

THE HUMANITARIAN

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PAYCHECK FAIRNESS

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SPECIAL POINTS OF INTEREST

- Voting is imperative
- Cyberbullying
- Sick pay for all workers
- Unconscious bias
- Social media hazards

The U.S. Senate stopped the Paycheck Fairness Act, an update to the Equal Pay Act of 1963, from moving forward with a vote of 53-44 against cloture. The Act would give workers stronger tools to help end wage discrimination in the workplace.

The Paycheck Fairness Act would bar retaliation against all other workers who ask about their employers' pay practices or inquire about their own wages, allow women to receive the same remedies for sex-based pay discrimination that are currently available under race and ethnicity based discrimination, and provide technical assistance to employers to include safe-

guards for small businesses.

President Barack Obama signed an executive order on April 9, 2014 banning retaliation against employees of federal contractors for disclosing or inquiring about their wages. He also instructed the Department of Labor to establish new regulations requiring federal contractors to submit data on compensation paid to employees. This would assist with more focused enforcement where possible discrimination exists with taxpayer funds.

Excerpts from Robyn Shepherd
4-9-14 press release.
media@aclu.org

Debbie Stabenow, U.S. Senator for Michigan, stated "It is outrageous that in

2014 some in Congress apparently still think that women don't deserve to earn the same amount as a man for doing the same job. Women don't get a 23-percent discount at the grocery store or the gas pump, so they shouldn't be getting a discount on their wages, either."

According to the National Partnership for Women and Families, gender discrimination in pay costs the average working woman in Michigan \$13,125 per year, which is enough to buy 107 weeks worth of food, pay the mortgage and utilities for 11 months, or purchase 3,543 gallons of gas.

Debbie Stabenow
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SOCIAL MEDIA RIGHTS AND HAZARDS

New Law Restricts Employer Rights to Employee and Applicant Social Media Accounts

Wisconsin becomes the latest state to adopt employee and applicant social media law. Over half the states have now adopted laws prohibiting employers from accessing an employee's or applicant's private social media accounts, or from requesting employees to grant access.

On April 8, 2014 Governor Walker signed into law

the Wisconsin Social Media Protection Act which places restrictions on terminating employees due to ill-advised Facebook posts and actively screening and monitoring the social media accounts of employees and applicants as part of their JR and hiring practices.

An employer cannot request or require an employee to disclose social media access information.

The law also retains the right of employers to social media access information

paid by the employer and if there is a reasonable belief that the employee transferred confidential or financial information without authorization.

Jennifer S. Mirus
Attorney
Boardman & Clark LLP

Teenager's Facebook Costs Father's Settlement Proceeds

A school administrator sued and reached a settlement agreement for age discrimination after
(continued on page 5)