Devaluing women’s work is nearly as old as time itself. The book of Leviticus (27:3-5) states, “The Lord said to Moses... If anyone makes a special vow to dedicate a person to the Lord by giving them the equivalent value, set the value of a male... at 50 shekels of silver... for a female, set her value at 30 shekels.”

Not much has changed.

Today, in 2016, we have the following position of the League of Women Voters of Seattle-King County as counter to these thousands of years of practice:

Support local government policies that enable women to make economic and personal decisions for themselves and their families. 1981, 1993, 1994

A. Encourage availability and quality of child care programs by government and the private sector.
B. Promote the economic worth of women’s jobs through equal pay for work of equal value. (LWVS-KC Full Positions, 2012, p.13)

The speakers at the forum will bring the history of this issue into the twenty-first century. As you take stock of the material in this issue of the Voter, please keep a list of questions and comments that come up while you read and review the material presented. We intend to have a rousing conversation. We hope that we will be energized, as League members, to confront the ongoing challenges presented by this issue.

Consider this: is it time to for us to put new energy and work into a League study that will add a position that will enhance our efforts toward making essential changes to this ancient problem?

In 1963, women in the U.S. earned 59 cents for every dollar earned by men.

In 2013, women in King County who worked full time year-round earned 76 cents for every dollar earned by their male counterparts.

If we continue with business as usual, women in our region won’t earn the same as men until 2071.1

Contents

President’s Message ......................................... 3
Calendar ............................................................. 4
Forum Schedule.................................................. 5
Board Briefs....................................................... 5
Committees ....................................................... 7
King County Connects
   Spring Luncheon ........................................ 8
   Announcements ............................................ 10
Action ............................................................ 11
Voter Service .................................................. 12
Membership News
   New Members .............................................. 13
Features
   Transportation Committee Report .. 14
   Book Review ............................................... 15
Program
   Gender Pay Gap ......................................... 16
Unit Meetings.................................................... 25
Board and Committee Contacts .......... 27

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Connecting with the Leadership

It’s still February as I write this, but already, there are signs of spring. The birds are singing, my daffodils look ready to pop, and the air just smells fresher. We begin to feel energized, ready to jump into things. And that goes for the League, too. In a presidential election year, like this one, voters wake up and take an interest in what’s going on.

We have a very full plate. Not only will we elect a new President, but every seat in Congress is up for election, as well as many Senate seats, including Patty Murray’s. There are four Congressional races that touch King County in some way: Districts 1, 7, 8, and 9. Although two of those (8 and 9) are relatively safe for the incumbents, the others could be interesting, especially District 7, with LOTS of people vying to replace retiring Jim McDermott.

Besides National races, our Governor, elected State Officials, all of our State Representatives and half of our State Senators are up for election.

Locally, there will also be ballot issues. Certainly Sound Transit 3 (all of King County) and a renewal of Seattle’s Affordable Housing Levy will be on the November ballot, and there could be other bills.

What does all this have to do with League? We will be sponsoring candidate forums, ballot issues forums, speaking to various groups about ballot issues, and more. This is in addition to planning regular forums, studying ballot issues and endorsing them or not, attending City Council meetings—and keeping the membership informed.

So what does all this have to do with you? The League is YOUR League. I keep thinking of President John F. Kennedy’s remark, “Ask not what your country can do for you. Ask what you can do for your country,” but substituting “League” for “country.” Neither the Board nor a small coterie of faithful volunteers can do it all: we need you! And the benefit you gain by helping is that you get to work with smart, dedicated women and men, you get to meet interesting people from all sorts of organizations, you get to learn new things, and you get to have some fun.

You can join a subject matter committee, where you’ll become well informed on a variety of issues. A list of these committees and their chairs is in the Voter. Many of these committees welcome interesting speakers on topics related to the subject, sometimes with the aim of hearing various sides to upcoming ballot issues, sometimes just to become better informed about topics that affect us all as citizens of Washington, such as planning transportation networks for efficiency and fairness, or how we can fix this state’s regressive tax policy.

Not as well known, I think, is the opportunity to join committees usually headed by a Board member. The primary ones of these are Voter Services, Action, and Program, although Membership and Outreach are just as important. We especially need volunteers for Voter Services this year: for voter registration, for speaking about ballot issues to outside groups, for editing the text of ballot issues to make them clearer, for moderating forums. Think about your interests and talents. If you like meeting people, consider voter registration or working of candidate forums. If you enjoy speaking to an audience, join the Speakers Bureau. If you’re good at writing and editing, work on ballot issues. You can help shape what you work on.

If you join the Action Committee, you may travel to Olympia to testify about bills, or testify before the Seattle City Council or the King County Council about League positions. You may research ballot issues to help the Board make endorsement decisions. You may meet with supporters and non-supporters of ballot issues, and host them at a subject matter committee or invite them to appear before the Board.

