



Embargoed
FOR RELEASE
April 4, 2017
12:00 a.m.

Contact: Stephanie Flores 209-781-5968
stephanie.flores@women.ca.gov
www.women.ca.gov

CALIFORNIA PAY EQUITY TASK FORCE ISSUES KEY REPORT ON PAY EQUITY DAY

Task Force Members to hold press availability
Tuesday, April 4, 2017
10:00 a.m. 1020 N Street Room 100, Sacramento, CA 95814

- **Challenging the Status Quo: California laws lead the way for women’s rights. California Pay Equity Task Force building a path to pay equity for women. By facilitating varied stakeholders, including employee and employer advocates, the Pay Equity Task Force is creating useful tools for California businesses and employees.**
- **Uncertain times at the federal level. California Pay Equity Task Force buckles down, announces tools for employers and employees to pursue pay equity for women.**
- **Uncommon partners are collaborating. Happening now on the Pay Equity Task Force are employer and employee advocates working together with government toward proactive compliance with the CA Fair Pay Act. Representatives from Equal Rights Advocates and the Chamber of Commerce working collaboratively.**
- **In the works for Californians are practical ways to reach pay equity for women. First plans released by Pay Equity Task Force on Equal Pay Day. Goals are proactive employer compliance and helping employees know their rights under the law. Providing templates for the nation.**
- **Path to Pay Equity website under construction and Task Force welcomes input.**
<https://capayequity.wordpress.com/>

[Sacramento, CA] The California Pay Equity Task Force, a state body established by the California Commission on the Status of Women and Girls (CCSWG), today releases its interim Report. “We are not only looking forward to guiding California employees and employers on gender pay equity, but we also hope that we will provide a useful template for the rest of the nation,” said *California Pay Equity Task Force Co-chairs Julie A. Su, California Labor Commissioner, who holds a statutory seat on the CCSWG and Lauri Damrell CCSWG Commission Second Vice-Chair.*



The report discusses proactive compliance with the *California Fair Pay Act* to lead California employees and employers on the path to pay equity. It provides information on the recent activities, goals, and a glimpse into the materials being developed in the coming year to aid government, employer, and employee interests impacted by the *Fair Pay Act*.

Task Force audit and industry experts have already developed a checklist of information for businesses to collect that support proactive compliance. Employee advocates and enforcement agencies will also provide workers the means to evaluate pay gaps and FAQs about how and where to file a claim. Accomplished social scientists are now identifying and testing the analytic tools for small and large businesses to assess their pay gaps. Importantly, Task Force legal experts are studying the need for implementing regulations to aid in compliance.

The Task Force members represent stakeholders impacted by and responsible for the new law by including employees, large and small employers, California enforcement agencies, and the Legislature. Members of the Task Force began meetings in July 2016. “When my equal pay bill was introduced in 2015, pay equity took center stage as a nationwide issue and many companies took proactive steps to ensure fair pay. Still, our work is not complete. California has taken the lead on implementation efforts with the convening of the Pay Equity Task Force. As a Commissioner and a member of the Task Force, I am excited and optimistic about the work we are doing to help ensure that employers comply with the law and that the Fair Pay Act is implemented in workplaces and businesses throughout the state. Ensuring that women are paid equally for doing substantially similar work as their male counterparts is not only right, it is critically important to a woman’s economic future and the economic well-being of our state,” said *Senator Hannah-Beth Jackson, CCSWG Commissioner and California Pay Equity Task Force member*.

“The gender pay gap is an issue that women have been battling for too many decades and at the rate we're going it'll be another four decades before we reach parity. It's disheartening that while California is the 6th largest economy in the world, we also have the largest pay disparity in the US for Latinas, who make 43 cents to a white man’s dollar. These statistics should be unacceptable to everyone, but real change will only come when we stop making it the sole responsibility of those who are disproportionately impacted and those in power who champion the cause with us,” said *Assemblymember Cristina Garcia, Chair of the CA Legislative Women’s Caucus, First Vice Chair of the CCSWG and a California Pay Equity Task Force member*.



The materials currently in production also include a road map for users to guide them through the tools produced, a glossary of legal and human resource terms and concepts, a webpage, and tools for employers, employees, unions, and employee organizations.

"Gender Pay Equity is an important issue in California. Cal Chamber's collaborative work on this Task Force helps ensure that all California employers have the information they need to proactively comply with the Fair Pay Act," noted *Jennifer Barrera, Policy Advocate for the California Chamber of Commerce and California Pay Equity Task Force member.*

"With the Pay Equity Task Force, paying women what they deserve is a priority for California and SEIU. Our work with the employer sector and government agencies shows how much we can achieve when we collaborate to find solutions," said *Tamekia N. Robinson, Vice President for Organizing/Representation at SEIU Local 1000, California Pay Equity Task Force member*

In January 2016, SB 358, the *California Fair Pay Act*, took effect. The California Fair Pay Act is widely recognized as the most aggressive equal pay law in the nation. California is uniquely positioned to provide exemplary leadership on pay equity for women as CCSWG seeks to support meaningful compliance by convening stakeholders with often differing viewpoints. The Commission on the Status of Women and Girls, an independent state government agency looks specifically at all issues impacting women and girls. The Commission provides information on policies that directly impact women and girls, including gender equity in the workplace and employment.