Wage Discrimination Initiative

Equal Pay

Enforcement Activities:

$1.8 m Training. Fund EEOC's full request of $1.8 m for training. Fund contractors to provide the training. Training would be Commission-wide and include 850 investigators, 250 litigation attorneys and 150 supervisors and managers.

$0.0 m 24 FTE for enforcement. Do not fund EEOC's requested $3 m for additional enforcement staff. On-board staff would be better trained with the training funds to identify wage discrimination cases. No specialist staff is necessary.

Outreach, education, and technical assistance:

$3.0 m Fund contractors (maybe through EEOC's revolving fund) to provide specialist technical assistance, education, and outreach activities to employers, unions, and advocacy groups. Do not hire 24 permanent FTE to provide this service.

Up to
$4.5 m Public Service Announcements (psa's). Hire a public relations firm to develop psa's to educate employers, unions, advocacy groups, and the public on the importance of this issue. At $350,000 each, up to 12 psa's could be developed to target audiences in different regions. (This would be the first area that would be reduced to fund an initiative at less than $10 m.)

Staffing and Technology (these are the only permanent costs to EEOC):

$0.4 m Fund 4 full-time FTE at $100,000 to manage the program, hire the contracting staff, respond to audience requests for pamphlets and brochures, etc.

$0.3 m Fund $300,00 for associated technology needs.

Research:

$0.0 m Do not fund the $8 m request for research.

$10.0 m

Settlements and Legal Actions

Equal Pay

University Professors . . .

Dr. Norma Sadler sued Boise State University, where she was a professor for 25 years, under the Equal Pay Act and the Civil Rights Act of 1963 because the university paid her from 22-40 percent less than comparable male professors.

Dr. Norma Sadler

A unanimous U.S. District Court jury concluded that BSU violated the Equal Pay Act and awarded Dr. Sadler approximately $32,000 in back pay, $35,000 in general damages, and $7,000 for punitive damages for retaliation against her. "I stood up against the university's attempt to make a shambles of my career," Dr. Sadler says. "But women shouldn't have to go to court for equal pay."

Dr. Yolanda Broyles-Gonzalez altered history when she challenged the unequal payment of women and minorities within the University of California System. She filed a suit in June of 1996 citing unequal pay of women and minorities within UC and unlawful retaliation against those who act on academic and political views not shared by administrators.

UC settled the lawsuit and agreed to pay damages, costs, and attorney's fees. The total amount was expected to exceed $100,000. In addition, the settlement included an unprecedented permanent court injunction issued in Santa Barbara Superior Court directing the University to stop its gender and race discrimination against Broyles-Gonzalez and not to retaliate against her.

Dr. Broyles-Gonzalez calls the injunction "the real milestone, because it tells the university they are not above the law."

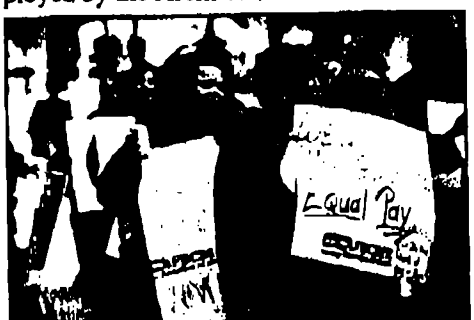
Financial Workers . . .

In a settlement brokered by the U.S. Department of Labor (DOL) in April of 1998, a Philadelphia-based banking company agreed to pay $1.48 million to 134 women and 8 minority employees who suffered wage discrimination. DOL's Office of Federal Contract Compliance Programs (OFCCP), which routinely conducts compliance reviews of federal contractors, discovered that Corestates Financial Corporation paid the women and people of color less than comparable white males -- even when they had better performance reviews. The settlement requires the company to pay $1,150,434 in back pay and $334,115 in salary adjustments to the employees.

Custodial Workers . . .

In July of 1997, 49 female custodial workers at the U.S. Capitol sued their employer, the Architect of the Capitol, for paying them less than male laborers even though the work they perform is substantially the same.

The women took the case to court with the help of their union, the American Federation of State County and Municipal Employees (AFSCME), which filed a class action lawsuit under Title VII of the Civil Rights Act and a claim under the Equal Pay Act on behalf of women custodians employed by the Architect.



