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AFL-CIO Working Women

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AMERICAN CENTER
FOR INTERNATIONAL
LABOR SOLIDARITY

June 22, 1998
Ref.: ED/0129/98

Ms. Robin Leeds
White House Office
for Women's Initiatives and Outreach
708 Jackson Place, N.W.
Washington, D.C. 20503

Dear Ms. Leeds:

Enclosed for your information is a copy of the June edition of the AFL-CIO publication "America@Work". Please note the cover story entitled "Bringing Home Child Labor: What it Takes to Make the Products We Buy". The article, which begins on page 12, highlights some of the tangible breakthroughs accomplished by the Solidarity Center which seeks practical community and union-based solutions to child exploitation.

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The Solidarity Center, operating under the direction of the AFL-CIO's Executive Council, is the Federation's international arm. It has 27 field offices located throughout the world and is staffed by union and community activists who provide hands-on training for worker organizations and trade unions, enabling them to build effective unions, and challenge repression and injustice.

The Center was established in 1997. It is funded jointly by the AFL-CIO, the US Agency for International Development, the US Information Agency and the National Endowment for Democracy.

If you are interested in finding out more about the work of the Solidarity Center please feel free to contact me at any time.

Sincerely,

Harry G. Kamberis
Executive Director

EXECUTIVE DIRECTOR

HARRY G. KAMBERIS

Enclosure

HEADQUARTERS
1925 K STREET, NW
SUITE 300
WASHINGTON, DC
20006-1105
PHONE 202-778-4500
FAX 202-778-4525
E-MAIL: acils@acils.org



September 9, 1998

Ms. Maureen Shea, Acting Director
White House Women's Office
Old Executive Office Building
Room 15
Washington, DC 20502

Dear Maureen:

The AFL-CIO is excited to announce its new *Equal Pay Website* where women can key in their age, income level, and education level to find out how much they stand to lose over a lifetime because of unequal pay. It also reveals how the wage gap varies by profession and by state. The website provides a list of action steps that women can take to fight for equal pay in the workplace.

We would greatly appreciate it if you would publicize the *Equal Pay Website* in an effort to reach as many women as we can. Is this something you can include in a message to your contacts? The more women realize just how much they're losing, the more likely they will be to take action on the issues that the White House and the AFL-CIO are working on like child care, social security, the women's vote, health care, and equal pay!

Maria Fernandez Gold from my office will give your office a call.

Sincerely,

A handwritten signature in dark ink, appearing to read "Karen Nussbaum", written over a horizontal line.

Karen Nussbaum, Director
Working Women's Department

KN:sb
Attachment

opeiu#2,afl-cio

...to join the Working Women Working Together Network, call toll-free 1-888-971-9797



1 How Much Will the Pay Gap Cost YOU?
 Join the Working Women Working Together Network
 Ask a Working Woman Executive Summary
 Facts About Working Women
 Working Together for Kids
 Other Issues That Matter
 Order Materials




For Every Woman Who Wants to Make Changes on the Job.

Working women make tough choices every day:

- macaroni and cheese or peanut butter and jelly.
- a new muffler or the electric bill.
- a sick child or a demanding boss.
- a parent-teacher conference or a pink slip.

Whether your top concern is equal pay or flexible hours, child care or elder care, training for a new job or respect for the one you do now, one thing is certain: Working women agree that it's more effective working together to make changes on the job than trying to go it alone.

That's why the Working Women's Department of the AFL-CIO is working with women's, civil rights, community and religious organizations. We're ready to bring into focus what needs to be changed and make it happen.

