

☞ **07hr\_sb0165\_SC-LEUA\_pt02**



Details:

(FORM UPDATED: 08/11/2010)

**WISCONSIN STATE LEGISLATURE ...  
PUBLIC HEARING - COMMITTEE RECORDS**

**2007-08**

(session year)

**Senate**

(Assembly, Senate or Joint)

**Committee on ... Labor, Elections and Urban  
Affairs (SC-LEUA)**

**COMMITTEE NOTICES ...**

- Committee Reports ... **CR**
- Executive Sessions ... **ES**
- Public Hearings ... **PH**

**INFORMATION COLLECTED BY COMMITTEE FOR AND AGAINST PROPOSAL**

- Appointments ... **Appt** (w/Record of Comm. Proceedings)
- Clearinghouse Rules ... **CRule** (w/Record of Comm. Proceedings)
- Hearing Records ... bills and resolutions (w/Record of Comm. Proceedings)
  - (**ab** = Assembly Bill)                      (**ar** = Assembly Resolution)                      (**ajr** = Assembly Joint Resolution)
  - (**sb** = Senate Bill)                              (**sr** = Senate Resolution)                              (**sjr** = Senate Joint Resolution)
- Miscellaneous ... **Misc**

MAY 22 2007

Senator Spenser Coggs  
P.O. Box 7882  
Madison, WI 53707

May 19, 2007

Dear Senator Coggs,

As a member of the Wisconsin Federation of Business and Professional Women, and as Community Access Director for NEWCAP serving low-income citizens, I urge you to allow the full discussion of SB 165 at a hearing and that you support this important legislation.

Without compensatory or punitive damages, current law carries no weight. We cannot allow pay inequity to continue!

Thank you for your consideration —

Sincerely,  
Kathy McMurray  
KATHY McMURRAY  
930 Lavenne Dr.  
Green Bay, WI 54311

McMurry  
930 Laverne Dr.  
Green Bay, WI 54311



MILWAUKEE WI 532  
21 MAY 2007 PM 8 T

Senator Spencer Coggs  
Senate Committee on Labor, Electronics and  
Urban Affairs  
P.O. Box 7882  
Madison, WI 53707

5370747882





MAY 22 2007

5413 S. Butterfield Way  
GREENFIELD, WI 53221  
MAY 19, 2007

SENATOR SPENCER COGGS, CHAIR  
SB165

DEAR SENATOR

I URGE YOU TO SUPPORT SB165 AND THOSE ON  
YOUR COMMITTEE TO ALSO DO SO.

THE UNITED STATES IS KNOWN FOR EQUAL  
OPPORTUNITY - THAT MEANS FOR ANYONE -  
RACE, CREED, SEX, ETC.

COMPANIES, PERSONS, ETC. WHO DO NOT VALUE  
THIS, SHOULD BE GOVERNED TO DO SO.

I CAN SEE NO REASON WHY ANYONE IN  
OFFICE WOULD BE OPPOSED TO THIS ACT.

YOU AND THOSE ON YOUR COMMITTEE WERE  
VOTED INTO OFFICE TO UPHOLD WHAT IS FAIR  
AND EQUAL - PLEASE DO SO, ON BEHALF  
OF ALL CITIZENS. LET OUR STATE SET AN EXAMPLE.

SINCERELY YOURS

Marilyn Frank

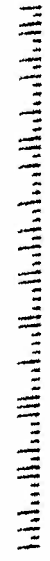
MARILYN FRANK  
5413 S. BUTTERFIELD WAY  
GREENFIELD, WI 53224

MILWAUKEE WI 532  
21 MAY 2007 PM 8 T



SENATOR SPENCER COGGS, CHAIR  
SENATE COMMITTEE ON LABOR, ELECTIONS, AND URBAN  
AFFAIRS  
P.O. Box 7882  
MADISON, WI 53707

53707+7882





MAY 22 2007  
May 19, 2007

Senator Spencer Coggs, Chairman  
State Committee on Labor,  
Elections & Urban Affairs  
P. O. Box 7882  
Madison, WI 53787

Dear Senator Coggs,  
I urge you to support Equal Pay Enforcement  
Act AB31-SB165.

Yours, truly,

Mildred Schimelfenig  
200 Southtowne Dr., #112  
South Milwaukee, WI 53172



*Milobed Schime Capps  
200 Southtowne Dr. #112  
South Milwaukee, WI 53172*

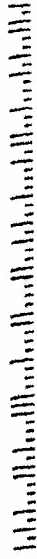
MILWAUKEE WI 532

21 MAY 2007 PM 8 T



*Senator Spencer Capps, Chairman  
Post Office Box 7882  
Madison, WI 53707*

53707+7882





May 19, 2007

MAY 22 2007

Senator Spencer Coggs  
PO Box 7882  
Madison, WI 53707

Dear Senator Coggs,

I am writing in support of SB 1165.  
The Equal Pay Enforcement Act is of vital  
importance to all working women throughout  
the state.

Current law does not allow for compensatory  
or punitive damages or any other surcharges  
or penalties in a case of employment discrimination.