Dolores Jones and Juanita Johnson rally for Equal Pay.

Dolores Jones, one of the custodial workers, said, "We always knew they paid the men more and we feel that if we didn't stop it now, we would go into the next millennium in even worse condition than we're in now."

The custodians, who are mostly female, and the laborers, who are mostly male, perform cleaning work in the Senate and House Office Buildings. The highest paid custodial worker earns $10.08 per hour while the highest paid laborer earns $11.10 an hour.

The suit asks that the Architect reclassify upward the position of custodian to the same wage level as that of laborer and that custodians be provided front pay equal to that of laborers. In addition, the women are asking for back pay and benefits. The case is still pending.

Supermarket Workers . . .

Four women who are current and former employees of Ingles Markets, Inc. have filed a class action lawsuit in federal court in Rome, Ga. charging the grocery chain with discriminating against its female employees by denying them equal pay, desirable job assignments, promotions, and management opportunities. Ingles is one of the largest grocery chains in the Southeast.

One plaintiff, Lynne Felder, a deli worker who had been with Ingles for a year, discovered that a nineteen year old co-worker with no previous work experience was hired in the deli department for more money per hour.

All four plaintiffs report being told by Ingles managers that women aren't capable of doing the higher paying jobs which have traditionally been concentrated in the meat, grocery, produce, frozen food, and dairy departments and in store level management. The women charge that Ingles segregates its jobs according to sex and hires women into lower paying cashier and clerk positions.

Defense Contractors . . .

According to the *L.A. Times*, the Labor Department has alleged a pattern of discriminatory pay practices by McDonnell Douglas (now Boeing) after three women complained during a normal compliance review required for federal contractors. DOL's Office of Federal Contract Compliance Programs launched a three-year investigation and uncovered what one document states was not only discrimination against the three women, but also a pattern of discrimination in salaries and promotions.

The National Committee on Pay Equity is a nonprofit coalition of labor unions, women's and civil rights organizations, religious, legal, educational and professional associations working exclusively on the problem of wage discrimination and to achieve pay equity. This publication may be copied and distributed freely; please cite NCPE as the source of the information. For additional information about the wage gap or occupational segregation by gender and race, contact NCPE at 1126 Sixteenth St., N.W., Suite 411, Washington, DC 20036, (202) 331-7343, fax (202) 331-7406, or on the Internet at http://feminist.com/fairpay.htm

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Rm. 314, OEOB

Office #: 202-395-5036 Fax #: 202-395-6947

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Thank you.

June 8, 1998
Council of Economic Advisers

Sub-National Data on Women in the Labor Market

•Table 1 shows median weekly earnings among full-time female and male workers in 1989 and 1997 by Census region. (State-level wage data are not available.) In 1997, the ratio of female-to-male wages ranges from 70.7 in the East North Central region to 82.2 in the Pacific region.

•Between 1989 and 1997 every region shows a decrease in the gender wage gap. In many cases, the decline is quite large over an 8 year period.

•The growing importance of the gender wage gap is demonstrated by the continuing increase in women's involvement in the labor market. Table 2 shows female labor force participation rates by state for 1989 and 1997. In 1997, female labor force participation rates vary from 47.8 percent in West Virginia to 69.7 percent in Wisconsin.

•Between 1989 and 1997 almost every state shows an increase in female labor force participation. The exceptions are Arizona, California, Delaware, District of Columbia, Nevada, and Virginia. In at least some of these states, this decline may relate to high levels of immigration over this time period among populations with lower overall rates of female labor force participation.

JUN-08-1998 19:18 CEA 202 395 6958 P.005/004

Table 1
Median Weekly Earnings (Current $) of Full-Time Wage and Salary Workers by Census Region and Division and Gender
1989 and 1997 Annual Averages

	1989			1997		
	Women	Men	Women's earnings as a percent of men's	Women	Men	Women's earnings as a percent of men's
Total, U.S.	$328	$468	70.1	$431	$579	74.4
Northeast	359	498	72.1	481	619	77.7
New England	366	512	71.5	492	624	78.8
Middle Atlantic	356	493	72.2	476	617	77.1
Midwest (North Central)	323	477	67.7	428	604	70.9
East North Central	327	486	67.3	435	615	70.7
West North Central	315	447	70.5	404	546	74.0
South	304	416	73.1	400	518	77.2
South Atlantic	313	427	73.3	405	509	79.6
East South Central	271	389	69.7	471	611	77.1
West South Central	306	413	74.1	377	504	74.8
West	361	491	73.5	465	582	79.9
Mountain	317	453	70.0	410	539	76.1
Pacific	376	501	75.0	490	596	82.2

