



**American Association of University Women  
Lake/Sumter (FL) Branch**

**Public Policy: Equal Pay (November 2022)**

A lifelong pay gap between men and women results in women having significantly less income than men during their retirement years. Women often have a disproportionate share of family caregiving responsibilities which often takes them out of the paid workforce. Women are more likely to move in and out of the workforce and are more likely than men to work part-time. This results in accumulating less savings and may result in less access to employer-sponsored retirement plans. Moreover, many women work in industries or occupations that do not offer 401K plans or other defined contribution plans thus limiting their opportunities to invest in their retirement.



*Some Efforts AAUW Supports that Impact this Issue*

**The Healthy Families Act (H.R. 2465/S. 1195)** - would provide full-time employees the right to earn up to 7 job-protected paid sick days a year. These days could be used for their own medical needs or to care for a sick family member.

**The Family and Medical Insurance Leave Act - FAMILY Act (H.R. 804/S.248)** - would create a national self-funding paid family and medical leave insurance program.

**The Paycheck Fairness Act - (H.R.7/S.205)** - would strengthen The Equal Pay Act of 1963 by closing loopholes that allow employers to justify paying workers unfairly, creating more robust remedies for those who have suffered discrimination, preventing employers from retaliating against workers who discuss or disclose their wages, prohibiting employers from relying on salary history to set wages and providing training, technical assistance, data collection and research. This Bill has passed in the House of Representatives but has stalled in the Senate.

Our democracy works best when *everyone* fully participates! Be the change you want to see! Become a *2-Minute Activist* by contacting your Senators today . . .

Rick Scott, 202-224-5274, [rickscott.senate.gov/contact\\_rick](http://rickscott.senate.gov/contact_rick)  
Marco Rubio, 202-224-3041, [rubio.senate.gov/public/index.cfm/contact](http://rubio.senate.gov/public/index.cfm/contact)

**PLEASE VOTE!**