



TOOLKIT FOR RAISE THE WAGE & PAYCHECK FAIRNESS ACT FOR EQUAL PAY DAY (APRIL 2ND)

The Raise the Wage Act (a bill to raise the federal minimum wage to \$15 an hour by 2024) is just short of the 218 co-sponsors needed to get a vote on the House floor. The Paycheck Fairness Act (a bill that closes loopholes in the Equal Pay Act) just passed the House and is moving to the Senate. Just in time for Equal Pay Day, this toolkit provides key facts and figures, suggested tweets and social media tools, as well as links to workers' stories.

The Paycheck Fairness Act would:

- Close loopholes in the Equal Pay Act of 1963
- Prohibit retaliation against workers who ask about employers' wage practices or disclose their own wages
- Strengthen enforcement and remedies for equal pay violations
- Boost federal outreach and education efforts. ([NPWF](#), [MomsRising](#))

The Raise the Wage Act of 2019 would:

- Raise the federal minimum wage from \$7.25 to \$15 over 6 years (by 2024)
- Index the minimum wage to inflation going forward and
- End the subminimum wage for tipped workers, youth, and people with disabilities. ([Ed & Labor Committee](#))

Key Facts and Links to Resources

Economists agree: Raise the Wage would raise incomes and boost the economy. [See a letter signed by over 100 economists.](#) (EPI)

Raising the minimum wage is a racial and gender justice issue.

- Women account for nearly two-thirds of people making \$11.50 per hour or less
- 58% of the workers who would benefit from a \$15 minimum wage are women. ([EPI](#), [NELP](#))
- Women also account for two-thirds of tipped workers. ([NWLC](#))
- 36% of working women of color would get a raise under a \$15 minimum wage. ([NWLC](#))
- In states with a subminimum wage for tipped workers, restaurant workers report double the rates of sexual harassment (NELP)



[See stories of working people surviving on tipped minimum wage.](#) (ROC United)

[Calculate a family's living expenses in cities and counties across the United States.](#) (EPI)

[See the number of people benefiting from Raise the Wage Act in each congressional district by gender, age, and race/ethnicity.](#) (EPI)

What is Equal Pay Day?

Women working full time in the U.S. are typically paid just 80 percent of what men are paid and pay discrimination is even more severe for women of color. Equal Pay Day is the symbolic day when women's earnings "catch up" to men's earnings from the previous year.

- **Equal Pay Day for all women is April 2, 2019.**
- Equal Pay Day for Black women is August 22, 2019.
- Equal Pay Day for Native women is September 23, 2019.
- Equal Pay Day for Latinas is November 20, 2019. ([AAUW](#))

Nationwide, women overall earn 80 cents from every dollar earned by men. The wage gap varies by state from 69 cents on the dollar in Louisiana to 89 cents on the dollar in California.

- See wage gap information [by congressional district](#). (AAUW)
- See [each state's wage gap by race/ethnicity](#). (NWLC)

Core Talking Points

Talking Points on Equal Pay Day

In every state, in nearly every industry and at every level of education, women are still earning less than men for doing the same work.

On average, women make 80 cents for every dollar paid to men – and it's even worse for women of color. Black women make 61 cents for every dollar paid to white men. Native women make 57 cents and Latinas make just 53 cents for every dollar paid to white men. ([AAUW](#))

April 2nd is Equal Pay Day, or the day that women collectively earn as much as men did at the end of last year. Together, women working full time lose more than \$900 billion every year because of paycheck discrimination. ([AAUW](#))



Equal pay for women would add [\\$513 billion to the national economy and cut poverty in half for working women with families](#).

At this pace, white women won't reach pay equity until 2059 – and it will take even longer for women of color to get the pay they deserve. Latinas will have to wait until 2224 and Black women will have to wait until 2119 for equal pay.

Talking Points on Minimum Wage and Tipped Wages

The federal minimum wage hasn't been raised in a decade, and its real value has fallen by nearly 15 percent since then. In fact, in real terms, the minimum wage is actually worth less today than it was in 1968. It's no surprise that millions of working families are working longer hours just to get by on less and less.

The Raise the Wage Act would not only bring the minimum wage up to \$15 by 2024, it would tie minimum wages to inflation so we never leave minimum wage workers stranded by inaction again.

Raising the minimum wage would raise the wages of an estimated 39.7 million workers both directly and indirectly. That's [26.6 percent of the workforce and represents a raise for two-thirds of the working poor](#). Between now and 2024, that means \$118 billion more for America's frontline workers. Those raises will mean the world for families struggling to make ends meet. That's \$118 billion for groceries, gas, medicine, school supplies and more.

The Raise the Wage Act would not only give nearly 40 million workers a raise, it would eliminate the unfair subminimum wages for tipped workers and younger workers. The federal minimum wage is a measly \$2.13 an hour for tipped workers forcing them to rely on tips for the bulk of their pay.

The tipped minimum wage is rooted in racism and exploitation. Restaurants and rail operators often forced former slaves to work for tips alone and tipped workers are still disproportionately non-white. The majority of tipped workers are women (71%), and disproportionately women of color. It's past time to end this discriminatory practice.

Living off tips makes it impossible for working people to budget and plan from one week to the next. This instability and leaves workers trapped enduring harassment and abuse just to earn a decent wage. The impact is stark: in states with a tipped minimum wage, [workers are twice as likely to experience sexual harassment](#).



Sample Tweets

Note: Several groups are calling for women to wear all red on Equal Pay Day to symbolize that women, especially women of color are “in the red” due to pay discrimination.

Pay discrimination costs women in the U.S. an average of \$10,169 every year. What would you do with an extra \$10,169? #EqualPayDay

Women are STILL earning less than men for doing the same work. We must pass the Paycheck Fairness Act because everyone deserves #equalpay for equal work. #EqualPayDay #PaycheckFairness

Women shouldn't have to work more than 15 mos to earn what a man earns in 12. It's simple: #equalpay for equal work

Women are losing \$900 billion every year because of paycheck discrimination. Imagine how different our economy would look if everyone earned a fair wage!

Women overall make 80 cents for every dollar a man makes. Black women make 61 cents. Native women make 57 cents. Latinas make 53 cents. This is unacceptable. #EqualPay

Preschool teachers, EMTs, fast food workers, bank tellers – millions of people working hard for minimum wage need a raise #Fightfor15 #RaisetheWage

Minimum wage workers haven't gotten a raise in a decade. It's past time to pass the #RaisetheWage Act and bring millions of working families out of poverty. #Fightfor15

.@EPI analysis finds that #RaisetheWage will give 39.7 million workers a raise

No one should have to endure harassment just to earn a paycheck. No one's rent should depend on if customers are in a good mood. #RaisetheWage to #1FairWage

Tipped wages have their roots in racism – employers used to hire former slaves and pay them only in tips. No more! Every worker deserves #1FairWage #RaisetheWage

The poverty rate for tipped workers (14%) is 2x that of non-tipped workers (7%). Time to make sure everyone earns a living wage #RaisetheWage #1FairWage