Note: The four major regions and nine Census divisions of the United States are as follows:
Northeast:
New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont
Middle Atlantic: New Jersey, New York, and Pennsylvania
Midwest (formerly North Central):
East North Central: Illinois, Indiana, Michigan, Ohio, and Wisconsin
West North Central: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota
South:
South Atlantic: Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, and West Virginia
East South Central: Alabama, Kentucky, Mississippi, and Tennessee
West South Central: Arkansas, Louisiana, Oklahoma, and Texas
West:
Mountain: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming
Pacific: Alaska, California, Hawaii, Oregon, and Washington

Note: Data exclude the incorporated self-employed.

Source: U.S. Department of Labor. Bureau of Labor Statistics, unpublished tabulations from the Current Population Survey, 1989 and 1997 annual averages.

Table 2
Labor Force Participation Rates, by State and Gender

	1989	1997	Change
Alabama	52.0	58.1	6.1
Alaska	64.8	67.9	3.1
Arizona	56.2	55.3	-0.9
Arkansas	56.0	56.9	0.9
California	57.9	57.6	-0.3
Colorado	61.1	66.8	5.7
Connecticut	60.8	63.2	2.4
Delaware	63.9	62.8	-1.1
District of Columbia	64.2	57.8	-6.4
Florida	54.9	55.4	0.5
Georgia	59.8	61.6	1.8
Hawaii	59.9	63.4	3.5
Idaho	58.2	63.3	5.1
Illinois	58.5	60.7	2.2
Indiana	59.5	61.2	1.7
Iowa	62.6	67.2	4.6
Kansas	60.1	63.9	3.8
Kentucky	52.7	57.7	5.0
Louisiana	49.1	55.5	6.4
Maine	58.1	62.3	4.2
Maryland	63.1	66.0	2.9
Massachusetts	61.0	62.9	1.9
Michigan	56.5	59.6	3.1
Minnesota	62.7	67.9	5.2
Mississippi	52.7	55.9	3.2
Missouri	58.3	65.0	6.7
Montana	59.6	61.9	2.3
Nebraska	59.8	66.3	6.5
Nevada	62.7	61.9	-0.8
New Hampshire	63.6	64.9	1.3
New Jersey	56.8	59.7	2.9
New Mexico	54.4	56.5	2.1
New York	52.8	55.5	2.7
North Carolina	60.4	61.9	1.5
North Dakota	60.8	67.0	6.2
Ohio	56.8	60.2	3.4
Oklahoma	55.4	56.2	0.8
Oregon	59.9	60.9	1.0
Pennsylvania	52.8	56.9	4.1
Rhode Island	59.2	60.6	1.4
South Carolina	56.8	59.6	2.8
South Dakota	61.7	65.4	3.7
Tennessee	54.2	59.1	4.9
Texas	58.9	60.1	1.2
Utah	61.2	62.5	1.3
Vermont	63.7	66.6	2.9
Virginia	61.3	60.7	-0.6
Washington	61.4	62.1	0.7
West Virginia	42.9	47.8	4.9
Wisconsin	63.1	69.7	6.6
Wyoming	60.0	62.0	2.0
U.S. total	57.2	59.5	2.3

Source: U.S. Department of Labor
Bureau of Labor Statistics
Current Population Survey
June 1998

10 Leading Occupations of Employed Women, 1960 and 1997

(numbers in thousands)

Occupations	Employed Women 1960	Employed Women 1997	Occupations
Private household workers	1,665	2,989	Secretaries
Secretaries	1,423	2,356	Cashiers
Retail sales workers and clerks	1,397	2,237	Managers & administrators, n.e.c.[1]
Elementary school teachers	860	1,930	Registered nurses
Bookkeepers	764	1,780	Sales supervisors and proprietors
Nurses, professional	568	1,676	Nursing aides, orderlies & attendants
Sewers and stitches, manufacturing	534	1,602	Bookkeepers, accting./auditing clerks
Typists	497	1,571	Elementary school teachers
Cashiers	368	1,070	Waiters and waitresses
Cooks, exc. private household	362	1,014	Sales workers, other commodities [2]

[1]not elsewhere classified.
[2]Includes foods, drugs, health, and other commodities.

