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)

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 employer pays wages to employees of the opposite sex for equal work performed under similar working conditions.

Damages in pay discrimination claims can be substantial.

The pay gap is 20% loss for women

Women make 80 cents on the dollar

14 months of childcare

74 weeks of groceries

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

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

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:

Statute of Limitations

OR

2 YEARS

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

3 YEARS

In any other case, the limitation period is two years

It is critical to hire an Experienced Attorney

To maximize your ability to recover liquidated damages & To protect you from retaliation

ZUCKERMAN LAW

To learn more about your rights, call Zuckerman Law 202-769-1681 or 202-262-8959
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