Continued on page 6
# Calendar

## March

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*Units meet during shaded period*

### MARCH

- **Forum: Gender Pay Gap**
  - Thursday, March 3
  - 7:00 p.m.
  - Seattle First Baptist Church
- **Board Meeting**
  - Saturday, March 5
  - 9:00 a.m.
  - League Office
- **The Voter Deadline**
  - Monday, March 7
- **International Relations Committee**
  - Monday, March 7
  - 12:45 p.m.
  - League Office
- **Transportation Committee**
  - Tuesday, March 15
  - 10:00 a.m.
  - League Office
- **LWVWA CER Committee**
  - Thursday, March 17
  - 10:00 a.m.
  - League Office

### APRIL

- **Board Meeting**
  - Saturday, April 2
  - 9:00 a.m.
  - League Office
- **The Voter Deadline**
  - Monday, April 4
- **Spring Luncheon**
  - Saturday, April 9
  - 11:30 a.m.
  - Town Hall Seattle
Forum Schedule

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<th>Sept 10</th>
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*Special Location - see note on page 10

The League of Women Voters of Seattle-King County (LWVS-KC) presents a public forum most months between September and May, generally on the first Thursday of the month at 7:00 p.m. Most forums are held at the Seattle First Baptist Church, but occasionally they are scheduled at other locations and times. The tentative schedule of forums for 2015-6 appears at left; check the Voter each month or the LWVS-KC website, seattlelwv.org, for up-to-date information. Past forums are frequently televised and can be accessed from the resources page of the website.

The February 6 Board Meeting began with the introduction of Lori Kessler, who has recently moved back to the Northwest from Florida and is becoming active again in the local League. Lori has agreed to be the secretary as Dora steps away to be near her daughter.

The Board was meant to meet with spokespeople for I-123, commonly known as Park My Viaduct, but scheduling conflicts prevented this from happening.

Cindy Piennet, c4 treasurer, outlined the League’s finances and explained where we are in the fiscal year and how things are shaping up. We have managed to stay under budget on a few things, which is very helpful for our finances.

A lively, and surprisingly long discussion took place in regard to a new appendix to the League’s endorsement procedures. Among other things, we discussed the need to have clear and non-contradictory procedures, and we ultimately tabled that discussion for the future.

Pat Griffith described what has been going on with the Action Committee and explained that she has been listening in on a phone conference regarding gun control with the National League - see the separate pieces that she has written for this edition of the Voter if you are interested in listening in.

Janet Winans described the most recent forum, regarding the death penalty, which was very successful. She also mentioned the March forum, which is about pay inequity, and floated the idea of a possible study, since the League does not have an up-to-date position on this.

Voter Services Chair, Amelia Woolley, described an inspiring voter registration drive at Seattle Central College. Again, since this is a presidential election year, caucuses were mentioned – they are quickly approaching, and by the time

Continued on next page
Diversity Policy

The League of Women Voters of Seattle-King County (LWVS-KC), in both its values and practices, affirms its beliefs and commitment to diversity and pluralism, which means there shall be no barriers to participation in any activity of the League on the basis of gender, race, creed, age, sexual orientation, national origin or disability.

LWVS-KC recognizes that diverse perspectives are important and necessary for responsible and representative decision-making. LWVS-KC subscribes to the belief that diversity and pluralism are fundamental to the values it upholds and that this inclusiveness enhances the organization's ability to respond more effectively to changing conditions and needs.

LWVS-KC affirms its commitment to reflecting the diversity of Americans in its membership, board, staff and programs.
Committees

LWVWA Carbon Emissions Reduction Committee
DATE: Thursday, March 17
TIME: 10:00 a.m.
PLACE: League Office

We encourage participation in our committees by all interested members. It's a great opportunity to meet and talk to community leaders, stakeholder organizations, and experts where you can have direct input on local issues that affect you.

Economics and Taxation Committee
DATE: Saturday, March 26
TIME: 9:30 a.m.
PLACE: League Office

Don’t see a committee that covers your issue? Call the office and let us know. Sometimes people are working more informally without regularly scheduled meetings. If so, we may be able to help connect you with them or help you start your own.

Education Committee
DATE: Thursday, March 24
TIME: 11:00 a.m.
PLACE: League Office

International Relations Committee
DATE: Monday, March 7
TIME: 12:45 – 2:45 p.m.
PLACE: League Office

Transportation Committee
DATE: Tuesday, March 15
TIME: 10:00 a.m. – 12:00 p.m.
PLACE: League Office

Mission Statement
The League of Women Voters of Seattle-King County, a nonpartisan political organization, encourages informed and active participation in government, works to increase understanding of major public policy issues and influences public policy through education and advocacy.
Fish, Fruit, Fires and Floods:
What is the Price of Carbon Pollution?

Please join us at the League of Women Voters Seattle-King County spring fundraiser, April 9 at Town Hall in Seattle. Rodney Brown, Co-Chair of the Governor's Task Force on Carbon Emissions Reduction, will inform us about carbon pricing in Washington, its importance in stemming carbon pollution and combating climate change, and the challenges carbon pricing faces. Buy your tickets on our website: www.seattlelwv.org.

Damage to fish and fruit are just two of the things that we pay for with the fires and floods that are the result of carbon pollution here in Washington State. Stemming the impacts of climate change is a global necessity, as acknowledged by the Paris Accord, and is a national necessity, as the president made clear with the Clean Power Plan, using executive action to implement the Clean Air Act. The League of Women Voters of the United States is strongly supportive of this plan.