Source: U.S. Department of Commerce, Bureau of the Census, *Statistical Abstract of the United States: 1963*. Table 305, Detailed Occupations of Employed Persons, by Sex: 1960 and the U.S. Department of Labor, Bureau of Labor Statistics, Unpublished data, Table 1, Employed Persons by Detailed Occupations, by Sex, Race, and Hispanic Origin, Annual Averages, 1997.

Note: Beginning with data for January 1983, the Bureau of Labor Statistics made changes in presentation, classification, and estimating procedures in labor force data derived from the Current Population Survey (CPS). Data gathered after 1983, therefore, is not comparable to data gathered before 1983.

Questions And Answers on Equal Pay
June 10, 1998

Q: What did the President announce today?

A: Today the President commemorated the thirty-fifth anniversary of President Kennedy's signing of the Equal Pay Act. The President called for passage of legislation to strengthen the laws that prohibit wage discrimination against women and released a Council of Economic Advisers' (CEA) report on the gender wage gap, which shows that although the gap between women and men's wages has narrowed substantially since the signing of the Equal Pay Act, there still exists a significant wage gap. He also announced a Department of Labor report that provides a historical perspective of the wage gap. The President was joined by Dr. Dorothy Height, President Emeritus of the National Council of Negro Women, who was at the signing ceremony of the Equal Pay Act in 1963.

Q: What are the highlights of the legislation?

A: The legislation, sponsored by Senator Daschle and Congresswoman DeLauro, seeks to improve the enforcement of wage discrimination laws and to strengthen the remedy provisions in the Equal Pay Act by permitting victims of wage discrimination to seek compensatory and punitive damages. Currently, women who are the victims of wage discrimination receive only backpay and liquidated damages, which may not fully compensate them for their loss. This change will mean that the penalties for sex-based wage discrimination will be the same as those for race-based wage discrimination. In addition, the legislation contains a non-retaliation provision that prohibits employers from penalizing employees for sharing information about their salaries with co-workers. Finally, the bill provides for training for EEOC employees on matters involving the discrimination of wages, research on discrimination in the payment of wages, and the establishment of the "The National Award for Pay Equity in the Workplace," which will recognize and promote the achievements of employers that have made strides to eliminate pay disparities.

Q: What does the Council of Economic Advisers' report say?

A: This report shows that a significant gap between the wages of women and men remains today although it has narrowed substantially since the signing of the Equal Pay Act. In 1963, the year that the Equal Pay Act was signed, women earned 58 cents for every dollar men earned. Today women earn about 75 cents for every dollar men earn, a 29 percent increase over the 1963 levels. Despite these gains, there continues to be a significant gap between men's and women's wages, even after accounting for factors such as educational attainment, work experience, and occupational choice.

Over the last twenty years, increases in women's accumulated labor market experience and their movement into higher-paying occupations has played a major role in increasing women's wages relative to men's. Even accounting for gender differences in education, labor market experience, broad occupational and industrial distributions, the female/male pay ration in the late 1980s rose only from about 72 to 88 percent, leaving around an "unexplained difference" of about 12 percent as of the late 1980s. This "unexplained" difference may be explained, in part, by continuing discrimination.

Q: Why does the CEA report state that women earned more than 75 percent of what men earned in 1997, and recent AP and USA Today stories say that women earn 76 percent of what men earn, up from 73 percent a year ago?

A: The statement in the CEA report that the gender pay ratio surpassed 75 percent in 1997 is based on data from the Bureau of Labor Statistics of median weekly wages for full-time workers aged 25 to 54. These data are published quarterly by the BLS. The annual average of these quarterly data for 1997 is 76.2 percent. According to these data, the gender pay ratio in the first quarter of 1998 (the latest period for which data are available) was 77.7 percent. Because an annual average is not available for 1998, the CEA report does not report a 1998 gender pay ratio.

