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Area Bulletin

5-30-1984

Bulletin, May 30, 1984

League of Women Voters of the Huntington Area

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Recommended Citation

League of Women Voters of the Huntington Area, "Bulletin, May 30, 1984" (1984). *League of Women Voters of the Huntington Area Bulletin 1980-1989*. 39.

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action packed POLITICS

Huntington Area League of Women Voters

BULLETIN MAY 30, 1984

-- CALENDAR --

JUNE

1st & 2nd Friday & Saturday

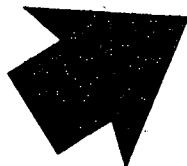
STATE COUNCIL. League of Women Voters of West Virginia, Morgantown, WV. Contact Helen Gibbins for information.

5th Tuesday



PRIMARY ELECTION DAY. League will sponsor a Call-In Service: dial 525-7661 during voting hours.

6th Wednesday 7:00pm



Public Meeting, jointly sponsored with NOW: PAY EQUITY: EQUAL PAY FOR WORK OF COMPARABLE VALUE. 7:00 pm, 3rd Floor, First Huntington National Bank (use mini-Bank entrance). See inside this bulletin for more information.

JULY

12th Thursday 6:30pm

BOARD MEETING and TRAINING. Home of Helen Gibbins, 6128 Gideon Rd.

RECREATION '84

The recreation brochure attached to your bulletin has been distributed to all elementary and junior high school children in Cabell County schools. High Schools, Libraries, and the Chamber of Commerce were also given a limited number of copies. If your family got more than one copy, please give your extra(s) to friends or to the library.

Special thanks to those who helped me in working on production and distribution of this brochure: Frances Huddleston (typist), Joyce Levy, Linda and Bob Rowe, Susan Ray, Mary Glaser, Janice McNearney, Kirsten Bagley, Helen Gibbins, Margaret Gerke, Betsy Broh, Betty Barrett, Jeanne Wulfman, and Michele Pierce.

The League appreciates the grant from Corbin, Ltd., which helped with publishing costs. The cover was designed by the Marshall University Community Design Workshop.

Enjoy Your Summer!

-- Marcia Daoust
Recreation Chair



The League of Women Voters is a nonprofit organization open to all men and women of voting age. To join, send \$20.00 and your name and address to the treasurer -- you will become a member at local, state, and national levels.



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Huntington, WV 25705
736-3287.

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Pay equity: Equal pay for work of comparable value

The Huntington Area League of Women Voters and the Huntington Chapter of the National Organization for Women (NOW) are jointly sponsoring a public meeting on the issue of Comparable Worth in employment. The meeting, to be held Wednesday, June 6 at 7:00 pm, 3rd Floor, First Huntington National Bank (use mini-Bank entrance), features speaker CHRIS WEISS. Weiss works with Women and Employment, Inc., a firm which has done research on comparable worth for the state of West Virginia.

Comparable Worth deals with wage inequities that women and men must confront in the workplace. The State of West Virginia recently passed a resolution establishing a Comparable Worth Task Force which will study the compensation of state employees on the basis of comparability of value of work.

Comparable Worth is a local, state, and national issue. The League of Women Voters of the US (LWVUS) and the League of Women Voters Education Fund (LWVEF) have done considerable research on Comparable Worth and the employment needs of women. Excerpted below are some facts and discussion from League publications on these issues. These publications, "Pay Equity" and "Meeting the Employment Needs of Women: A Path Out of Poverty?" will be available for sale at nominal cost at the June 6 meeting:

Pay equity

Most people assumed that with the passage and enforcement of major civil rights legislation in the mid-1960s, the battle to end sex discrimination in employment had been won. The Equal Pay Act of 1963 essentially mandates equal pay for equal work in the same workplace. Title VII of the Civil Rights Act of 1964 is a broader proscription against discrimination in employment. Both laws are enforced by the Equal Employment Opportunity Commission (EEOC). These statutes have eliminated some of the more blatant forms of employment discrimination. But the battle is far from won.

Why haven't these strong federal laws been successful in putting an end to sex discrimination in employment? Why do women continue to earn only 59¢ for every \$1.00 that men earn?