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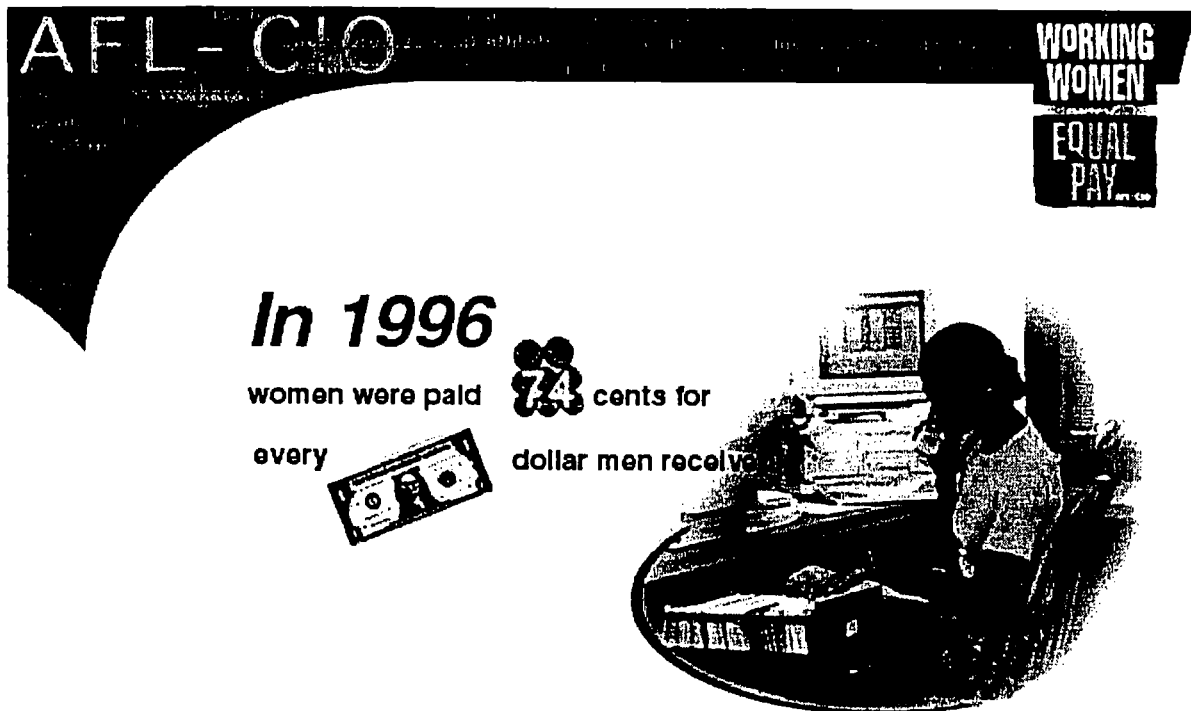
| [Ask a Working Woman Executive Summary](#) |

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It's Time for Working Women to Earn Equal Pay

Equal pay has been the law since 1963. But today, 35 years later, women are still paid less than men--even when we have similar education, skills and experience.

In 1996, women were paid 74 cents for every dollar men received.

That's \$26 less to spend on groceries, housing, child care and other expenses for every \$100 worth of work we do. It's not like we get charged less for rent or food or utilities. In fact, we pay more for things like haircuts and dry cleaning.

Over a lifetime of work, the 26 cents-on-the-dollar we're losing adds up. The average 25-year-old working woman will lose \$523,000 to unequal pay during her working life.

And because we're paid less now, we have less to save for our futures and we'll earn smaller pensions than men. In 1994, women's private-pension benefits were less than half those of men--just \$3,000 a year, compared with \$7,800.

Equal pay isn't just a women's issue. Sixty-four percent of working women in the AFL-CIO's Ask A Working Woman Survey said they provide half or more of their family's income. When women get equal pay, their family incomes rise and the whole family benefits. Equal pay helps men, too. Men in jobs usually or predominantly held by women--sales, service and clerical positions, for example--are also victims of pay bias. For these men, equal pay for women translates into higher pay for them. One study found that implementing equal pay for work of equal value nationwide would raise women's wages by 13 percent--and men's by 1 percent.



How Much Will the Pay Gap Cost *YOU?*

To find out how much the pay gap
between men and women may
cost you over a lifetime of work,

Enter what you earn from your job
in a year:



If you're ready for some really bad news, click submit.

Retirees: Calculate your lifetime losses by selecting current age and your income
and education level when you last were employed.

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AFL-CIO

WORKING
WOMEN
EQUAL
PAY

Here's how much
you stand to lose
over a lifetime of
work because of
unequal pay:



\$975,200

If you're a union member

What that could buy?

\$1,305,491

If you're not a union member

What that could buy?