The numbers referred to in the AP story today are median weekly wages for full-time workers aged *16 and over*. Some of the numbers are annual averages, and some are quarterly numbers. The statement that the gender pay ratio was at a high of 77 cents on the dollar in 1993 refers to annual averages.

Q: Why is this legislation necessary?

A: More than three decades after the passage of the Equal Pay Act and Title VII of the Civil Rights Act, women and people of color continue to suffer the consequences of unfair pay differentials. The average women works a full year, plus three more months, just to earn the same pay that men earn in one calendar year. According to the Department of Labor, as of 1997, the average woman who works full-time earns just 74 cents for each dollar that men earn. For women of color, the gap is even wider. On average, as of 1997, black women earned only 63 cents, and Hispanic women earned only 53 cents for each dollar earned by white men. Some wage differences exist due to differing levels of experience, education, and skill. However, studies show that even accounting for differences in education, experience, and occupation, there is still a significant wage differential.

Q: Since the data show that the gender wage gap didn't start to close until the last 1970s, doesn't that mean that the Equal Pay Act had no effect?

A: The fact that the wage gap didn't start to close until sometime after the Equal Pay Act was implemented does <u>not</u> mean that the Equal Pay Act had no effect.

First, it can take some time for legislation, like the Equal Pay Act, to have an effect on the workforce. For example, if the Equal Pay Act made younger women know that they would be protected against discrimination, it would provide an incentive for these women to invest more in their skills -- which would have a pay-off over the long term.

Second, as the CEA report makes clear, few studies have examined the effects of the Equal Pay Act or other policies in the 1960s on the gender pay gap. Isolating the effects of a single policy change from broader social and economic changes is difficult. However, although no such studies of the effect of policies on the gender pay ratio exist, it is clear that a role for these policy changes in both the increase in the gender pay ratio and in the other changes that have served to increase the gender pay ratio cannot be ruled out.

Third, what is important now is to strengthen the Equal Pay Act so that do more to combat the negative forces of discrimination. That is why the President strongly supports the Daschle-DeLauro bill.

Q: What's wrong with the current scheme for collecting damages under the Equal Pay Act?

A: Currently, the EPA allows only for liquidated damages and backpay awards. Liquidated damages usually are awarded in an amount equal to backpay. Such awards may not fully compensate a woman for real losses, such as damages for pain and suffering. In addition, women cannot receive punitive damages for wage discrimination, no matter how intentional and egregious the employer's conduct. The legislation the Administration is endorsing today will ensure that women are fully compensated when an employer discriminates against them in setting wages.

Q: What is the Administration doing with respect to data collection?

A: The endorsed legislation contains a Sense of the Senate that the President should take appropriate steps to increase the amount of information available with respect to wage disparities, while maximizing the utility of the data and protecting individuals' privacy and minimizing burdens on reporting entities. In addition, the Administration previously announced an annual report on the pay gap, by sex, to be produced by the Department of Labor. This easy-to-access report will raise the national prominence of wage disparities and will highlight the issue every year in order to spur Americans to achieve increased equal pay.

Q: Is the Administration's policy on uncapped punitive and compensatory damages consistent with its position in other areas of the law such as tort reform?

A: Yes, this is consistent with Administration's position on tort reform. Our proposals on tort reform have never sought to cap compensatory damages, which are necessary to remedy actual harm. And except in very exceptional circumstances, we have approved the use of punitive damage awards to deter intentional misconduct.

Q: Why isn't the Administration supporting comparable worth?

A: The steps the Administration is taking today significantly move forward the problem of unequal pay. The Administration believes there is no excuse for not taking these obvious steps towards providing better training and fuller remedies to help ensure women receive equal pay, while building a consensus on other ways to make sure every person receives the pay they deserve. The Administration is focusing on legislation that can be passed during this congressional session. **Need to edit**

Questions of the Federal Work Force

Q: What are some of the specific accomplishments of the Clinton Administration with respect to women appointees?

