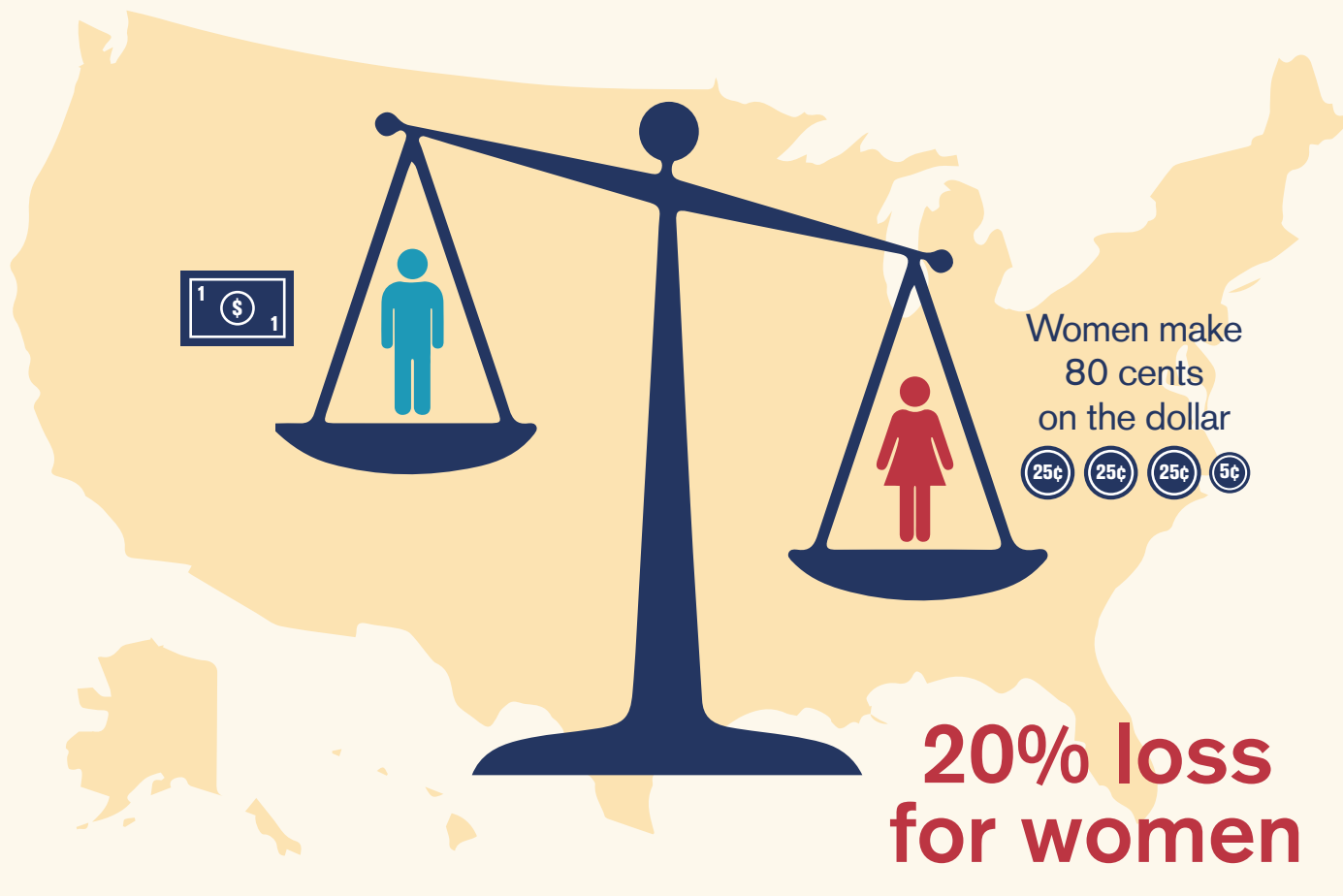
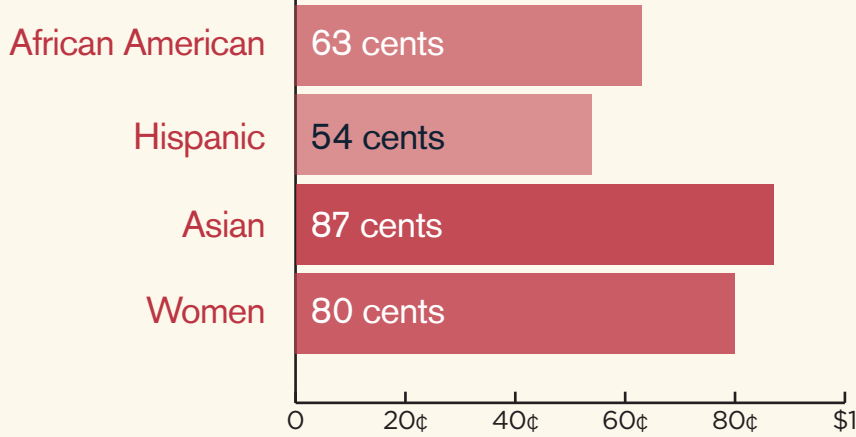


