



# COMMUNIQUE

## DATA RELEASED BY CITY COUNCIL SHOWS PAY DISPARITIES FOR MINORITY MUNICIPAL WORKERS

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Last year's analysis of public data showing a major pay gap still exists between men and women and people of color within New York City did not come as a huge surprise to Local 1180 President Gloria Middleton.

The Oct. 29 numbers released by the City showed significant gender, racial, and ethnic pay disparities in the city's workforce — exactly the basis of CWA Local 1180's Equal Employment Opportunity Commission lawsuit against the City that brought about a \$15 million settlement for Administrative Managers in 2018 after it was found there was reasonable cause to believe the City had discriminated against workers in that title for decades.

Local 1180 alleged in its lawsuit that the City had been systematically underpaying women and employees of color who were Administrative Managers, pointing out that in 1978, when most people who held the title were men, the typical salary was today's equivalent of about \$92,000. As the title became increasingly held by women, the pay fell to around \$53,000.

The data was made available in response to Local Law 18 of 2019, triggered by Local 1180's lawsuit, which requires the City to analyze pay disparities among the entire municipal workforce and make those findings public annually. What was not released at the time, however, was the data analytics report because, according to City officials, the pandemic got in the way of them doing so. Middleton said that data analytics report is expected in the next couple of months and will show the devil in the details.

She said the data analytics report will show a breakdown by agency of where discrimination and pay disparities still exist.

The law also requires the Administration to hand over this data to the Council so it can conduct its own analysis. Middleton said the data is key to finding and eliminating instances of pay disparity in the city workforce.

The analysis of salaries of roughly 180,000, full-time city workers showed that male employees roughly average about \$4,500 a year more than their female counterparts. It also highlighted that Black city workers average about \$7,600 a year less than white workers, while Asians tend to make \$6,500 a year less than white employees. Additionally, non-Hispanic and non-Latino workers roughly average

about \$8,700 a year more than Hispanic and Latino workers.

"It's been more than a year since this legislation has been in effect and we are no better off than we were before," Middleton said. "Systemic bias in a city our Mayor calls progressive is unacceptable. It seems that the city of New York has not learned its lesson with a \$15 million lawsuit settlement. Clearly it's going to take something much more painful for them to understand that gender, race, and ethnicity play no part in determining salary," she said.

A report by News 12, which interviewed Middleton when the data was first released, referenced a 2019 study by the National Partnership for Women & Families that said New York women with full-time, year-round jobs earn \$6,735 less than their male counterparts, or 88 cents on the dollar. That figure gets even worse for New York women of color, according to the same study that found Latina and Black women on average make \$30,023 and \$24,360 less, respectively, than men.

"New York City is both a city of extreme wealth and extreme poverty," Middleton said. "Unfortunately, the extreme poverty we see in New York City is overwhelmingly centered in communities of color and it's only getting worse. Many women of color are single mothers taking care of both children and parents at the same time, struggling to make ends meet. There is no reason they should be paid any less than their white, male counterparts when they are performing comparable work."

She said it's vital that the curtain be lifted on these disparities that have significantly threatened the upward mobility of women and workers of color and that the city begin to meaningfully address these inequalities.

"These initial findings, while not shocking, are certainly disappointing," Middleton said. "Unions that represent municipal workers need to band together and demand that the city begin to institute real reforms that address racial bias and pay discrimination within the workforce. We are New York City after all."

The data analytics should be available in time for this year's Equal Pay Day, which will allow Local 1180 and other groups to spotlight the inequities that still exist in New York City government. ■