The work that women do is unfortunately  
category by category undervalued.

I encourage you to read and consider  
this important piece of legislation. I hope  
that you will move this bill out of committee  
quickly.

Sincerely,  
Danielle Coleman  
6462 N. 85th St  
Milwaukee, WI 53224  
Danielle Coleman

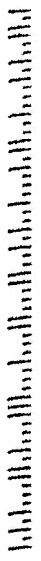
Mrs. Danielle Coleman  
6462 N 85th St.  
Milwaukee, WI 53224-5410



MILWAUKEE WI 532  
21 MAY 2007 PM 8 T

Senator Spencer Coggs  
PO Box 7882  
Madison, WI 53707

53707+7882





MAY 22 2007

Senator Spencer Coggs, Chair

Please support Bill # SB1165

This is very important in this  
time in history.

Women need all your support  
on all issues.

Sincerely

Mary E. Corrigan

1077 Shawano Av.

Green Bay, Wi.

54303

EQUAL

PAY

SUPPORT

MILWAUKEE WI 532

21 MAY 2007 PM 2 L



Senator Spencer Coggs

P.O. Box 7882

Madison, WI 53707

5370747882 8050







Dear Senator Coggs,

Please vote in favor of the equal  
pay enforcement act. I am a member  
of BPW/WI and it's very important  
to me.

Thank you!

MAY 22 2007

Jamme Bielmeier  
8221 Arbor Lane  
Wise Rapids, WI 54494





MAY 22 2007

db 165  
Folder

Send Spencer Cozz

I am asking you to support the Equal Pay Enforcement Act, which will be a subject of a June 6, 2007 public hearing. According to the 2005 US Census Bureau women overall make about 77% of what men earn. This is a detriment not only to current buying power, but future earning and retirement as well.

Thank you for your support  
Margaret A. Hoff  
371518 Redstone trail #3  
Green Bay, WI 54313

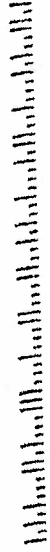
Hoff  
1518 Redmont Road #3  
Green Bay, WI 54313



MILWAUKEE WI 532  
21 MAY 2007 PM 8 T

Jenifer Apeneer Cogg  
PO Box 7882  
Madison, WI 53707

EG707+7882





# WISCONSIN STATE LEGISLATURE



AB 310

SB 165

MAY 22 2007

Senator Spensor Cogg, Chair  
P.O. Box 7882  
MADISON, WI 53707

Please support the Equal  
Pay Enforcement Act. According to  
the 2005 U.S. Census Bureau the median  
annual earnings of women were only 77%  
of men's salaries.

Gloria Castillo  
453 SHADY LANE  
WISCONSIN RAPIDS

Member of Wisconsin  
Business & Professional Women

COSTELLO  
453 SHADY LN  
WISC. RAPIDS, WI 54494

MILWAUKEE WI 532

21 MAY 2007 PM 2 C

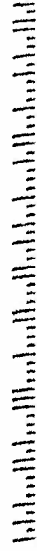


Senator Spensae Coggs,

P. O. Box 7882

MADISON, WI 53707

53707+7882







# WISCONSIN STATE LEGISLATURE



MAY 22 2007

Dear Senats Coggs, Chair  
Senate Committee on Labor,  
Elections & Urban Affairs

✓  
Re: SB165 / AB310 Equal Pay Enforcement Act

Please encourage your committee  
to pass this bill out of  
committee & out for a vote.

It is a matter of fairness and  
your support & the support  
of the committee would be  
greatly appreciated.

Joanne M Capelle  
2032 Decker Ave  
Green Bay, WI  
54302

Em Capella  
2032 Beckner Ave  
Green Bay WI 54302

MILWAUKEE WI 532

21 MAY 2007 PM 4 T



Senator Spencer Coggs, Chair  
Senate Com on Labor, Education  
& Urban Affairs

PO Box 7882

Madison WI 53707

53707+7882



# WISCONSIN STATE LEGISLATURE



MAY 22 2007

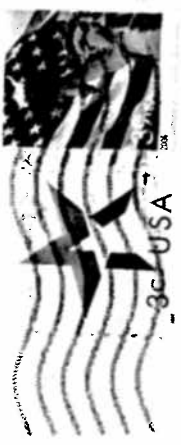
DEAR SENATOR SPENCER COGGS,

I ENCOURAGE YOU TO SUPPORT THE EQUAL PAY ENFORCEMENT ACT. PLEASE REVIEW AND PASS THIS ACT (SB 165) OUT OF COMMITTEE TO THE SENATE FOR A VOTE.

