

#EqualPayCA



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Have you ever thought about how the gender pay gap affects you? Wondering if you're being appropriately compensated at work? Curious what your rights are under the law? Don't worry, California has your back!

#EqualPayCA, an initiative led by the Office of the First Partner and the California Commission on the Status of Women and Girls, is arming employers and employees alike with key tools and resources to close the gap.

#EqualPayCA wants YOU to know the facts, know your worth, know your rights, and know your options.

Together, we can create an #EqualPayCA. Join us!

Know the facts

California has the strongest equal pay laws in the nation:

California law requires that employers pay women and men doing substantially similar work the same wage rate. These protections extend to both race and ethnicity.

But the pay gap still exists. In California, compared to white men, for every dollar:ⁱ

- White women earn 80 cents;
- Asian American women earn 75 cents;
- Black women earn 60 cents; and
- Latina women earn 43 cents

The gap compounds over a lifetime:

A typical woman loses hundreds of thousands of dollars over her lifetime due to the wage gap.ⁱⁱ

But we know that negotiating your salary can make a big difference – one study showed that negotiating a pay bump in your first job can increase lifetime earnings by over \$1 million.ⁱⁱⁱ

ⁱ Intersections: Identity, access, & equity. (2019). Center for the Advancement of Women. Retrieved from <https://www.msmu.edu/media/website/content-assets/msmu.edu/home/status-of-women-and-girls-in-california/documents/RSWG-2019-ReportFull.pdf>

ⁱⁱ Lifetime earnings lost due to the gender wage gap. (n.d.). The Status of Women in the States. Retrieved from <https://statusofwomendata.org/quick-figures/lifetime-earningslost-due-to-the-gender-wage-gap/>

ⁱⁱⁱ Goudreau, J. (2013, September 23). Not negotiating your salary could cost \$1 million over time. Business Insider. Retrieved from <https://www.businessinsider.com/not-negotiatingcosts-workers-1-million-2013-9>

The California pay gap still exists.



Know your rights

Can an employer ask an applicant about his or her prior salary?

No. California law prohibits all employers from seeking salary history information about an applicant for employment and requires employers to provide the pay scale for a position to an applicant upon reasonable request.

Can an employee discuss his or her wages with other employees?

Employees can discuss wages with one another, including asking an employee about his or her wages, without discrimination or retaliation by the employer. There is no obligation on any employee to disclose his or her wage or engage in these discussions. Employers can take reasonable measures to protect the privacy of information regarding employees' compensation, including prohibiting employees who have access or control over confidential wage information given their job duties and responsibilities, from disclosing such information without the consent of those employees.

Am I protected from retaliation?

Yes. California's equal pay laws protect against retaliation and there are other laws that may apply to you if you engage in these kinds of activities with your coworkers.

Know your worth

I need to make sure I make enough money, what do I do?

Before you even begin applying for jobs or interviewing, you're right, you need to be aware of what possible pay ranges or options exist. Doing so will help guide your research into what training you might need to increase your earnings and other requirements for possible jobs. And, you can use pay range information when you interview and are hired to make sure you are asking for and being offered pay that is similar to people with similar jobs.

Labor Market Information on EDD's website also offers basic information about potential salaries and pay rates for specific jobs. This tool is a handy way to learn about the possible income/pay rate for a job in which you are interested.

Visit: www.labormarketinfo.edd.ca.gov to learn more.

Know your options

There are many ways you can find out if you're being appropriately compensated for your work and your particular role.

In addition to speaking with your co-workers and colleagues who do similar work as you do but work for a different employer (especially if they work in the same geographic area or region as you), check out the resources at www.women.ca.gov/californiapayequity/ to learn more about what the pay range may look like for people with your job and/or in your occupation in a particular area. Remember that job titles vary and can be helpful, but are not determinative, in figuring out what the appropriate compensation level is for a particular position. Resources that provide pay ranges, rather than just the average or median salary for a particular type of job, are generally more helpful.

If I am not getting equal pay, what can I do?

If you believe you are not receiving "equal pay" you may consider:

- Talking to your boss (and bring a co-worker with you as a witness, to support you and establish that you're engaging in protected, concerted activity)
- Talking to your coworkers
- Talking to your union rep
- Consulting with an attorney
- Filing a claim with the California Labor Commissioner's Office
- Filing a claim in court

For more info on #EqualPayCA go to www.women.ca.gov and gov.ca.gov/first-partner/#equalpayca