Mike believes that the time is long past due for all Americans to receive equal pay for equal work. Although the Equal Pay Act was enacted more than 50 years ago, wage discrimination remains a significant problem for women – especially women of color – in the workplace. We have barely moved the needle on the gender pay gap since the 1990s. Today over 60% of women are the primary or co-breadwinners for their families,1 yet women are consistently undercompensated relatively to their male counterparts at all levels of the career ladder.2 Women are far more likely3 to work in low-wage jobs. And mothers providing full-time childcare -- who make up the majority of stay-at-home parents4 -- are not compensated at all. It’s time to end pay discrimination and ensure all Americans have access to a fair wage.

1. Increase wage transparency.

American women working full-time are paid roughly 80% of what men make.5 The gender pay gap has not made significant progress since the 1990s,6 and the gap persists across industries and educational levels.7 Underneath the average is a pernicious race gap: Black women make 61% of what white men make, and 21% less than white women.9 The pay gap is the largest for Black women with an advanced degree. The average Black woman would make an additional $1 million over her career if she was paid fairly.10

- Publish aggregated wage data. Mike supports an SEC rule requiring public companies to publish information on gender and racial pay disparities. Mike will also reverse current Equal Employment Opportunity Council policy to not publish industry-aggregated wage data broken down by race and gender that it collects from companies with more than 100 employees.

- Prevent employers from setting wages based on salary history. Mike supports laws that prohibit employers from asking for salary history during interviews.

- Make the federal government a model employer. Mike will restore the Obama administration’s Fair Pay and Safe Workplaces executive order and other pay equity requirements of federal contractors and subcontractors. Under Mike, the federal government will lead in setting a national standard by acting as a model employer when it comes to pay equity and other policies that narrow

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1 Center for American Progress, Breadwinning Mothers Continue to Be the U.S. Norm, May 2019
2 Pew Research Center, The narrowing, but persistent, gender gap in pay, March 2019
3 Institute for Women’s Policy Research, Women are 8 Times More Likely than Men to Work in Occupations with Poverty-Level Wages, April 2018
4 Pew Research Center, Stay-at-home moms and dads account for about one-in-five U.S. parents, September 2018
5 Pew Research Center, The narrowing, but persistent, gender gap in pay, March 2019
6 Ibid.
7 U.S. Department of Labor, Employment and Earnings by Occupation, accessed February 2020
8 Economic Policy Institute, Closing the pay gap and beyond, November 2015
9 American Association of University Women, The Simple Truth About the Gender Pay Gap, Fall 2018
10 National Women’s Law Center, The Lifetime Wage Gap, State by State, March 2019
gender wage gaps.

2. **Raise the minimum wage to $15 per hour, indexed to inflation, and extend it to domestic workers.**

   Women make up [more than half the workers](http://example.com) in low-wage jobs and nearly [70%](http://example.com) of workers in the lowest-wage jobs (making less than $10 per hour). According to the Institute for Women’s Policy Research, [women are 8 times more likely](http://example.com) to work in jobs that offer poverty-level wages than men. Mike supports raising the federal minimum wage to $15 per hour, indexed to inflation, and extending it to domestic workers.

3. **Pilot programs to expand EITC benefits to cover family caregiving and other forms of unpaid or ineligible employment.**

   Of the 11 million stay-at-home parents in the U.S., over [80%](http://example.com) are women. The number of stay-at-home parents is [rising](http://example.com) for the first time in decades, largely due to prohibitively-high [costs of childcare](http://example.com). Women who leave the workforce in order to care for their children will typically lose up to [4 times their annual salary](http://example.com) per-year of unemployment. Additionally, there are over [40 million](http://example.com) Americans caregiving for parents and relatives, proving an estimated [470 billion](http://example.com) in unpaid work per year. [60%](http://example.com) of these caregivers are women. However, the current Earned Income Tax Credit (EITC) is limited to workers in paid employment: care for children or elderly relatives isn’t eligible. Mike will pilot programs to expand EITC benefits to cover family caregiving and other forms of unpaid or ineligible employment, with the goal of making this an integral part of overall EITC reform.

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11 National Women’s Law Center, [Low-Wage Jobs are Women’s Jobs](http://example.com), August 2017
12 Institute for Women’s Policy Research, [Women are 8 Times More Likely than Men to Work in Occupations with Poverty-Level Wages](http://example.com), April 2018
13 Pew Research Center, [Stay-at-home moms and dads account for about one-in-five U.S. parents](http://example.com), September 2018
14 Center for American Progress, [Calculating the Hidden Cost of Interrupting a Career for Childcare](http://example.com), June 2016
15 Ibid.
16 American Association of Retired Persons, [AARP Family Caregiving Consumer Insights Guide](http://example.com), 2019
17 National Partnership for Women & Families, [The Female Face of Family Caregiving](http://example.com), November 2018