



COMMUNIQUE

GOVERNOR SIGNS HISTORIC BILL PROTECTING UNIONS IN FACE OF JANUS OUTCOME

By Marci Rosenblum, Communications Director

It's a fact. Women in New York City earn about \$5.8 billion less in wages than their male counterparts each year. New York City Public Advocate Letitia James even has the proof.

Two years ago, James issued a report addressing the wage gap in New York City that found that the gender wage gap among City employees was three times as large as the wage gap in the private for-profit sector. That's why she introduced legislation banning public and private employers from requesting salary history information during the employee hiring process, which was signed into law and went into effect in 2017. The bill is designed to help break the cycle of wage discrimination by not allowing employers to base salary offers on previous salaries that may have reflected underpayment.

Local 1180 President Gloria Middleton spoke at a recent press conference held by the Public Advocate to talk about the findings of her new report, which was released just prior to Equal Pay Day 2018 on April 4 (see story on previous page).

"In this report, the Public Advocate confirms that the institutional impediments to equal pay and the career advancement of women continue even with a mayor who prioritizes closing the gender wage gap. We share her belief that the gap will remain unresolved without proactive planning at the highest levels of this Administration. Local 1180 believes resolving, rather than resisting, EEOC findings and determinations would be an important acknowledgement of making a real attempt to close the wage gap," she said.

Following the initial report, James sought to better understand and shed light on the gender-based hiring and pay practices of City agencies. Using publicly-available data from the City's Office of Payroll Administration and from the federal Social Security Administration, she analyzed gender-based wage and hiring data for all City agencies.

According to her report, "The results of the analysis demonstrate that although women lead roughly half of all City agencies, the hiring, training, promotion, and retention of female staff appears to still be a significant weakness within the City workforce ... While every agency is unique, the Citywide data spells out an unmistakable message that City agencies must be more proactive about ensuring that women are hired, paid, and promoted equally to their male counterparts."

"There is no reason a man should be paid more for doing the same job as a woman simply because he is a man," Middleton said upon reading the report. "Local 1180 stands up for all our members and when we see an injustice, we aim to resolve it. While men used to be the primary breadwinners in a family, that is no longer the case. Women are almost half of today's workforce. Pay parity needs to come sooner than the predicted year of 2059. The #MeToo movement and the #TimesUp movement are two very recent examples of women using their voices to say 'enough is enough'. And I stand here today to tell you that Local 1180 is using its voice to say ... New York City ... enough is enough."

James' report, "Tipping the Scales: Wage and Hiring Inequity in New York City Agencies," reiterated what Local 1180 already knew — New York City, one of the most progressive cities in America, is also one of the worst at advocating and supporting women.

The analysis identified several important trends and lessons about City agency hiring and pay practices:

1. **How New York City Values Women's Work:** Data revealed that the average salary of women at the top 10 majority women agencies is \$10,000 less than the average salary of men at the top 10 majority male agencies, suggesting that the City may value certain kinds of work over others.
2. **Pay Parity Doesn't Cut It When Women are Stuck in Lower Wage Jobs:** Women across City agencies who are stuck in lower wage jobs are part of the reason for the overall gender wage gap within the City workforce. In order to minimize the wage gap, more work needs to be done to support and advance women to higher levels in the workforce.
3. **Women's Leadership Alone is Not Enough to Overcome Inequity:** Gender-based inequities in hiring or pay persist at several female-led agencies that have been historically male-dominated. Achieving gender equity is therefore both an issue of policy and leadership.
4. **The Worst Offenders are Maintaining the Status Quo:** Agencies with the worst records for hiring and paying women have not significantly improved those practices in the last four years. The City agencies with the greatest pay disparity by gender between

fiscal years 2014 and 2017 are Independent Budget Office, Office of the Actuary, Police Pension Fund, Department of Info. Tech and Telecomm, and the Police Department. The City agencies with the greatest hiring disparities by gender in those same fiscal years are the Department of Sanitation, the Fire Department, the Police Department, the Department of Transportation, and the Department of Environmental Protection.

James' report made the following recommendations to help solve the problem and close the gender wage gap: require annual Citywide payroll reviews; conduct objective evaluations of job functions and salary; increase transparency for hiring and salary decisions, enact family-

friendly time and leave policies; and create opportunities for employees to advance.

Middleton said that the City must do more to not only hire, train, and promote more women and women of color, but adequately value the work they currently perform. "Let's make this the 'Year of the Women and the Men Who Support Them.' If the Mayor is as pro-equality as he claims, then let him finally settle the EEOC case our union filed and give us the back money we deserve. He made a commitment last year on Equal Pay Day and has yet to live up to it. Enough is enough!"

To read a copy of the Public Advocate's report, log onto the Local 1180 website at www.cwa1180.org