A: Here are some specific accomplishments:

- **Appointed the first women ever** to serve as Attorney General (Janet Reno) and Secretary of State (Madeleine Albright). Including the Attorney General and Secretary of State, women make up 27 percent of the Clinton Cabinet:. The Cabinet also include: Alexis Herman, Secretary of Labor; Donna Shalala, Secretary of Health and Human Services; Carol Browner, Administrator of the Environmental Protection Agency; Janet Yellen, Chair of the Council of Economic Advisors; and Charlene Barchevsky, United States Trade Representative.
- **A third of all judicial nominees are women**, the highest proportion ever.
- **Nominated the second woman to serve on the Supreme Court.** During his first year in office, President Clinton nominated Ruth Bader Ginsberg to the United States Supreme Court. Justice Ginsburg is only the second woman to serve on the nation's highest court.

Q: What is the representation of women in the federal work force?

A: Women represented 42.8 percent of the Federal permanent workforce in 1997 compared to 46.4 percent of the Civilian Labor Force, a difference of a -3.6 percentage points.

Q: What is the average salary of female political employees versus that of male appointees? How does that average compare to comparable figures in the previous Administration?

A: In 1992, under President Bush, women made up 40 percent of the political ranks, and the average female political appointee's salary was 75 percent of the average male appointee's salary. In 1997, in the Clinton Administration, the percentage of women appointees increased to 45 percent, and the average woman's salary shot up to 85 percent of the average man's.

Number and Average Salary of Political Appointments (by Gender): 1992 (Pres. Bush) Compared to 1997 (Pres. Clinton)				
Gender	1992 (Bush) Appts	1997 (Clinton) Appts	1992 (Bush) Avg. Pay ($)	1997 (Clinton) Avg. Pay ($)
Women	1,361	1,331	$61,554	$69,979*
Men	2,055	1,628	$82,490	$82,860*
TOTAL	3,416	2,959	NOTE: Total Political Appointments exclude Ambassadors but include Noncareer SES, Schedule C and Other.	
Pct. Women	39.8%	45.0%		

* Rendered in constant (FY 1992) dollars

Jeffrey A. Shesol
06/10/98 10:26:10 AM

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To: See the distribution list at the bottom of this message

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Subject: Equal Pay Draft 6/10 10am

Draft 06/10/98 10:00am
Jeff Shesol

PRESIDENT WILLIAM J. CLINTON
REMARKS ON THE EQUAL PAY ACT
THE ROSE GARDEN
June 10, 1998

Acknowledgements: First Lady; Del. Norton; Sen. Boxer; Sen. Kennedy (for 35 years of leadership on issues of equality); VP and Mrs. Gore; Dorothy Height; CEA Chair Janet Yellen; Dep. Sec. Labor Kitty Higgins

In addition to Dorothy Height, we have another remarkable woman in that remarkable photograph represented here today. Edna Kelly, a former Congresswoman from New York, helped to lead the fight for equal pay, and is pictured here with President Kennedy. Sadly, Congresswoman Kelly passed away recently, but her daughter, Pat Kelly, is with us this afternoon; and I want to recognize the efforts of both women, mother and daughter, for women's rights over the decades.

America has come a long way in the thirty-five years since Dorothy Height and Edna Kelly attended the signing of the Equal Pay Act. Just last week we learned that the American economy, the strongest in a generation, has created 16 million new jobs in the last five years. That's good news for men and women. The rising tide of our surging economy is, indeed, lifting all boats -- creating opportunity for all Americans, regardless of gender.

Equal pay has come a long way in thirty-five years. At that historic bill signing, President Kennedy said that the Equal Pay Act is "basic to democracy" -- giving women "the same rights at the working place. . . that they have enjoyed at the polling place."

Back then, women earned only 58 cents, on average, for every dollar men earned. Today, I am releasing a report by the Council of Economic Advisers showing that the gender gap in wages has narrowed considerably. Women now earn more than 75 cents for every dollar men earn.

We have taken a significant step toward equal pay, opportunity, and dignity for working women. But 75 cents on the dollar is only three-quarters of the way there. Americans cannot be satisfied until we are all the way there.

The CEA study shows that the gender gap is narrowing; but also that discrimination persists -- despite women's gains in education and experience. Even accounting for the difficulty of balancing family and work, there are still many women whose work is not being fully valued by employers. Today I am also releasing a Labor Department review that paints a historical picture of women's employment, showing obstacles overcome and challenges that remain.

Equal pay is not a political issue. It is not even a gender issue. It is, at heart, a national issue, a family issue, and a matter of principle -- a question of what kind of country we want America to be today and in the 21st century, when our daughters will grow up and enter the workplace.