SINCERELY,

DEBRA RIECKENBERG  
1511 EAST G ST  
WISCONSIN RAPIDS, WI 54494

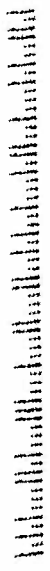
1511 EAST 9 ST  
WISC RAPIDS, WI 54494



MILWAUKEE WI 532  
21 MAY 2007 PM 4 T

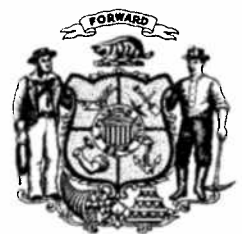
SENATOR SPENCER COGGS  
P.O. Box 7882  
MADISON, WI 53707

5370747882





# WISCONSIN STATE LEGISLATURE



MAY 22 2007

Bill # SC-165  
Equal Pay Enforcement Act

SB 165  
Folder

Please in behalf of the working women  
in the State of Wisconsin - I ask  
you personally to support this Act -  
This has been a long battle for women -  
We need your SUPPORT

Thank you  
Janet E. Deprey  
P.O. Box 5  
Sherwood, WI. 54169



Janet Deprez  
P.O. Box 5  
Sherwood, WI 54169-0005

MILWAUKEE WI 532

21 MAY 2007 PM 7 L



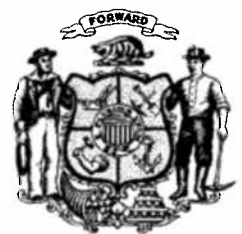
Senator Spencer Coggins  
P.O. Box 7882  
Madison, WI 53707

53707+7882





# WISCONSIN STATE LEGISLATURE



J. Bink-McGrath  
2483 Cathedral Forest Dr.  
Green Bay WI 54313

SB 165  
Folder

MAY 22 2007

Senator Coggs,

The Equal Pay Enforcement Act is an overdue  
action that needs to be taken care of now.

Please pass this act.

This act is very important to me

and I will be paying close attention,

Jean Bink McGrath  
may  
USMC (Ret)

2483 Cathedral Forest Pk.  
Green Bay WI 54313

MILWAUKEE WI 532

21 MAY 2007 PM 4 L

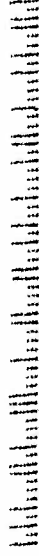


Senator Spencer Kagg S

PO Box 7882

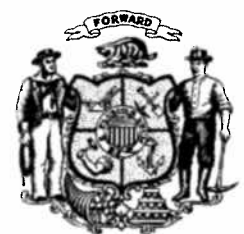
Madison, WI 53707

5370747882





# WISCONSIN STATE LEGISLATURE



MAY 22 2007

27132 Nottingham Dr.  
Waukegan, WI 53185  
May 19, 2007

Senator Spencer Coggs  
Chair Labor, Election  
& Urban Affairs  
P.O. Box 7882  
Madison, WI 53707

SB 165  
Folder

Dear Senator Coggs,  
As a member of the Business & Professional Women's  
Club, I urge you to vote for the Equal Pay  
Enforcement Act. A "yes" vote will benefit  
women. Thank you for your consideration.

Sincerely,  
Barbara Hoyer

Ms. Barbara Atty  
27132 Nottingham Dr.  
Waterford, WI 53185

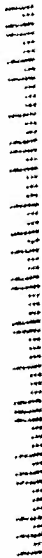


MILWAUKEE WI 532

21 MAY 2007 PM 4 T

Senator Spencer Coggo  
P.O. Box 7882  
Madison, WI 53707

5370747882









**Wisconsin**

SB 165

Packet

July 28, 2007

Senate Labor, Elections and Urban Affairs Committee  
Senator Spencer Coggs  
Senator Robert Wirch  
Senator John Lehman  
Senator Alan Lasee  
Senator Glenn Grothman

This past spring, as we have for the last number of years, members of the Wisconsin Federation of Business & Professional Women have come to Madison to ask Legislators to make a difference for the women of this state by supporting pay equity and the Equal Pay & Enforcement Act.

Pay inequity does exist and it affects the lives of women, families, communities and business. The national gap for women is at \$.77 to a man's dollar, but in Wisconsin the condition is even worse; \$.75 to a man's dollar. While we acknowledge that part of the gap is attributed to differences in education, experience and time in the work force that does not account for all of it.

Undervaluing the work women do, limiting the opportunities for advancement and the perks given is related to the existing stereotypes about what kind of work is appropriate for women and the importance of their jobs. When parking lot attendants are paid more than childcare workers, we know that the work women do is undervalued. If women and men have different jobs in a company, women may not be choosing the lower paying jobs. They may have trouble advancing in a company due to bias about women's abilities or levels of commitment.

Pay inequity is across the board. It can be found in all careers and in all income levels. According the US Census, among workers with high school diplomas, women received \$19,175 of the \$28,827 median annual income earned by men. Among workers with a bachelor's degree, women's median annual income level was \$32,394 to the men's \$50,527.

The wage disparity also grows as women get older. From ages 19-24, women earn 94% of what their male counterparts earned, but the full-time working women ages 46-64 make only 68% of what men earn. Ultimately, women in the workforce will receive \$8000 less annually in retirement income than their male counterparts. It is no surprise that elderly women comprise a large portion of those living in poverty. In a country and state such as ours, that is a disgrace.

