Fairness

▶ **Voters overwhelmingly support a new equal pay law.** In a nationwide poll of registered voters, 84 percent said they support “a new law that would provide women more tools to get fair pay in the workplace” and 72 percent of respondents *strongly support* such a law.<sup>17</sup>

▶ **Both men and women support equal pay laws.** Eighty-one percent of men and 87 percent of women support a new law. Sixty-nine percent of men and 74 percent of women expressed *strong support*.<sup>18</sup>

▶ **Members of all political parties strongly support improving equal pay laws.** Ninety-one percent of Democrats, 77 percent of Republicans and 87 percent of Independents support a new law. Eighty-three percent of Democrats, 61 percent of Republicans and 70 percent of Independents *strongly support* a new law.<sup>19</sup>

## EQUAL PAY ACT 1963

President John F. Kennedy signing the Equal Pay Act in 1963.




Equal Pay Day was originated by the National Committee on Pay Equity (NCPE) in 1996 as a public awareness event to illustrate the gap between men's and women's wages. (still behind after all of these years)

Since Census statistics showing the latest wage figures will not be available until late August or September, NCPE leadership decided years ago to select a Tuesday in April as Equal Pay Day. (Tuesday was selected to represent how far into the work week women must work to earn what men earned the previous week.) The date also is selected to avoid religious holidays and other significant events.

Because women earn less, on average, than men, they must work longer for the same amount of pay. The wage gap is even greater for most women of color.

[www.pay-equity.org/day-kit.html](http://www.pay-equity.org/day-kit.html)

**The Wage Gap...**  
*it's not just about women anymore!*



The wage gap isn't just a women's issue. Equal pay for women raises family income, and the whole family benefits.

In 2012, women earned 77 cents for every dollar men received. That's \$23 less to spend on groceries, housing, child care and all other expenses for every \$100 worth of work done. Nationwide, working families lose \$200 billion of income annually to the wage gap. At the current rate, equal pay won't be realized until for another 50 years.

The wage gap is even worse for most women of color. Latinas earn 58 cents and African American women earn 69 cents for every dollar men earn, while Asian American women earn 92 cents.\*

\* CPS, 2012

If only women had a coupon like this...

**23% off**

*All Goods and Services for Any Female Bearer*

Valid for all purchases in the USA only. No exclusions. Expires 2063.

...they wouldn't suffer from the wage gap.

**VALUE FAMILIES — Support Equal Pay**

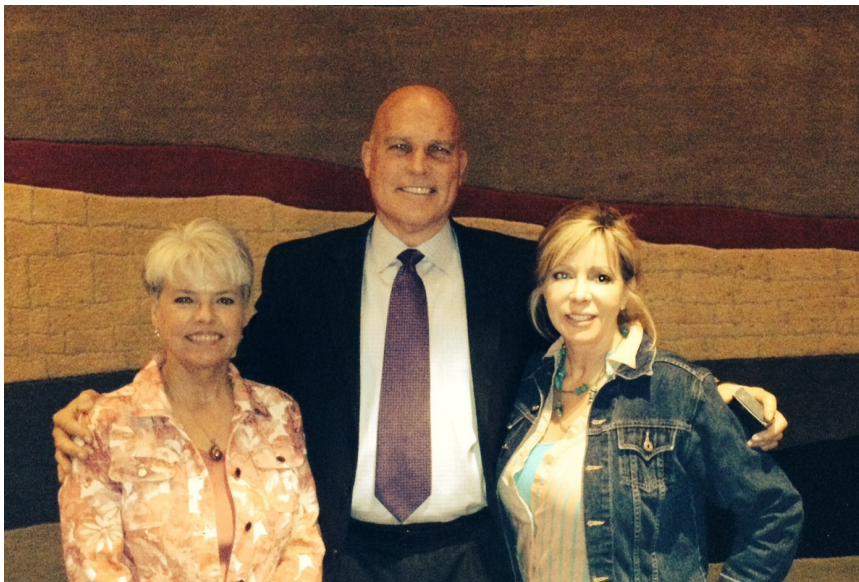
Sponsored by the National Committee on Pay Equity • For more information on equal pay, visit [www.pay-equity.org](http://www.pay-equity.org)  
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# Happy Happy Birthday!!



April 9th	Debrah Gann
April 10th	Joy Maraio
April 16th	Christina Gil



March 26th Program Speaker Herman Eben with President Debbie Gann and Program Chair Stacy Nelson.

[www.midlandbpw.org](http://www.midlandbpw.org)

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**Women  
 Helping  
 Women**



Tiffany Blakely, Shirley Harris –Directors, Kuohui Suchecki–Treasurer, Evie Gandy–Secretary, Stacy Nelson–Issues Management/Programs and Debbie Gann–President along with Glenna Haskell and assistant Mary Ann Brock who did the Installation

***UPTOWN MIDLAND BPW  
 SHOWING WOMEN THE ROAD TO EMPOWERMENT***