That is why our administration is working hard for the economic empowerment of women, as the Vice President explained. And that is why, today, I am expressing my strong support for the equal pay measure introduced by Senator Daschle and Congresswoman DeLauro. This legislation would strengthen enforcement of the Equal Pay Act, toughen penalties, and boost compensation -- because wage discrimination based on gender is as wrong as wage discrimination based on race. This bill is tough, it is fair, and Congress should pass it today.

Americans have always believed that anyone who works hard should be able to provide for themselves and their family. More women than ever now have that chance. But 75 cents on the dollar is not enough -- for women, for families, or for America. As our nation moves forward into the 21st century, we must make sure that our age of opportunity will not be remembered for opportunities lost. If we meet this challenge, if we value the contributions of all America's workers, then we will be a more productive, prosperous and proud nation in the 21st century.

Message Sent To:

Laura Emmett/WHO/EOP
Laura K. Capps/WHO/EOP
Jonathan Orszag/OPD/EOP
Melissa G. Green/OPD/EOP
Joseph C. Fanaroff/WHO/EOP
Thomas M. Rosshirt/OVP @ OVP
Amy N. Finkelstein/CEA/EOP
Thomas L. Freedman/OPD/EOP
Mary L. Smith/OPD/EOP

Vice President Al Gore
Equal Pay Event
Wednesday, June 10, 1998

I'm delighted to be with you today as we celebrate the Equal Pay Act -- and recommit ourselves to the continuing struggle for women's full economic equality in America.

We have made a lot of progress since the day 35 years ago when President Kennedy signed the Equal Pay Act. But the fact is, even as women have gained economic ground, they have taken on greater economic burdens. Many more families find it necessary to earn two incomes; and many more families, headed by single mothers, are struggling on one income.

No one has taken the troubles of these families to heart more than President Clinton. From the day he took office, he has been fighting to make sure that women have the same economic opportunities as men, and that they are never penalized for carrying family concerns into the workplace.

The very first bill President Clinton signed was the Family and Medical Leave Act, so people can never be fired for taking time off to care for a newborn baby or a sick parent. He also pushed for and signed an expansion of the Earned Income Tax Credit, an increase of the minimum wage, and an extension of health care benefits to 5 million uninsured children. That includes mental health benefits, something my wife Tipper has fought tirelessly for over many years. President Clinton has also proposed the largest investment in child care and after school care in our nation's history.

The plain truth is that many of our workplace structures, and pay structures, are still tilted to the time when men bore the burden of breadwinning, and women alone bore the burdens of child-rearing. Now millions of women bear both burdens. We must do everything we can to ensure that women earn a salary that befits a breadwinner -- and the benefits and flexibility that befit a committed family member. Only then can we unleash the full potential, reward the full talents, and reap the full economic benefits of the 63 million American women in the workforce.

Now, it's my pleasure to introduce a President who has made it a personal and a national priority to see that all women get equal pay -- and can give their families equal time. President Bill Clinton...

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Remarks: Per my notification, attached is the revised table from BLS. Numbers that have been revised are circled. Please call if you have questions.

AMY

Revised 6/19/98

Median weekly earnings (current $) of full-time wage and salary workers by Census region and division and gender, 1989 and 1997 annual averages

	1989			1997		
	Women	Men	Women's earnings as a percent of men's	Women	Men	Women's earnings as a percent of men's
Total, U.S.	$328	$468	70.1	$431	$579	74.4
Northeast	359	498	72.1	481	619	77.7
New England	368	512	71.5	492	624	78.8
Middle Atlantic	356	493	72.2	476	617	77.1
Midwest (North Central)	323	477	67.7	428	604	70.9
East North Central	327	485	67.3	434	618	70.2
West North Central	315	447	70.5	418	575	72.7
South	304	416	73.1	400	518	77.2
South Atlantic	313	427	73.3	419	537	78.0
East South Central	271	389	69.7	368	506	72.7
West South Central	306	413	74.1	382	503	75.9
West	361	491	73.5	465	582	79.9
Mountain	317	453	70.0	410	539	76.1
Pacific	376	501	75.0	490	596	82.2

NOTE: The four major regions and nine Census divisions of the United States are as follows:

