



Hashtags

#LatinaEqualPay

#Trabajadoras

#IgualdadSalarial

LCLAA Latina Equal Pay Event

Registration Link:

<https://tinyurl.com/vk5kdhcz>

[Register here!](#)

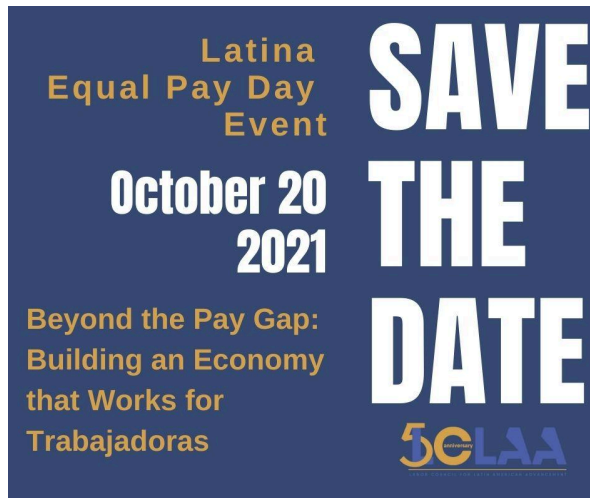
“Beyond the Pay Gap: Building an Economy that Works for Trabajadoras”

The pay gap is one of the most visible challenges Latinas face in the workplace, and it goes beyond low-wage workers, affecting Latinas at all levels. This Latina Equal Pay Day, we go “beyond the pay gap” and examine the various inequalities both in and out of the workplace that contribute to the pay gap. These include insufficient access to benefits like healthcare, paid leave, affordable and accessible child care, and the lack of workplace protections for the most vulnerable. Other workplace challenges that can impact pay and quality of life include sexual harassment and unaccountable employers. As trade unionists and activists, we ask ourselves what role our unions play in closing the pay gap and what collective actions we can take towards achieving this goal.

Facebook

SAVE THE DATE! Join us on Wednesday, October 20 at 6:00 p.m. ET pm for a telling, timely and empowering online webinar: “Beyond the Pay Gap: Building an Economy that Works for Trabajadoras” The pay gap is one of the many challenges Latina workers face in the workplace and it goes beyond low-wage workers, affecting Latinas at all levels. This Latina Equal Pay Day, we go “beyond the pay gap” and examine the various inequities that contribute to the pay gap both in and out of the workplace.
#LatinaEqualPay #Trabajadoras [Register here!](#)

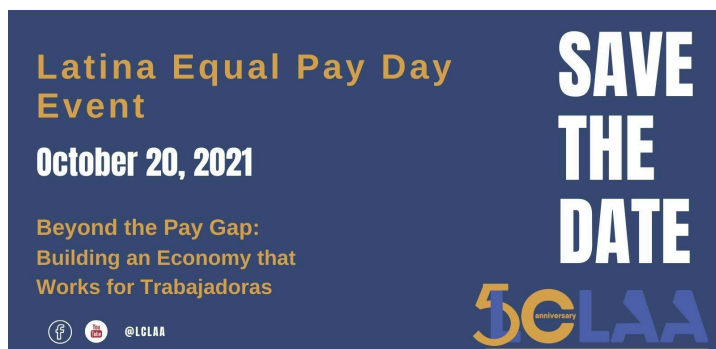
The number is 57! For every dollar a White, non-Hispanic man makes, Latina women, on average, only earn 57 cents. Join us on October 20 for a webinar aimed at supporting equal pay for Latinx women and closing the pay gap! [Register here!](#)
#Trabajadoras #LatinaEqualPay



Twitter

Closing the wage gap, leveling the playing field, promoting access to safe jobs, fair working conditions and a dignified salary CANNOT WAIT! Join us on October 20 at 6 p.m. ET, <https://tinyurl.com/vk5kdhcz>