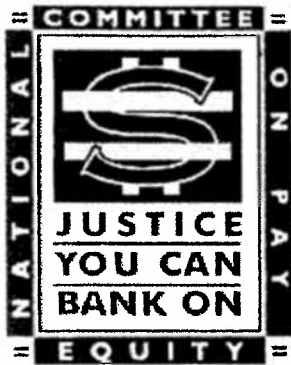
We need to start working at the elimination of pay inequity. The Equal Pay & Enforcement Act is a step in the right direction to accomplish this. It puts teeth behind the current labor laws in existence and holds employers accountable for their actions. If companies are being fair in their employment practices, they have nothing to fear.

We are not asking for special consideration, just an even playing field. We encourage you to support Bill 165, The Equal Pay & Enforcement Act and pass it out of committee and to the Senate floor for a vote.

Thank you for your time and consideration.

Lin Clousing  
BPW/WI Legislative Chair

# National Committee on Pay Equity



[Fact sheets](#) | [Current legislation](#) | [Salary Surveys](#)  
[Polls](#) | [What People Are Saying](#) | [Links](#)

[Pay Equity Information](#)

## The Wage Gap by Education: 2001

The following are wage figures reflecting the median earnings in 2001 for full-time, year-round workers, 25 years and older:

	Total	H.S. Grad.	Bachelor's	Master's
<b>ALL MEN</b>	\$40,706	\$33,037	\$53,108	\$66,934
White	\$41,317	\$34,792	\$55,307	\$67,423
Non-Hispanic Whites	\$43,525	\$35,703	\$55,845	\$67,818
Black	\$32,180	\$27,422	\$42,999	\$51,336
Hispanic	\$26,502	\$26,944	\$44,778	\$60,661
	Total	H.S. Grad.	Bachelor's	Master's
<b>ALL WOMEN</b>	\$30,504	\$24,253	\$39,865	\$48,343
White	\$30,890	\$24,736	\$40,192	\$48,615
Non-Hispanic Whites	\$31,659	\$25,171	\$40,454	\$48,757
Black	\$27,351	\$22,341	\$36,253	\$43,884
Hispanic	\$22,192	\$21,600	\$34,060	\$46,169

Data Source: US Census Bureau, Current Population Survey, March 2002, Table PINC-03 "Educational Attainment" – People 25 years old and over by total money earnings in 2001, 'Work' experience in 2001, age, race, Hispanic origin and sex. Updated November 2002

[Home](#)

[About NCPE](#)

[Pay Equity information](#)

[Equal Pay Day](#)

[What You Can Do](#)

[Join](#)

[info@pay-equity.org](mailto:info@pay-equity.org)

© 2004-2007  
 National Committee  
 on Pay Equity

# National Committee on Pay Equity



[Fact sheets](#) | [Current legislation](#) | [Salary Surveys](#) | [Pay Equity Information](#)  
[Polls](#) | [What People Are Saying](#) | [Links](#)

## Women of Color in the Workplace

*The wage gap is most severe for women of color. Consider these facts about the paychecks of black and Hispanic women in the workplace:*

- Of full-time workers, black women's median weekly earnings (\$429) were only 64% of the earnings of white men (\$669) in the year 2000.
- In one year, the average black woman earns approximately \$12,000 less than the average white man does. Over a 35-year career, this adds up to \$420,000!
- Among full-time, year-round workers, black women with Bachelors' degrees make only \$1,545 more per year than white males who have only completed high school.
- Black women account for 30% of all female-headed families in the U.S. They have a median income of \$18,244 annually, while families headed by white males (no wife present) have a median income of \$39,240. (Notes: 1-Income is more inclusive than earnings. 2-The term "female-headed families" does not necessarily include the presence of children.)
- According to the Census Bureau, in 2000, the median full-time earnings for Hispanic women were \$20,527 only 52% of the median earnings of white men (\$37,339).
- In one year, the average Hispanic woman working full-time earns \$17,837 less than the average white man does. Over a 30-year career, that adds up to \$510,000!
- The median income of a female Hispanic householder (\$20,765) is only 46% of the incomes of single white male householders (\$44,988). (Note: Income is more inclusive than earnings.)
- Hispanic women with a high school diploma earn \$22,469. That is 33% less than white men with the same level of education.

### Sources:

U.S. Department of Labor, Bureau of Labor Statistics.  
U.S. Department of Commerce, Census Bureau.

### Additional notes:

- 1) Hispanic workers can be of any race.
- 2) Individual earnings data for Asian/Pacific Islanders and Native Americans are available, yet they are from a very small sample and thus are not as reliable. NCPE encourages advocates interested in additional data on Asian/Pacific Islanders and Native Americans to notify their Congressional representatives and encourage support for research in this area.