Northeast:
- New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont
- Middle Atlantic: New Jersey, New York, and Pennsylvania

Midwest (formerly North Central):
- East North Central: Illinois, Indiana, Michigan, Ohio, and Wisconsin
- West North Central: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota

South:
- South Atlantic: Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, and West Virginia
- East South Central: Alabama, Kentucky, Mississippi, and Tennessee
- West South Central: Arkansas, Louisiana, Oklahoma, and Texas

West:
- Mountain: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming
- Pacific: Alaska, California, Hawaii, Oregon, and Washington

NOTE: Data exclude the incorporated self-employed.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, unpublished tabulations from the Current Population Survey, 1989 and 1997 annual averages.

AP Online

June 09, 1998; Tuesday 03:00 Eastern Time

SECTION: Washington - general news

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HEADLINE: **Wage Gap** Between Sexes Narrowing

BYLINE: ALICE ANN LOVE
AP-Women's-**Wages** ,0664

DATELINE: WASHINGTON

BODY:

After several years in which women lost ground in their battle for pay parity with men, the **wage gap** between the sexes is narrowing again.

The earnings **gap** between men and women has closed by about 3 cents on the dollar since spring 1997 improvement the Clinton administration is chalking up to low unemployment and recent increases in the minimum **wage.**

''We do think that this is a real improvement and it's due to the strong economy,'' said Rick McGahey, the Labor Department's assistant secretary for policy. ''There are better jobs opportunities out there. ... All workers are improving their situation.''

Since women tend to be concentrated in the lowest-paying jobs, 1996 and 1997 raises in the minimum **wage** from $4.25 to $5.15 an hour also have helped boost their earning power compared with men, McGahey said.

In the 12 months ending March 31, the median weekly **wage** for women working full time grew 6.6 percent to $455, according to the Labor Department.

Meanwhile, men's **wages** grew much more slowly during the same period just 2.4 percent to $596.

As a result, women earned 76 cents for every dollar men made in the first quarter of 1998, compared with 73 cents during the same period a year earlier.

That follows four years when women's **wages** slipped slightly compared to men's, from a high of 77 cents on the dollar in 1993.

President Clinton was expected to tout the recovery at a White House event Wednesday commemorating the Equal Pay Act signed by President Kennedy in 1963, outlawing **wage** discrimination.

Pay discrimination still exists, McGahey said, but ''as women get more experience in the workforce and better education we think the **gap** will continue to close.''

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The administration is urging Congress to pass legislation that would make it easier for equal pay cases to proceed as class actions and allow compensatory and punitive damages.

Over the past 20 years the pay **gap** between men and women has narrowed significantly.

Women made just 63 cents for every dollar made by men in 1979.

While men's weekly **wages,** in inflation adjusted dollars, fell steadily during the 1980s, women's earnings increased as they joined the workforce in ever greater numbers, increasingly bringing a college degree with them.

But by the mid-1990s a booming economy was pushing men's **wages** up again while women's barely held steady. As a result, the pay disparity between the sexes bulged from $132 a week in 1993 to $148 last year.

''The men recovered,'' said Heidi Hartmann, director of the Institute for Women's Policy Research. ''There's definitely been a slowdown in the closing of the **wage gap.**''

The recent improvement to a $141-a-week **wage gap** in the first quarter of 1998 could be partly the result of a higher minimum **wage.**

In the summer 1996, Congress approved a 90 cent increase, to $5.15 an hour. Minimum **wage** workers got a 50 cent raise that year and the rest last summer.

''About two-thirds of minimum **wage** workers are women and when you raise the minimum **wage,** it not only affects minimum **wage** workers but those making within a dollar or two of the minimum **wage,** which are also disproportionately women,'' said Hartmann, ''It probably did help.''

Also, unemployment is at its lowest rate in 28 years, and a resulting shortage of workers is opening better-paying job opportunities to women and minorities.

That boon could end if times get tough again, but regardless of economic fluctuations, Hartmann said she believes women's earnings are destined to keep improving in the long run.

''Trends for women's rising **wages** are still strong more college education, increased labor force participation, the integration of jobs,'' Hartmann said. ''The prospect looks good and that women will continue to make gains.''

LANGUAGE: ENGLISH

LOAD-DATE: June 09, 1998

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