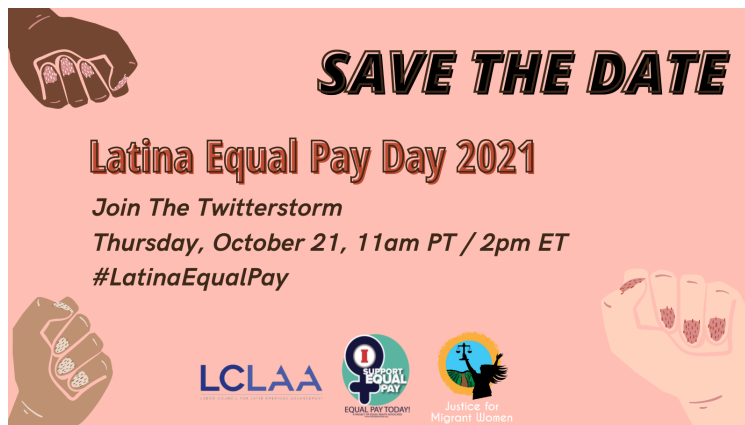
Join @LCLAA on October 20 for the #LatinaEqualPay Day Webinar: **“Beyond the Pay Gap: Building an Economy that Works for Trabajadoras”** Do not miss the opportunity to empower and unite with women to demand equal pay for Latina workers!



Promo for National Day of Action

On #LatinaEqualPayDay - Thursday, October 21, join the national social media storm at 2:00 pm ET/11am PT to demand equal pay for Latinas in all occupations. #Trabajadoras #LatinaEqualPay

#LatinaEqualPayDay, the day when Latinas' pay catches up to what white, non-Hispanic men earned in 2021. Join us at 2 pm ET on Thurs 10/21/21 to #DemandMore for all Latinas. #Trabajadoras #LatinaEqualPay



LCLAA Social Media Toolkit to post on October 21, 2021

Hashtags to consider using:

#IgualdadSalarial
#LatinaEqualPay
#LatinxEqualPay
#LatinxIgualPay
#Trabajadoras
#Igualdaddepago

Sample Tweets and Facebook Posts

[**Download Graphics Here**](#)

Equal Pay/General

Almost half a century has passed since the Equal Pay Act was passed. Yet women continue to face a discriminatory and arbitrary wage gap, with Latinas earning only 57 cents to every \$1 made by white non-Hispanic men. Waiting is no longer an option. #LatinaEqualPay #Trabajadoras

Earning only 57 cents to every dollar made by white non-Hispanic men, it takes Latina workers 22 months to “catch up” to their white male counterparts. Waiting is no longer an option. Join the fight for pay equity! #LatinaEqualPay #Trabajadoras



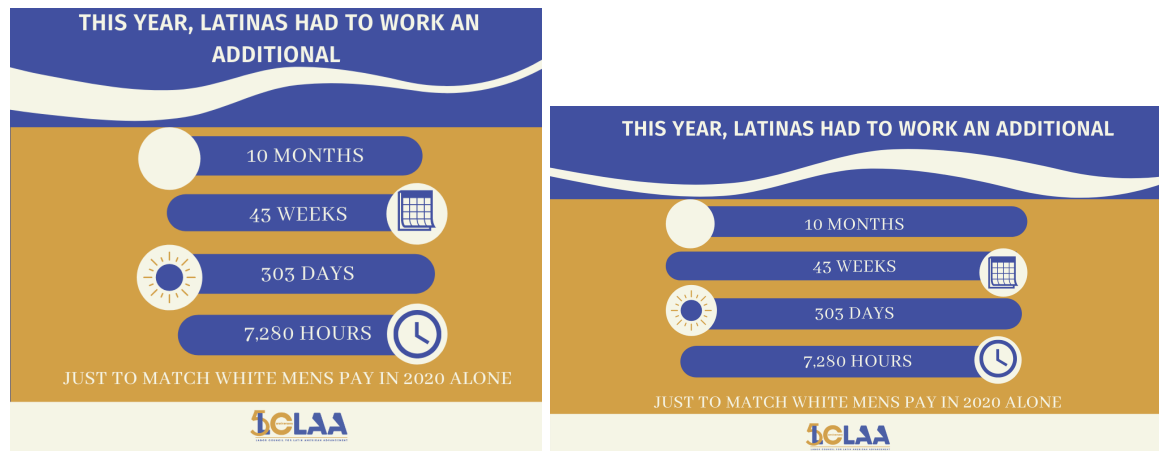
Latina Equal Pay Day represents the additional time that a Latinas must work this year to earn the same amount that a non-Hispanic white man made the previous year. Over the course of a 40-year career, Latina women will have lost more than a million dollars in earnings due to the gender pay gap. #LatinaEqualPay #Trabajadoras