## Race and Pay Equity Policy Brief

[Home](#)

[About NCPE](#)

[Pay Equity information](#)

[Equal Pay Day](#)

[What You Can Do](#)

[Join](#)

[fairpay@pay-equity.org](mailto:fairpay@pay-equity.org)

© 2004-2007  
National Committee  
on Pay Equity

## Fact Sheet 2006



# PROFESSIONAL WOMEN: VITAL STATISTICS

### General Statistics

- The number of working women has risen from 5.1 million in 1900, to 18.4 million in 1950,<sup>1</sup> to 65.7 million in 2005.<sup>2</sup> The number of working women is projected to reach nearly 76 million by 2014.<sup>3</sup>
- Women accounted for 18% of the labor force in 1900,<sup>4</sup> and 46.4% in 2005.<sup>5</sup> In 2014, women will account for 46.8% of the labor force.<sup>6</sup>
- The number of women in the labor force is expected to increase by almost 10.9% between 2004 and 2014, while a smaller 9.1% increase is projected for men. This means men's share of the labor force will decrease, from 53.6% to 53.2% between 2004 and 2014.<sup>7</sup>
- While in 1900 only 20.4% of all women worked,<sup>8</sup> in 2005, almost 60% worked.<sup>9</sup> The same percentage of women are expected to be in the paid labor force in 2014.<sup>10</sup>
- Almost 73% of working women had white collar occupations in 2005, a percentage that is expected to increase. Women employed in professional and related occupations accounted for 24.7% of all working women in 2005.<sup>11</sup>
- Women are the majority (56.3%) of workers in the occupational category expected to grow most rapidly: the professional and related occupations, which are expected to increase by more than 21.2% from 2004–2014.<sup>12</sup>
- Labor force participation has increased most dramatically among married women.<sup>13</sup>
- Today most mothers—even those with the youngest children—participate in the labor force.<sup>14</sup>
- Nearly half of all multiple job-holders in 2004 were women, up from 22% in 1974. Women are the majority of temporary and part-time workers.<sup>15</sup>

### Occupational Distribution

- While women are the majority of professional employees, their occupational distribution remains different from men:<sup>16</sup>
  - In 2005, 92% of registered nurses, 82% of all elementary and middle school teachers, and 98% of all preschool and kindergarten teachers were women.
  - In comparison, only 13% of all civil engineers, 7% of electrical and electronics engineers, and 3% of all aircraft pilots and flight engineers were female.
- In 2004, only 37% of all Screen Actors' Guild television and theatrical roles went to women. Furthermore, only 27% of all female roles went to women over the age of 40, while men over 40 got 39% of all male roles.<sup>17</sup>

- Still, the different distribution of men and women among specific professional occupations was less pronounced in 2005 than in 1985.<sup>18</sup>
  - The percentage of technical writers who were female increased from 36% to 52% between 1985 and 2005.
  - Women pharmacists increased from 30% in 1985 to 48% in 2005.
  - The percentage of female chemists increased from 11% in 1985 to 35% in 2005.
- In 2005, women accounted for 30% of all lawyers, 32% of all physicians and surgeons, and 67% of all psychologists.<sup>19</sup>

### **The Wage Gap Persists**

- In 2004, women earned 80.4% as much as men, when comparing median weekly earnings. Another way to measure earnings disparities is by comparing median annual earnings for full-time year-round workers; this figure includes self-employed workers and other sources of pay differences such as annual bonuses. With this measure the wage gap is more pronounced: women earned just 76.5% as much as men.<sup>20</sup>
- For most women of color, the earnings gap is even larger.<sup>21</sup>
  - African American women earned just 70.8% as much as all men in 2004.
  - Hispanic and Latina women earned just 58.8% as much as all men.
  - Only Asian American women's earnings were closer to parity with men's: in 2004, they earned 86% that of all men. However, they earned 76.4% as much as Asian American men.
- The wage gap is more pronounced for older women: in 2004, women over 35 earned 75% that of men in the same age group, while women aged 16–24 earned 95% as much as their peers.<sup>22</sup>
- Out of 19 Organisation for Economic Co-operation and Development (OECD) countries, the United States has the largest gender earnings gap, save for Austria and Switzerland.<sup>23</sup>
- On average, the families of working women lose out on \$9,575 per year because of the earnings gap. Over time, this adds up to a very significant loss. For instance, by 2004, women who were aged 24–29 in 1984 had lost over \$440 million in the intervening 20 years just because of the gender wage gap.<sup>24</sup>
- Equal pay is a problem in every occupational category, even in occupations where women considerably outnumber men. In certain professions, the wage gap is particularly large. In 2005:<sup>25</sup>
  - Women in professional and related occupations earned almost 32% less than their male counterparts, while women in sales and office occupations earned over 24% less than similarly employed men.
  - Female elementary and middle school teachers earned more than 10% less than similarly employed men, despite comprising 81.7% of the field.

- Female registered nurses earned 8% less than their male colleagues, despite the fact that 91.6% of nurses are women.
- Female physicians and surgeons earned a whopping 39% less than their male counterparts.
- Female college and university teachers earned 21% less than those who were male.
- Female lawyers earned over 22% less than male lawyers.
- Women also earn less at every level of education. For full-time workers aged 18 and older in 2003:<sup>26</sup>
  - The median annual earnings of a female high school graduate was more than 33% less than that of her male counterpart;
  - The median annual earnings of a woman with a bachelor's degree was almost 36% (or \$18,133) less than that of a similarly qualified man;
  - A woman with a master's degree earned 32% (or \$20,139) less than a man with a master's degree;
  - The median annual earnings of a woman with a professional degree was 44% (or \$43,963) less than that of her male counterpart; and
  - A woman with a doctoral degree earned more than 27% (or \$21,208) less than a similarly qualified man.
- Because women are paid less when they work, they receive smaller pensions and Social Security checks when they retire:
  - Less than half of all wage and salaried women in the U.S. participate in a pension plan. Half of all older women with income from a private pension receive less than \$5,600 a year, compared with \$10,340 for older men.<sup>27</sup>
  - The average Social Security retirement benefit was over 23% smaller for women than men in 2003.
  - For unmarried women over 65, Social Security comprises 52% of their total income, while it is only 38% of that of an unmarried elderly man.
  - For 29% of unmarried elderly women, Social Security is their only source of retirement income.<sup>28</sup>