Equal Pay Gap in the United States

ZUCKERMAN LAW CAN HELP

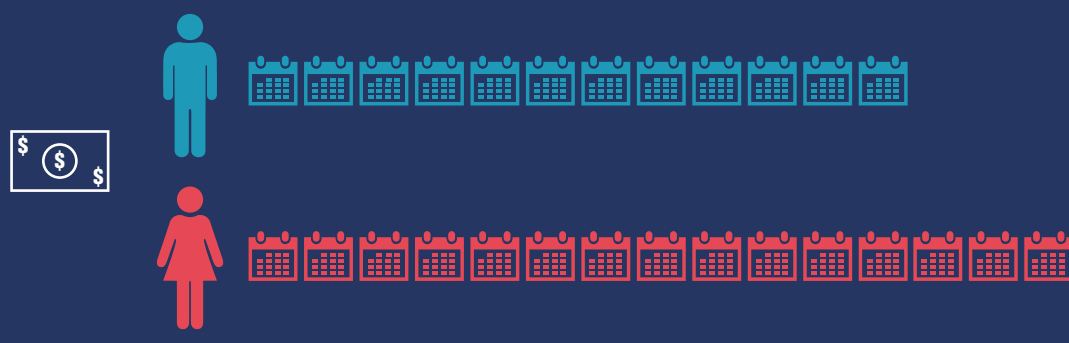


The pay gap is even wider for minority women



Women have to work 15 months

to get the same paycheck male counterparts get in 12 months



Over a year that is an average loss of \$10,086 enough for (on average)



14 months of childcare



74 weeks of groceries



10+ months of rent or 7 months of mortgage/ utilities payments



The Equal Pay Act (EPA)

is a federal law that prohibits employers from discriminating on the basis of sex by paying wages at a rate less than the rate at which the employers pays wages to employees of the opposite sex ... for equal work performed under similar working conditions. **Damages in pay discrimination claims can be substantial.**

Proving Equal Pay Discrimination

- ✓ She was “doing substantially equal work on the job, the performance of which required substantially equal skill, effort, and responsibility as the jobs held by members of the opposite sex”;
- ✓ “the job was performed under similar working conditions”;
- ✓ and she was “paid at a lower wage than members of the opposite sex.”

Once the EPA claimant has met that burden, the employer has the burden of demonstrating the applicability of one of the four affirmative defenses identified in the EPA:

- 1 a bona fide seniority system;
- 2 a merit system
- 3 a system which measures earnings by quantity or quality of production; or
- 4 a differential based on any factor other than sex

Statute of Limitations

2 YEARS

The statute of limitations for filing an Equal Pay Act claim two years from the date of the alleged unlawful compensation practice

OR



3 YEARS

In the case of a willful violation, the statute of limitations is three years

It is critical to hire an **Experienced Attorney**



To maximize your ability to recover liquidated damages



To protect you from retaliation



To learn more about your rights, call Zuckerman Law 202-769-1681 or 202-262-8959
ebachman@zuckermanlaw.com | jzuckerman@zuckermanlaw.com | www.zuckermanlaw.com

ATTORNEY ADVERTISING MATERIAL

SOURCES

American Association of University Women (AAUW), Gear Up for Equal Pay Day with These Weekly Actions (February 2017), available at <https://www.aauw.org/article/gear-up-for-equal-pay-day-with-weekly-action-ideas/>.

National Partnership for Women & Families, America's Women and the Wage Gap (April 2018), available at <http://www.nationalpartnership.org/research-library/workplace-fairness/fair-pay/americas-women-and-the-wage-gap.pdf>