DidYouKnow for every dollar earned by white men #Latinas only earn 57¢?
#LatinaEqualPay #DemandMore #Trabajadoras

Latinas deserve better than \$0.57! That's the amount a Latina earns for every \$1 earned by a white male. Join us in pushing for #LatinaEqualPay #Trabajadoras

Racial injustice is economic injustice - an assault on American families, communities and tax base. #LatinaEqualPay #Trabajadoras

It's #LatinaEqualPay Day and this year, Latinas had to work nearly 10 more months in order for their pay to match white men's pay in 2021 alone. That's more than 43 additional weeks, 303 days or 7,280 hours. #Trabajadoras #LatinaEqualPay



Latinas would have to work 33 more years to earn the same amount as white, non-Hispanic men over a 40-yr career. Help close the pay gap. #LatinaEqualPay #Trabajadoras

Disaggregated data shows Central American, Mexican and Dominican women face the most severe wage gap among Latinas. #LatinaEqualPay #DemandMore #Trabajadoras

The #wagegap cannot be explained away by education, experience or perceived choices. Even in states with large populations of Latinas in the workforce, rampant wage disparities persist, with devastating consequences for Latinas and their families. #LatinaEqualPay #DemandMore #Trabajadoras

Latinas would have to work for 73 years to earn the same amount as white, non-Hispanic men earn in 40 years. Help close this pay gap that is holding back women from earning their true potential. This is why on October 21st it is Latina Equal Pay Day, representing the almost 22 months Latinas must work to earn the same pay as white men earned in the previous year. Let's put an end to such an outdated, unjust system and demand equal pay. #DemandMore #LatinaEqualPay #Trabajadoras

It takes the average Latina 22 months to earn the same amount an average white man earns in 12 months. The gender wage gap unfairly limits the potential of Latinas to succeed in their careers. Latinas deserve equal pay for equal work! #LatinaEqualPay #Trabajadoras



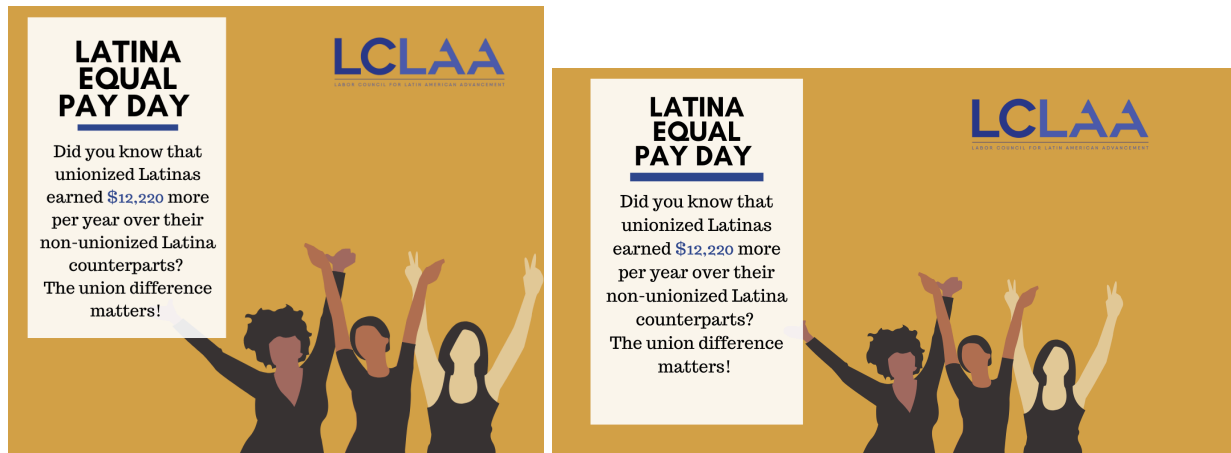
Latina workers' rights are under attack. They are currently making 57 cents compared to the white, non-Hispanic man's \$1. Today, we join #Trabajadoras across the country who demand equal pay for equal work. Latinas' potential and success should not be limited by their gender. Take action and stand with them to advocate for fair pay. To learn more visit: www.latinaequalpay.org. #LatinaEqualPay

Union Difference for Equal Pay

October 21, 2021 marks #LatinaEqualPay Day, the symbolic day Latinas' earnings "catch up" to non-Hispanic white men's earnings from the previous year. #Trabajadoras deserve equal pay!



