



Monroe County Legislature

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No. <u>080157</u>
Not to be removed from the Office of the Legislature Of Monroe County
Committee Assignment
Memorializing Referral -L

May 12, 2008

To the Honorable
Monroe County Legislature
407 County Office Building
39 West Main Street
Rochester, New York 14614

Re: Memorializing the New York State Legislature to Adopt, and Governor David A. Paterson to Sign into Law A2712, the New York State Fair Pay Act

Honorable Legislators:

For every dollar earned by a man, his equal female counterpart will earn on average only 77 cents. While the amount and quality of work are the same, the same number of hours put in, the same expectations and demands from a supervisor, the American job market continues to assert that work done by a woman is worth a little over two-thirds of that of a man. Over 42 years, the wage discrepancy has decreased at a rate of less than a half of a percent annually. Clearly, the forces of the open market are unable to fix this inequality. The Institute for Women's Policy Research estimates that it will take until 2057 to close the wage gap.

Nationwide, working families lose \$200 billion of income annually to the wage gap. The average 25-year-old working woman will lose more than \$523,000 due to unequal pay over a lifetime of work. A recent study from the National Committee on Pay Equity found that nearly 40 percent of low income working women could leave welfare programs if they were to receive pay equity wage increases. Pay equity can bring great savings to taxpayers at a minimal cost to business: no more than 3.7 percent of hourly wage expenses.

Assemblywoman Susan John has sponsored the New York State Fair Pay Act, legislation that would prohibit an employer from discriminating between employees on the basis of sex, race, and/or natural origin by paying different wages for equivalent jobs. The State



Assembly has passed the Fair Pay Act by an overwhelming majority every year since 2002. On April 22, 2008, the United States recognized Equal Pay Day. This legislation is a long overdue, and a basic needed action to level the playing field between the sexes.

Therefore, we urge you to join us in memorializing the New York State Legislature to adopt, and Governor David A. Paterson to sign into law bill A2712, the New York State Fair Pay Act.

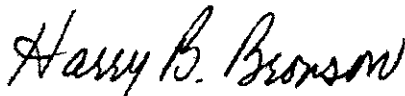
Respectfully submitted,



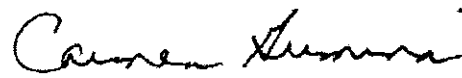
Carrie M. Andrews
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Cynthia W. Kaleh
Legislator - District 28



Harry B. Bronson
Democratic Minority Leader



Carmen F. Gumina
Legislator - District 8



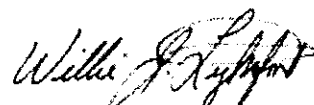
Ted O'Brien
Legislator - District 17



Paul E. Haney
Legislator - District 23



C. Stephen Eckel
Legislator - District 26



Willie Joe Lightfoot
Legislator - District 27