



American Postal Workers Union, AFL-CIO

Mark Dimondstein, President
Judy Beard, Legislative & Political Director
APWU Legislative Hotline: 844-402-1001



LEGISLATIVE PRIORITIES

ISSUE #11

117TH CONGRESS

APWU Supports Women In The Workplace

During the COVID-19 pandemic women, and especially women of color, have disproportionately faced unemployment. Women were more likely to be laid off than men, take on caretaker roles as family members fell ill and children attended school online, and take on additional responsibilities at home. As our country reopens and COVID-19 restrictions ease, the pandemic could leave a lingering negative impact on women’s wages. The American Postal Workers Union firmly believes in equal pay for equal work, and we will do everything in our power to close the gender pay gap.

Even before the pandemic, women across the country didn’t make as much as their male counterparts. The gender pay gap is wider for women of color, who are more likely to be breadwinners than white women. In 2021, the overall gender pay gap persists: women earn 82 cents for every dollar earned by men. Not only does this impact women’s financial security, but also their family’s. Before the pandemic, 2/3 of working mothers were either breadwinners or co-breadwinners for their households.

When women are denied the wages they deserve, families across the country struggle to save for retirement, can’t invest in their children’s education, and are forced to live paycheck to paycheck.

Addressing this immense inequality, Congresswoman Rosa DeLauro (D-CT-03) and Senator Patty Murray (D-WA) introduced the Paycheck Fairness Act (H.R. 7/S. 205). These bills would strengthen the Equal Pay Act of 1963 (P.L. 88-38), strengthening women’s earning power.

Paycheck Fairness Act H.R. 7 and S. 205

Sponsored by Rep. Rosa DeLauro (D-CT-03) and Sen. Patty Murray (D-WA)

This bill would:

- Allow women to challenge pay discrimination and ban retaliation against those who discuss their wages;
- Require employers to prove pay disparities exist due to skill level and merit, not because of gender;
- Limit the influence of a potential employee’s current salary on her future salary;
- Establish a program through the Department of Labor (DOL) to train women on negotiating skills;
- Create studies through the DOL and the Equal Employment Opportunity Commission on pay disparity and discrimination; and,
- Provide tools to the DOL to help women understand and combat wage discrimination.

On January 28, H.R. 7 was introduced and passed the House with bipartisan support, but S. 205 was filibustered in the Senate. The bill can be reconsidered if the filibuster is reformed or if Senate leaders believe there are enough votes to end the filibuster (60).

APWU understands the inherent value in securing equal pay for women. Not only will it support individual women, but it will also support communities, the national economy, and future employees in all occupations and industries.