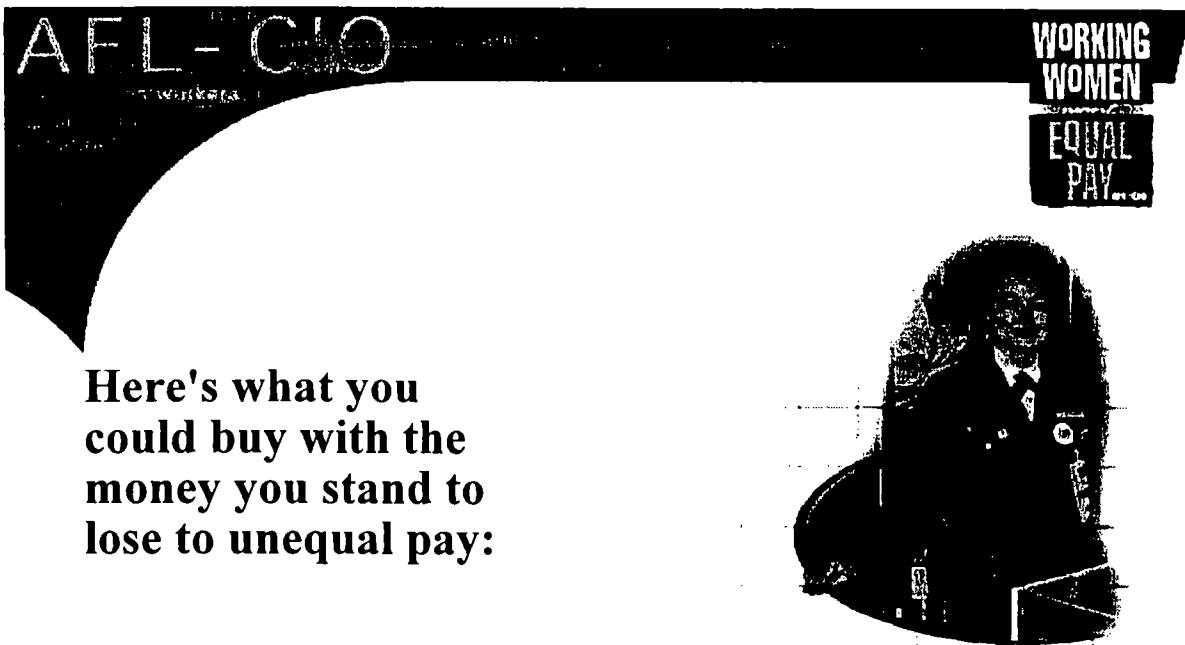
Unions help bring women's pay closer to what men earn--because union women earn 40 percent more than nonunion women and because union contracts make workplaces fairer for all employees. That's what we call the Union Difference.

Do you know what you could buy with the money you're losing to the pay gap between men and women? Click on the appropriate number above to find out.

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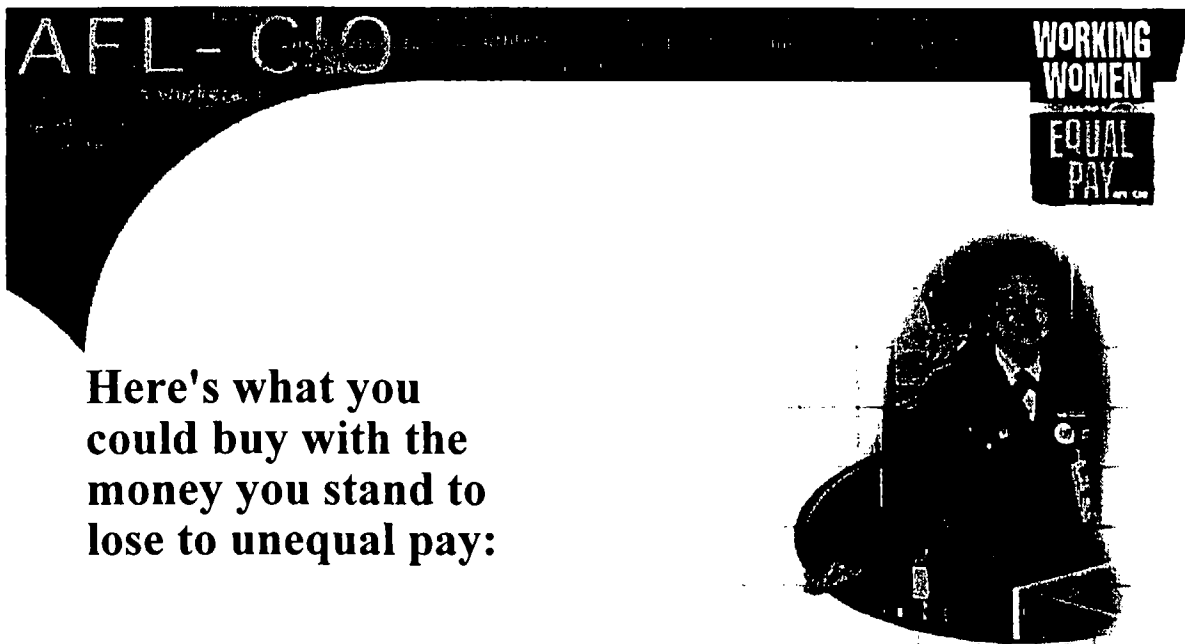
**Here's what you
could buy with the
money you stand to
lose to unequal pay:**

**127 Years of College Education
310 Years of Day Care
987 Weeks of Vacation on the Beach in Jamaica
4,351 Years of Back to School Supplies and Clothes
56,983 Dinners Out
2,250,846 Servings of Macaroni and Cheese**

