

SUPPORT THE EQUAL PAY FOR EQUAL WORK ACT HB 18-1378 (Reps. Danielson and Buckner; Sens. Donovan and Fields)

Pay discrimination is a real and persistent problem that continues to shortchange women and their families. Women are the primary or co-breadwinners in three-quarters of families in Colorado, the pay gap can be a major obstacle to a family's ability to make ends meet. Paying people fairly for their work shouldn't depend on their gender, race or ethnicity.

THE PROBLEM

As of April 2018, Colorado white women are paid \$0.86 for every dollar paid to men. For Black women, the figure is \$0.63; for Latinas, \$0.54; for Native American women \$0.56 and for Asian women, \$0.70 as compared to white, non-Latino men.¹

The disparity compounds over a woman's lifetime, wherein women lose between \$400,000 and \$1 million over the course of a lifetime due to the wage gap. If the wage gap were eliminated, an average working woman in Colorado would earn \$7,000 more, which would pay six months of child care or nearly two years of community college tuition.

Colorado's current equal pay statute is not an effective mechanism to prevent pay inequity or facilitate challenges to pay disparities. To address the pay gap, we must address the root causes of pay disparity.

THE SOLUTION

- ***Implement common-sense measures to prevent pay disparities and ensure wage transparency***
 - Advertise opportunities for promotion to all employees internally
 - Disclose a proposed salary range in all job listings
 - Keep records of job descriptions and salary history for all employees

- ***Close loopholes in the Federal Equal Pay Act***
 - **Ability to challenge pay disparities**
 - With male employees at the same employer at any job site in Colorado in a position similar to their own
 - Within 2 years of when the disparity is discovered and recover for the full duration of the disparity
 - Due to gender "plus" another status protected under the Colorado Anti-Discrimination Act
 - **Ability to challenge retaliation by employers** for good faith complaints of unequal pay
 - **Allow employers to defend against a challenge** to a pay disparity only by showing it is the result of a bona fide seniority, merit or productivity-based pay system, or another factor unrelated to gender

EQUAL PAY CAN'T WAIT – PLEASE SUPPORT HB 18-1378

For more information:

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Supporting Organizations

9-5 Colorado
AFL-CIO
Asian Chamber of Commerce
Center for Legal Inclusiveness
Colorado Bar Association
Colorado Black Women for Political Action
Colorado Center on Law & Policy
Colorado Coalition Against Domestic Violence
Colorado Coalition Against Sexual Assault
Colorado Coalition for the Homeless
Colorado Hispanic Bar Association
Colorado Organization for Latina Opportunity and Reproductive Rights
Colorado LGBTQ Bar Association
Colorado Plaintiff Employment Lawyers Association
Colorado Women's Bar Association
Denver Mother Attorneys Mentoring Association ("Denver MAMA")
Girls Inc. of Metro Denver
Sam Cary Bar Association
State Innovation Exchange (SiX)
Women's Foundation of Colorado
Women's Lobby of Colorado
The Bell Policy Center
Women's Collaborative of Colorado

ⁱ Status of Women in the States, published by Institute for Women's Policy Research, March 2018;
https://iwpr.org/wp-content/uploads/2018/03/R532-National-Fact-Sheet_Final.pdf