Passing the #PROAct will help #Trabajadoras unionize sin miedo, and the union difference helps close the #GenderWageGap. We demand the #PROAct for #LatinaEqualPay



As a union member, an advocate for workers & a @LCLAA member, I stand in solidarity with #Trabajadoras fighting to close the #GenderWageGap. #LatinaEqualPay #Trabajadoras

#Trabajadoras earn only 57¢ on the dollar compared to \$1 white, non-Hispanic men. #LatinaEqualPay is about celebrating working Latinas and ensuring that their contributions to our society are compensated fairly.

The wage gap exists across every occupation and education level. Today, we join #Trabajadoras across the country who demand equal pay for equal work. To learn more visit: www.latinaequalpay.org. #LatinaEqualPay

This October 21, let's reaffirm our commitment to end the wage gap that affects Latinx workers. We are proud to stand with our sisters on #LatinaEqualPay Day. #Trabajadoras

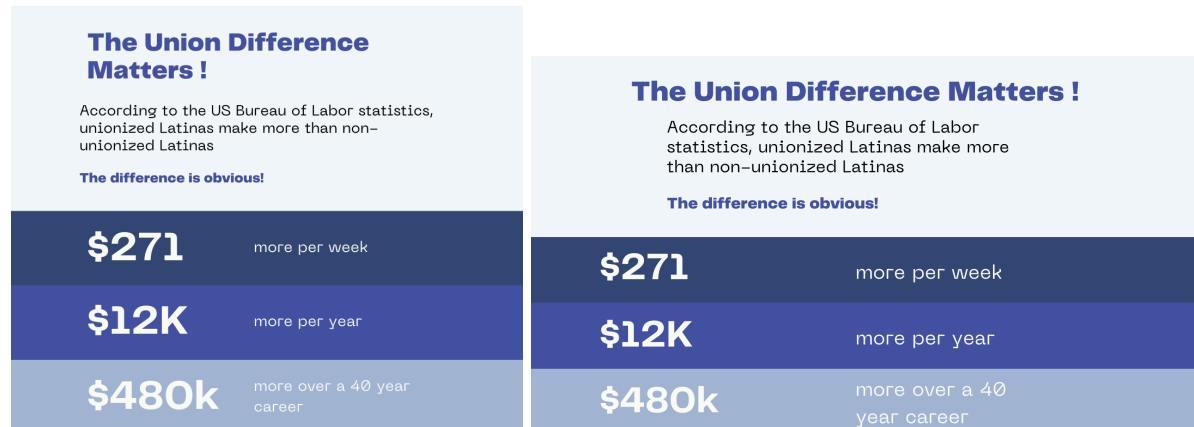
Many Latinx #LGBTQ workers face unequal pay and sexual harassment in the workplace. We demand respect for all #Trabajadoras! #LatinaEqualPay

A report by the U.S. Bureau of Labor Statistics states that Latina union members were paid \$955 per week in 2020 as opposed to nonunion Latina workers who made \$684 during the same period of time. My union fights for equal pay! #LatinaEqualPay #Trabajadoras

The weekly earnings for Latina unions members was \$955, higher than Latinas who were not part of a union. Through unionization and collective bargaining we can close the gender wage gap. #LatinaEqualPay #Trabajadoras

I am a proud @LCLAA member and I fight for equal pay for our #Trabajadoras. Learn more about the wage gap at: www.latinaequalpay.org. #LatinaEqualPay

Collective bargaining is an important tool to close the gender wage gap. All workers deserve the right to join a union to be afforded better working conditions & equal opportunities. Organize, mobilize, resist! #LatinaEqualPay #Trabajadoras