### **Work, Family, and Women's Economic Responsibilities**

- In 2004, 49% of women were not married;<sup>29</sup> 58% of them were in the labor force.<sup>30</sup>
- The proportion of families in which the husband, but not the wife, worked outside the home declined from 66% in the 1940's and '50s to only 18% in 2003.<sup>31</sup>
- The overall labor force participation rate of mothers with children under 18 was 70.7% in 2004.<sup>32</sup>

- Whereas in 1970, 12% of all children lived in one parent families, in 2004 almost 28% lived with only one parent. Over 83% of these children lived with their mothers.<sup>33</sup>
- In 2004, over seven million families with children under 18 were headed by a single mother—almost 30% of all working families. The labor force participation rate of single mothers was over 77% in 2004.<sup>34</sup>
- Almost 36% of families where children under 18 lived with their mother (with no father present) were below the poverty level in 2004. Among Black single mothers, over 43% were below the poverty line.<sup>35</sup>
- By contrast, married couple families with children under 18 had the lowest poverty rate (7% in 2004).<sup>36</sup>
- The availability of affordable childcare can have a large impact on women's choices regarding work. Childcare can be prohibitively expensive: in 2002, the OECD estimated that the cost of center-based care for two children in the U.S. could amount to as much as 37% of a single parent's income. This is a considerably larger portion than almost all other OECD countries.<sup>37</sup> Even for two-parent families of all income brackets, childcare tends to be the second-largest household expenditure, after housing costs.<sup>38</sup>
- In countries with a high degree of childcare support programs, the labor force participation rate of women with young children is much higher. For instance, in 2004 57% of all women with children under age 3 worked,<sup>39</sup> while in Sweden in 2002 nearly 72% of women with 0–3 year olds worked.<sup>40</sup> Sweden offers families heavily subsidized childcare for which all children are eligible.<sup>41</sup>
- Reducing work-family conflict is an important goal which would benefit all working parents. According to a report by the American Association of University Women, survey results found that a majority of both men (74%) and women (83%) would choose a job that had lower pay but provided benefits such as family leave, flexible hours, and help with family care. The same study found that among college-educated adults, men are still more likely to have flextime options at their workplace—55.5% of men versus 39.7% of women. Flextime and similar options can be important supports for working mothers.<sup>42</sup>

### **More Degrees**

- Women have been earning more bachelor's degrees than men since 1982 and they have been earning more master's degrees than men since 1981. They are expected to earn 58% of all bachelor's and master's degrees conferred in 2004.<sup>43</sup>
- Women are expected to earn more than 46% of the first professional degrees conferred in 2004, up from 2.6% in 1961.<sup>44</sup>
- Women are expected to earn 44% of all doctoral degrees in 2004, while in 1961 they earned only 10.5% of all doctoral degrees.<sup>45</sup>
- The proportion of women in law school increased from 3.7% in 1963 to more than 47% in academic year 2005–06.<sup>46</sup>



- The proportion of women in medical school increased from 5.8% in academic year 1960–61 to almost 49% in academic year 2005–06.<sup>47</sup>
- Between academic years 1959–60 and 2002–03, the percentage of degrees in dentistry earned by women increased from 0.8% to 39%.<sup>48</sup>

## **Women and the Union Advantage**

- Today over 6.8 million working women are union members.<sup>49</sup>
- In 2005, 43.4% of all union members were women, up from 19% in 1962.<sup>50</sup>
- Women, and especially women of color, are forming and joining unions at a faster rate than men. Many of the unions organizing in industries dominated by women, such as education and government, have consistently shown much higher win rates than those unions organizing in industries with fewer women members.<sup>51</sup>
- In 2005, union women earned weekly wages that were almost 30% more than women who were not union members, while union men earned 23.6% more than nonunion men.<sup>52</sup>
- The differences are even more marked for African American and Hispanic or Latina women.<sup>53</sup>
  - The median weekly earnings of African American union women were almost 32% more than their nonunion counterparts;
  - Hispanic and Latina women who were union members had median weekly earnings that were more than 46% higher than their nonunion counterparts.
- Union women and men are more likely than nonunion workers to have health and pension benefits, and to receive paid holidays and vacations, and life and disability insurance.

<sup>1</sup> U.S. Department of Labor, Bureau of Labor Statistics, “Perspectives on Working Women: A Databook”, Bulletin 2080, 1980.