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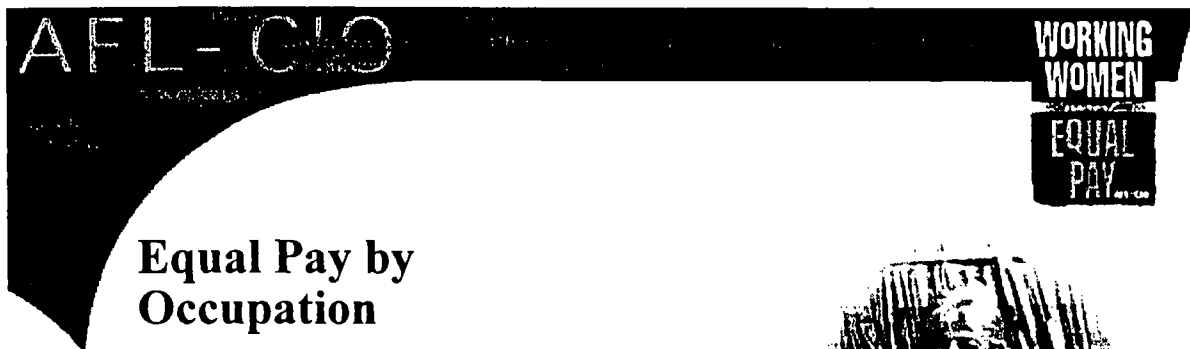
**Here's what you
could buy with the
money you stand to
lose to unequal pay:**

**95 Years of College Education
232 Years of Day Care
737 Weeks of Vacation on the Beach in Jamaica
3,250 Years of Back to School Supplies and Clothes
42,566 Dinners Out
1,681,379 Servings of Macaroni and Cheese**

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Equal Pay by Occupation

Equal pay is an issue for working women no matter what the job

Over the past few decades, laws barring discrimination in education and employment have helped give working women opportunities our mothers never had. Today, women work in many different fields, each requiring different skills and experience and paying different wages. But opening doors for working women has not closed the door on pay discrimination.



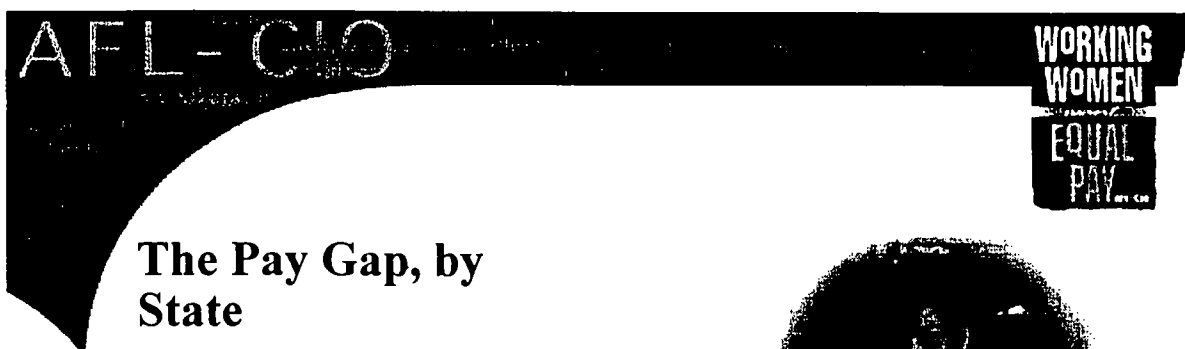
Equal pay is a problem for all working women.

- For women *lawyers*, whose median weekly earnings are nearly \$300 less than those of male attorneys, and for women *secretaries*, who receive about \$100 a week less than male clericals;
- For women *doctors*, whose median earnings are more than \$500 less each week than men's earnings, and for the 95 percent of *nurses* who are women but who earn \$30 less each week than the 5 percent of nurses who are men;
- For women *professors*, whose median pay is \$170 less each week than men's pay, and for women *elementary school teachers*, who receive \$70 less a week than men;
- For women *food service supervisors*, who are paid about \$60 less each week than men in the same job, and for *waitresses*, whose weekly earnings are \$50 less than waiters' earnings.

To take a look at the difference between men's and women's weekly wages in different occupations, click on the initial of the job you want to find out about:

[A](#) [B](#) [C](#) [D](#) [E](#) [F](#) [G](#) [H](#) [I](#) [J](#) [K](#) [L](#) [M](#) [N](#) [P](#) [R](#) [S](#) [T](#) [W](#)

Source: National Committee on Pay Equity analysis of 1997 Household Data Annual Averages, Bureau of Labor Statistics.



The Pay Gap, by State

Women earn less than men in every state. According to the Institute for Women's Policy Research, the differences in median annual earnings range from \$3,500 in Washington, D.C., to \$10,262 in West Virginia. [Click here](#) to see how women's paychecks stack up against men's in your state.



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Ideas, Info and Ammo for AFL-CIO Leaders and Activists

JUNE 1998

America @work

BRINGING HOME CHILD LABOR

The faces behind the products we buy

'ORGANIZE OR FAIL' • THE 24-HOUR JOB • SÍ SE PUEDE!