The union difference means more \$\$ in Latina workers' pockets to meet their basic needs and succeed. Learn more about the wage gap at: www.latinaequalpay.org. #LatinaEqualPay #Trabajadoras

Did you know that #Trabajadoras covered by a union contract earn 22% more per week than non-unionized women? As a proud union member, I fight for equality and economic security for all women. To learn more visit: www.latinaequalpay.org. #LatinaEqualPay

The Impact of Covid on Latinas

Women of color played a critical role during the pandemic as they make up an estimated 60.3 percent of domestic workers and housekeepers, 50.3 percent of nursing assistants and 45.7 percent of personal care workers. #LatinaEqualPay #Trabajadoras

Latinas and other women of color were disproportionately employed in essential industries during the pandemic and lacked any sort of paid sick leave. Estimates suggest 36,000 Covid- 19 deaths could have been prevented if workers had access to paid sick leave. #Trabajadoras

During the pandemic, non-union Latino employment shrank by 18.5%, almost 4.3 millions jobs were lost. Unionized latino employment only fell 2.5%. Unions work, we're stronger together! #LatinaEqualPay #Trabajadoras

Even during the Covid-19 pandemic, unionized Latinas continued to earn more than Latinas who are not part of a union. There's strength in numbers, #Trabajadoras need to stand together! #LatinaEqualPay

Over half of working Latinas lost their job or took a pay cut due to the Covid-19 pandemic. #Trabajadoras make 57 cents to every dollar a white man makes, they should not have to take further pay cuts!

The Covid-19 pandemic increased Latina unemployment from 5.3 percent to 16.1 percent, womens unemployment increased substantially more than mens. #Trabajadoras felt the effects of pandemic unemployment more harshly!

Paid Leave

Paid leave disproportionately benefits women of color, 8.9 percent of Latina workers would gain access to paid leave under a public paid family and medical leave program. #Trabajadoras deserve paid time off. #LatinaEqualPay

A lack of workplace policies that support family caregiving – including #paidleave – contributes to the gender #WageGap. An inclusive, comprehensive, paid family and medical leave policy would help to close the gap. #LatinaEqualPay

The current Family and Medical Leave Act provides UNPAID coverage to approximately 41 percent of working Latinas but only 29.4 percent can actually afford unpaid time off. #Paidleave is essential to ensuring the health and well being for all working Latinas!

Latinas, and all women of color, are overrepresented in low-wage jobs. Meaning they are less likely to have access to paid leave and afford taking unpaid time off to care for their families. #PaidLeave is essential for working Latinas!

A national paid leave program has the potential to address the racial, gender and age disparities Latinas have faced in the workplace. #Paidleave is progress in the right direction!

Immigration/Migrant Women

Undocumented Latinas deserve the same rights as any American worker. That's why we are calling on government agencies to use the #Uvisa, which protects immigrants from deportation when they are assisting a criminal investigation, including into abuse in the workplace. #LatinaEqualPay

Did you know that some employers try to silence their workers with threats of deportation? Expanding the #Uvisa program to cover all workplace health and safety violations would help close the Latina #PayGap by increasing labor rights enforcement.

For migrant Latinas, discrimination begins when they are recruited in their home communities and channeled into low-paying jobs. Every woman must have access to the same job opportunities, wages & benefits as men. #LatinaEqualPay

Migrant Latinas are often denied job opportunities or channeled into certain low-paying jobs. Labor migration programs are rife with sex-based discrimination and harassment. #LatinaEqualPay