<sup>2</sup> U.S. Department of Labor, Bureau of Labor Statistics, *Employment and Earnings*, Annual Averages, Table 11, “Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity”, 2006, <http://www.bls.gov/cps/cpsaat11.pdf>

<sup>3</sup> Toossi, Mitra. “Labor Force Projections to 2014: Retiring Boomers” (excerpt), *Monthly Labor Review Online*, November 2005, Volume 128, No. 11, <http://www.bls.gov/opub/mlr/2005/11/art3exc.htm>

<sup>4</sup> “Perspectives on Working Women: A Databook”, 1980, op. cit.

<sup>5</sup> *Employment and Earnings*, Annual Averages, Table 11, 2006, op. cit.

<sup>6</sup> Toossi, Mitra, op. cit.

<sup>7</sup> Ibid.

<sup>8</sup> “Perspectives on Working Women: A Databook”, 1980, op. cit.

<sup>9</sup> U.S. Department of Labor, Women’s Bureau, “Women in the Labor Force in 2005”, <http://www.dol.gov/wb/factsheets/Qf-laborforce-05.htm>

<sup>10</sup> U.S. Department of Labor, Bureau of Labor Statistics, <ftp://ftp.bls.gov/pub/special.requests/ep/labor.force/clra0414.txt>

<sup>11</sup> *Employment and Earnings*, Annual Averages, Table 11, 2006, op. cit.

<sup>12</sup> Hecker, Dainel E. “Occupational Employment Projections to 2014”. *Monthly Labor Review Online*, November 2005, Volume 128, No. 11, <http://www.bls.gov/opub/mlr/2005/11/art5full.pdf>; *Employment and Earnings*, Annual Averages,

Table 11, 2006, op. cit.

<sup>13</sup> U.S. Department of Labor, Bureau of Labor Statistics, "Women in the Labor Force: A Databook", Table 23, May 2005, <http://www.bls.gov/cps/wlf-table23-2005.pdf>

<sup>14</sup> "Women in the Labor Force: A Databook", Table 6, op. cit., <http://www.bls.gov/cps/wlf-table6-2005.pdf>

<sup>15</sup> "Women in the Labor Force: A Databook", Tables 20 & 35, op. cit., <http://www.bls.gov/cps/wlf-table20-2005.pdf>, <http://www.bls.gov/cps/wlf-table35-2005.pdf>

<sup>16</sup> *Employment and Earnings*, Annual Averages, Table 11, 2006, op. cit.

<sup>17</sup> Screen Actor's Guild, 2004 Casting Data reports, <http://www.sag.org/Content/Public/castingdata.html>

<sup>18</sup> *Employment and Earnings*, Annual Averages, Table 11, 1986 and 2006, op. cit.

<sup>19</sup> *Employment and Earnings*, Annual Averages, Table 11, 2006, op. cit.

<sup>20</sup> U.S. Department of Labor, Bureau of Labor Statistics, "Highlight of Women's Earnings in 2004", Report 987, September 2005, <http://www.bls.gov/cps/cpswom2004.pdf>; Institute for Women's Policy Research, "The Gender Wage Ratio: Women's and Men's Earnings", August 2005, <http://www.iwpr.org/pdf/C350.pdf>

<sup>21</sup> "Highlight of Women's Earnings in 2004", op. cit.

<sup>22</sup> "Highlight of Women's Earnings in 2004", op. cit.

<sup>23</sup> Organisation for Economic Co-operation and Development, "OECD Employment Outlook 2002—Chapter 2: Women at Work: Who Are They and How Are They Faring?", <http://www.oecd.org/dataoecd/28/58/18960381.pdf>

<sup>24</sup> "The Gender Wage Ratio: Women's and Men's Earnings", op. cit.; Institute for Women's Policy Research, "Memo to John Roberts: The Gender Wage Gap is Real", September 2005, <http://www.iwpr.org/pdf/C362.pdf>

<sup>25</sup> *Employment and Earnings*, Annual Averages, Table 39, "Median weekly earnings of full-time wage and salary workers by detailed occupation and sex", 2006, op. cit.

<sup>26</sup> U.S. Department of Commerce, Census Bureau, "Educational Attainment in the United States: 2004 Detailed Tables", Table 9, <http://www.census.gov/population/www/socdemo/education/cps2004.html>

<sup>27</sup> U.S. Social Security Administration, Office of Research Evaluation and Statistics, "Income of the Aged Chartbook", 2002, [http://www.ssa.gov/policy/docs/chartbooks/income\\_aged/2002/iac02.html](http://www.ssa.gov/policy/docs/chartbooks/income_aged/2002/iac02.html)

<sup>28</sup> U.S. Social Security Administration, Press Office Fact Sheets, "Women and Social Security", September 2004, <http://ssa.gov/pressoffice/factsheets/women.htm>

<sup>29</sup> U.S. Department of Commerce, Census Bureau, "America's Families and Living Arrangements: 2004", Table A1, <http://www.census.gov/population/socdemo/hh-fam/cps2004/tabA1-all.csv>