One reason is that most women don't work at the same jobs that most men do. Even though 52% of women over the age of 18 are in the labor force (with the percentage increasing every year), they are concentrated in only a few occupations, such as clerical and retail sales. Most of these jobs are low paying and have little potential for advancement. Women have only recently begun to enter high-paying, nontraditional occupations; therefore, they are concentrated in or near entry-level positions that are also lower paying.

Because women don't perform the same kinds of work that men do, the Equal Pay Act cannot always be used to seek legal redress. Women's organizations, labor unions and civil rights activists have turned to Title VII as a legal basis for obtaining equal pay for work of comparable value, utilizing the so-called comparable worth or pay equity doctrine.

The major contention of pay equity advocates is that jobs held primarily by women are undercompensated relative to those that are characterized by similar levels of skill, effort and responsibility but held primarily by men. Proponents of comparable worth maintain that this undervaluation of work performed by women constitutes overt sex discrimination under Title VII.

On the other hand, opponents of pay equity maintain that wages are currently, and should continue to be, set by the marketplace, which determines the worth of jobs to both employers and employees. Opponents are also concerned about the economic costs of raising salaries in "female jobs."

While the debate continues, advocates of equal employment opportunity are using a variety of tools in the hope of achieving their ultimate goal—pay equity for women.

Comparable jobs: results from three job evaluation surveys

Job title	Monthly salary	Number of points
Minnesota		
Registered nurse (F)	\$1,723	275
Vocational ed. teacher (M)	2,260	275
Typing pool supervisor (F)	1,373	199
Painter (M)	1,707	185
San Jose, California		
Senior legal secretary (F)	665	226
Senior carpenter (M)	1,040	226
Senior librarian (F)	898	493
Senior chemist (M)	1,119	493
Washington State		
Licensed practical nurse (F)	1,030	173
Correctional officer (M)	1,436	173
Secretary (F)	1,122	197
Maintenance carpenter (M)	1,707	197

Source: *Equal Pay for Work of Comparable Value*, the National Committee on Pay Equity, 1983.

What Can You Do To Work For PAY EQUITY?

1. Attend the June 6th forum to understand what the issue of pay equity or comparable worth is.
2. Write a letter to the editor
3. Assess the facts in your own workplace; and come to the June 6th meeting with questions "in hand."

Pay Equity, cont'd.:

WHERE DO WE STAND?

The League of Women Voters' 1984 national advocacy agenda includes support of Equal Rights for Women as a priority issue. The agenda is divided into two parts -- ratification of the ERA and the Employment Needs of Women.

The LWVUS endorses the concept of pay equity or equal pay for work of comparable value to an employer. In 1982 the LWVUS testified on pay equity before the House of Representatives. The League is also an active member organization of the National Committee on Pay Equity -- along with NOW and many other organizations.

Take your stand at the June 6 meeting.

-- Barbara Cienfuegos
522-7503

New Members April, 1984

Jody Smirl (Mrs. Dan)
9 Parkway Drive
523-9659 25705

Robert E. Rowe
1007 Chesapeake Court
523-4475 25701

**Women and work—
status report 1984**

The unabating influx of women into the paid labor force has focused public attention on women and work—on the kinds of work women do, on how the workplace could be structured to accommodate the needs of mothers and on why women have failed to achieve full economic equity.

The changes in the composition of the paid labor force in the past 30 years have dramatically affected the daily lives of most Americans. In December 1983, almost 49 million women (53 percent of women aged 16 and over) were in the labor force, compared with 30 million (or 46 percent) in 1974. Women accounted for a whopping 65 percent of the increase in employment from 1972 to 1982. It is predicted that women will represent two out of three of all new entrants in the labor market in the 1990s. Yet the vast majority of these new entrants continue to enter what are considered to be traditional women's occupations.

In 1970, 40 percent of women with children under the age of 18 were in the labor force. But by 1983, the most recent year for which data is available, almost 60 percent of women with children were in the labor force.

In 1982, 19 percent of all families with children under the age of 19 were headed by women.