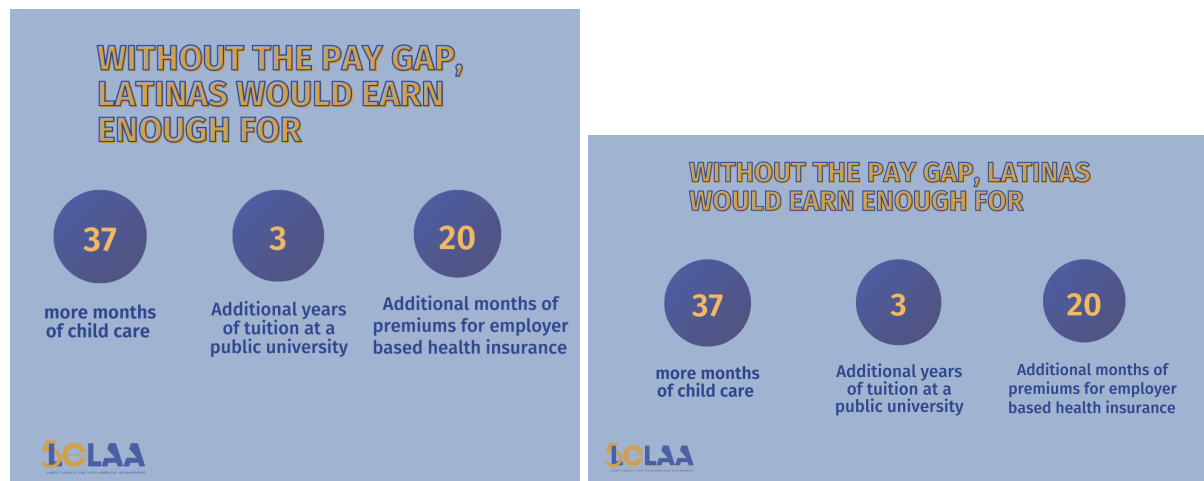
Guest workers are trapped in a system where the balance of power is skewed towards employers and recruiters. Because of this, migrant worker women are disproportionately impacted by labor abuse, including trafficking, exploitation and discrimination. #LatinaEqualPay

Economic Impact

Without the annual wage gap, the typical Latina would earn enough for:

- ✓ Almost 37 more months of child care;
- ✓ Three additional years of tuition at a public university; or
- ✓ Nearly 20 additional months of premiums for employer-based health insurance.

#LatinaEqualPay



If the annual wage gap were eliminated, a Latina working in the US would have enough money to pay for almost two additional years of tuition and fees for a four-year public university, or the cost of tuition and fees for a 2-year community college.

#LatinaEqualPay #DemandMore #Trabajadoras

If the gender pay gap does not improve, Latinx women have a lot to lose: \$28,036 every year, and \$1,121,440 over the course of a 40-year career. We need to press Congress so that they pass laws aimed at closing this unfair and discriminatory pay gap!

#LatinaEqualPay #Trabajadoras



Did you know **Latinas typically lose over \$1.1 million to the wage gap**? And that's not even including factors like state location and motherhood which increase the wage gap even more #Trabajadoras #LatinaEqualPay

Latinas account for close to \$1 trillion in US buying power, but earn on average only 57 cents to the dollar paid to white men. #LatinaEqualPay #Trabajadoras

#LatinaEqualPay Day represents the approximate extra time that Latinas must work in the current year to make the same amount of money white, non-Hispanic men did in the previous year. Over the course of a 40-year career, Latinas will be denied over a million dollars in earnings because of the gender wage gap. Let's fight for equal wages and put an end to the inequality that #Trabajadoras face.

Domestic Workers

@domesticworkers has been surveying Spanish-speaking domestic workers since the pandemic began in March. The intersection of COVID & the pay gap is devastating. Too many have spent months worrying they won't be able to feed their families.

#LatinaEqualPay

<https://domesticworkers.org/6-months-crisis-impact-covid-19-domestic-workers>

Paycheck Fairness Act

Latina women lose \$1,121,440 over the course of a 40 year career. #PaycheckFairness is a step towards correcting this inequity. #LatinaEqualPay

The #PaycheckFairness Act would help close the #wagegap by giving workers stronger tools to combat wage discrimination. #LatinaEqualPay

Women are overrepresented in low-wage jobs and underrepresented in high-wage jobs. And even in the jobs where they make up the majority of the workforce, they're still underpaid relative to men. Women deserve #paycheckfairness NOW. #LatinaEqualPay



Farmworkers

There are some 700,000 farmworker women across our nation. They are among the most vulnerable workers in America's workforce. Domestic violence, wage theft, immigration issues, sexual harassment and exposure to toxic chemicals, are but a few of the multiple issues that farmworker women face. Yet, shedding light on these issues, and advocating for immediate change is within our reach! STAND IN SOLIDARITY WITH FARMWORKER WOMEN, JOIN THE FIGHT FOR JUSTICE. #LatinaEqualPay #Trabajadoras



Farmworkers aren't covered by the National Labor Relations Act. The NLRA coverage could help close the gender pay gap for them. #LatinaEqualPay #Trabajadoras

The agricultural industry continues to be one of the most dangerous in the private sector. Farmworker women deserve safe working conditions and equal pay!
#Trabajadoras feed this country!