<sup>30</sup> "Women in the Labor Force: A Databook", Table 4, op. cit., <http://www.bls.gov/cps/wlf-table4-2005.pdf>

<sup>31</sup> "Women in the Labor Force: A Databook", Table 23, op. cit., <http://www.bls.gov/cps/wlf-table23-2005.pdf>

<sup>32</sup> "Women in the Labor Force: A Databook", Table 6, op. cit., <http://www.bls.gov/cps/wlf-table6-2005.pdf>

<sup>33</sup> "America's Families and Living Arrangements: 2004", Table C2, op. cit.,

<http://www.census.gov/population/socdemo/hh-fam/cps2004/tabC2-all.csv>

<sup>34</sup> "America's Families and Living Arrangements: 2004", Table FG5, op. cit.,

<http://www.census.gov/population/socdemo/hh-fam/cps2004/tabFG5-all.csv>; "Women in the Labor Force: A Databook", Table 6, op. cit.

<sup>35</sup> U.S. Department of Commerce, Census Bureau, "Historical Poverty Tables—Families", Table 4,

<http://www.census.gov/hhes/www/poverty/histpov/hstpov4.html>

<sup>36</sup> Ibid.

<sup>37</sup> Organisation for Economic Co-operation and Development, "Can Parents Afford to Work? Childcare costs, tax-benefit policies and work incentives", January 2006, <http://www.oecd.org/dataoecd/35/43/35969537.pdf>

<sup>38</sup> U.S. Department of Agriculture, Center for Nutrition Policy and Promotion, "Expenditure on Children by Families, 2004", <http://www.usda.gov/cnpp/Crc/crc2004.pdf>

<sup>39</sup> "Women in the Labor Force: A Databook", Table 5, op. cit., <http://www.bls.gov/cps/wlf-table5-2005.pdf>

<sup>40</sup> Organisation for Economic Co-operation and Development, "Can Parents Afford to Work? Childcare costs, tax-benefit policies and work incentives", op. cit.

<sup>41</sup> Swedish National Agency for Education, "Child Care in Sweden", <http://www.skolverket.se/content/1/c4/09/44/00-531.pdf>

<sup>42</sup> American Association of University Women, "Women at Work (2003)",

<http://www.aauw.org/research/womenatwork.cfm>

<sup>43</sup> National Center for Education Statistics, "Digest of Education Statistics 2004",

<http://nces.ed.gov/programs/digest/d04/lt3.asp#c3>

<sup>44</sup> Ibid.

<sup>45</sup> Ibid.



**Testimony of Kris Levanetz**  
**On behalf of the Wisconsin Council Society for Human Resource Management**  
**On**  
**SB 165 Compensatory and Punitive Damages WFEA**  
**Before**  
**Senate Labor, Elections and Urban Affairs Committee**  
**Tuesday August 28, 2007**  
**11:00 AM**  
**Room 411 South**  
**State Capitol Building**

**Statement to the Record**

Thank you for hearing from me today; I am Kris Levanetz and currently serve as the Governmental Affairs director for Wisconsin SHRM. I have been an HR professional for over 10 years in Wisconsin.

The Wisconsin Council/Society for Human Resource Management (WSHRM) is opposed to expanding the Wisconsin Fair Employment Act (WFEA) by including compensatory and punitive damages as a remedy under the law. WSHRM strongly supports WFEA as currently drafted, as well as the current process of enforcing the statute in Wisconsin.

WSHRM is concerned that the proposed legislation adds unlimited compensatory and punitive damages and would impact businesses that are not currently subject to compensatory and punitive damages set forth under Federal Title VII. The federal system for compensatory and punitive damages is already in place for most of the protected classes under WFEA and is capped based on the size of the employer (\$300,000 for a large employer and \$50,000 for a small employer). To add unlimited compensatory and punitive damages would devastate small businesses. In addition there is a group of small businesses with less than 15 employees that are not currently subject to Federal law, but would be subject to WFEA. These employers would likely be put out of business by a claim involving unlimited compensatory and punitive damages.

The system as it currently stands in Wisconsin works. The process is fairly easy for employees as they do not need representation, and is workable for employers as they have a chance to respond to allegations in a less formal manner before the issue goes into a court proceeding. Adding compensatory and punitive damages to WFEA will force the proceeding to be more adversarial, cost more for both the employer and the employee, and will ultimately decrease the amount of cases that are reasonably settled. This hurts employees as well as employers.

Adding compensatory and punitive damages to this law could result in Human Resource Professionals being singled out for personal liability depending on how the revised statute is interpreted and administered. WSHRM strongly opposes any legislation that would provide for personal liability at this level.

Finally the award of 10% of damages assessed being turned back to the Department of Workforce Development could create an incentive to find discrimination and to award large damages. It also could create a biased and potentially adversarial climate in which the discrimination claims are heard, in a system that to date has been shown to be fair and unbiased.

WSHRM supports the Non-statutory provisions outlined in section 5, specifically the wage disparity study. WSHRM would be happy to work with or be part of the committee to study this important issue. WSHRM is in support of researching, providing education about, and eliminating wage disparities between men and women as well as minorities and non-minorities.