Twenty-one percent of women in the labor force had husbands whose earnings in 1981 were less than \$15,000 per year.

Of the six million women whose earnings exceed those of their spouses, two million had husbands who were out of work.

One fact of women's employment has not changed since the early 1970s: the wages that women earn continue to be significantly less than those earned by men. The most current figures available from the Department of Labor's Bureau of Labor Statistics (BLS) show that women who have completed college earn less than men who have not completed high school — \$14,235 as compared to \$16,160. Women high school graduates earn less than men who never went beyond elementary school — \$8,715 as compared to \$9,929.

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CONVENTION84 

I was pleased to be one of West Virginia's nine delegates to the exciting League of Women Voters Convention, held May 13-17 in Detroit. You can expect to read a full report of the Convention in the next issue of the national VOTER. In brief, the recommended program and slate of officers announced in the last VOTER were adopted; delegates voted to withhold convention voting privileges from Leagues that failed to pay their PMP; a motion was passed to change the "Political Accountability Rating" to a "Congressional Voting Record" (so that we would not appear to be rating particular officials as "good" or "bad" - which casts suspicion on our non-partisan status); and there was considerable discussion - and dissension - about the Long-Range Plan for the League. I got a preview of the new "Make Your Mark on Politics" membership campaign and the "Taking Charge" drive to register young people to vote. Speakers at the convention included Secretary of State George Schultz, Chrysler Chairman Lee Iacocca, journalist Judy Woodruff, and political cartoonist Paul Conrad. Thank you all for allowing me to represent you in 1984.

-- Linda Rowe 523-4475

PUBLICATIONS FOR SALE!!!!!!!!!!!!

The following League Pubs will be available at the June 6 Comparable Worth meeting:

- * "Pay Equity: Equal pay for work of comparable value" - 20¢
- * "Meeting the Employment Needs of Women: A Path Out of Poverty?" - 60¢
- * CABELL COUNTY - free to local League members, \$3.00 for others.
- * Choosing the President 1984 - \$3.00 (this one's a winner)

....plus others and a bunch of "freebies". To order these or any other League Publications, contact

Linda Rowe, Publications
523-4475

....more on the Comparable Worth Issue:

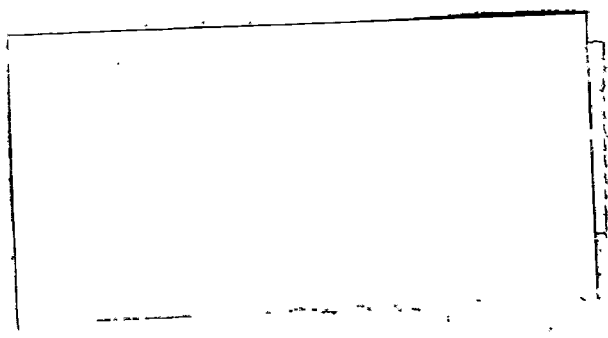
Reading up on job segregation

- Prospectus #3, (9/83) #293, \$2.50. See "The Job Training Partnership Act: What's in Store?", pp. 21-22.*
- Going to Court in the Public Interest, LWVEF, #244, 85¢.*
- Affirmative Action in the 1980s: Dismantling the Process of Discrimination, November 1981. Available from the U.S. Commission on Civil Rights, Washington, DC 20425.*
- Achieving Sex-Equity in Vocational Education: A Crack in the Wall, LWVEF, #493, \$2.50.*
- Women and Vocational Training: A Step Up or a Come Down?, LWVEF, #408, 75¢.*
- Women at Work: The Myth of Equal Opportunity. Available from Women Employed Institute, 5 South Wabash, Chicago, IL 60603.*
- Federal Civil Rights Commitments: An Assessment of Enforcement Resources and Performances, November 1983. Available free from the U.S. Commission on Civil Rights, Washington, DC 20425.*

Did you notice that both the Huntington Area League and the League of West Virginia - received mention in the last National VOTER for our National Security activities??!!

Huntington Area League of Women Voters
2738 Washington Blvd.
Huntington, WV 25705

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WEST VIRGINIA
GOES TO THE POLLS TUESDAY JUNE 5, 1984