Latina farmworkers deserve the same labor protections the Fair Labor Standards Act afforded others! We cannot leave these #Trabajadoras behind. The time for fair pay and safe working conditions is now! #LatinaEqualPay

Motherhood / Child care

6 in 10 Latinx workers have children under 18. They need #EqualPay.
#LatinaEqualPay #Trabajadoras

There are some 15 million households across our nation that are headed by women. An estimated 3.9 million of whom have incomes that fall below the national poverty level. Eliminating the wage gap must be a priority! #LatinaEqualPay #Trabajadoras

Did you know? Latinas are the primary earners for their households? And yet, they make barely half of what a white male does... We both work hard & have families to support. So why are we not paid equally?! #LatinaEqualPay #Trabajadoras

What does #equality at work mean to #Latinx families? Decent wages, housing, access to child care and so much more. #LatinaEqualPay #Trabajadoras

By closing the wage gap, Latinas will earn livable wages with which they can build, plan & care for their families. #LatinaEqualPay #Trabajadoras

60 percent of Latina mothers are the breadwinners for their families. Eliminating the #wagegap would provide much-needed income to Latinas who sustain their households, the pay gap trickles into every aspect of the Latino community.
#LatinaEqualPay #DemandMore

Spanish

Con un ingreso de sólo 57 centavos por cada dólar que ganan los hombres blancos no hispanos, las trabajadoras latinas tardan 23 meses en "ponerse al día" con sus

contrapartes blancos no hispanos. Esperar ya no es una opción. ¡Únase a la lucha por la equidad salarial! #IgualdadSalarial #Trabajadoras

¿Sabías que por cada dólar ganado por los hombres blancos #Latinas solo ganan 57 centavos? Es tiempo de demandar igualdad salarial para todas #LatinaEqualPay #Trabajadoras

Hoy es el Día de la #IgualdadSalarial y este año, las latinas tuvieron que trabajar casi 10 meses más para ganar lo mismo que los hombres blancos ganaron en el 2020. Eso es más de 43 semanas adicionales, 303 días o 7280 horas. #Trabajadoras

Un informe de la Oficina de Estadísticas Laborales de EE. UU. Indica que las mujeres sindicalistas latinas ganan \$955 por semana en 2020 en comparación con las trabajadoras latinas no sindicalizadas que ganaron \$684 durante el mismo período de tiempo. ¡Mi sindicato lucha por la igualdad salarial! #LatinaEqualPay #Trabajadoras

La negociación colectiva es una herramienta importante para cerrar la brecha salarial de género. Todas las trabajadoras merecen el derecho a afiliarse a un sindicato para poder disfrutar de mejores condiciones laborales e igualdad de oportunidades. ¡Organízate, movilízate, resiste! #LatinaEqualPay #Trabajadoras

Incluso durante la pandemia de Covid-19, las latinas sindicalizadas siguieron ganando más que las que no forman parte de un sindicato. #LatinaEqualPay #Trabajadoras

References

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<https://www.diversitydatakids.org/research-library/data-visualization/unequal-access-fmla-leave-persists>

<https://latino.ucla.edu/research/more-than-solidarity/>

<https://link.springer.com/article/10.1007/s41996-020-00075-w>

<https://www.bls.gov/news.release/pdf/union2.pdf> (union membership and wage stats)

Experts interviewed on Latina Equal Pay

Andrea Delgado
UFW Foundation
adelgado@ufwfoundation.org

Irasema Garza
American Association of University Women
irasemagarza83@gmail.com

Rosa Lozano
National Domestic Workers Alliance
rosa@domesticworkers.org