Washington has followed these leads, and, recognizing that action may have to come from below, has drafted a rule with cap and trade features. Meanwhile, I-732, the carbon tax initiative, made it to the state legislature, with over 300,000 signatures gathered statewide. These are both market-based pricing systems, designed to better reflect the true cost of dirty energy and incentivize a switch to clean energy.

While there is significant momentum for carbon pricing, there are significant hurdles to be overcome at all levels and branches of government. The Supreme Court just dealt the EPA’s Clean Power Plan a major blow by temporarily halting its implementation. This was a response to 27 states and power industry officials that considered the plan an overreach of executive authority. LWVUS continues to support the plan and its caps.

There is concern that this decision could undermine the Paris Accord if the United States does not fulfill its promises and take the lead. It could even negatively impact Washington’s own rulemaking. Moreover, Washington State Senate Bill 6173 would remove authorization for the Clean Air program.

It is uncertain whether the legislature will put barriers in front of the carbon tax’s trip to the November ballot. Strong opposition could certainly be expected to the proposal, with or without competing measures.

The LWVWA Board will consider support of ballot issues on carbon pricing. Besides the viability of the proposal, they may look at other issues such as use of the funds, effectiveness in controlling emissions and whether it can be coordinated with other programs. One option is to remain neutral between cap and trade and carbon tax approaches, but to support either as viable carbon pricing proposals are put forth. There is much room for working together to craft programs and policies that will have the necessary support and effectively limit carbon emissions.

The bottom line is this: we need to shift to clean energy to avoid the perils of climate change and “times a wastin.” We need to support alternatives to fossil fuels and provide jobs in a clean energy sector. Carbon pricing can jump-start that transformation. Our April 9 event should help us determine how we can be part of that transformation. The price of inaction and division is unacceptable.
FISH, FRUIT, FIRES & FLOODS
The Price of Carbon Pollution
A fundraising luncheon to support the League of Women Voters® of Seattle-King County’s Education Fund, a 501(c)(3) organization.

Stemming climate change depends on a switch to clean energy. Putting a price on carbon pollution can spur that switch. Will Washington voters agree in 2016?

Rodney Brown, Co-Chair of the Washington State Carbon Emissions Reduction Task Force, will help inform your decisions.

APRIL 9, 2016
11:30 a.m. to 2:00 p.m.
Town Hall Seattle, 1119 8th Avenue

Tickets are $85; tickets purchased before March 25, 2016 are $75. For more information and to purchase tickets, please visit our website at www.seattlelwv.org or call the office at 206-329-4848.

LEAGUE OF WOMEN VOTERS®
OF SEATTLE-KING COUNTY
1620 18th Avenue, Suite 101 | Seattle, WA 98122-7007

For more information about how the League of Women Voters’ Education Fund supports active and informed participation in government, please visit www.seattlelwv.org/edfund.
CIS Volunteers Wanted!

Do you want to be part of the action in the League? Want to know first-hand what is going on and get acquainted with the people who are involved? If you are a new or current member who wants to give a little time on a regular basis, join the CIS (Citizen Information Service).

We provide information over the phone to members and the community while serving a three-hour shift once a week. It’s fun and educational, and we train you. If you can’t commit to a regular shift, we welcome substitutes who are called as needed.

If you are interested, please call or email Cynthia Howe at: 206-236-0593; howe.john@comcast.net

Callout for New Board Members:

• Do you ever wonder how decisions about local League issues are made or how League works?
• Do you want to be more involved with local League decisions/issues?
• Do you have some free time to devote to increasing voter participation in our elective process?

If you answered “yes” to any of these questions, please contact me to find out about serving on the Seattle-King County League of Women Voters Board of Directors for the 2016-18 cycle!

Ellen Barton
Nominating Committee Chair
Call (206) 321-7362 or email eeb0825@yahoo.com.

Special Location for the May Forum!

Save the Date: May 5th, 7:00

The Communities of the Duwamish and the River That Runs Through Them

To be held at:
Duwamish Longhouse and Cultural Center
4705 W Marginal Way SW
Seattle, WA

Logistics planning underway.
Need a ride? Have a car to share?
Email janetwinans@earthlink.net
Action

by Pat Griffith, Action Chair

GUN SAFETY CONVERSATION

Thanks to Patti Brigham of the Florida LWV, a monthly phone conference with League members throughout the US concerned about gun safety is happening. Calls last about 45 minutes and include a presenter on topics such as the NRA, background checks, and campus carry. Participants also share issues in their own states. We in Washington can be grateful that we are not faced with issues like campus carry. The phone network is supported by the Center for American Progress. If you are interested in joining the discussion, which is exclusive to LWV members, please email Patti Brigham at pattib Brigham@gmail.com.

Two bills dealing with gun violence have emerged from this short session of the Washington State Legislature. The League supports both of these bills. Both have survived the first legislative cutoff.

HB 2793 deals with suicide prevention and education. Supported by both the NRA and traditional gun safety and suicide experts, the bill requires training in suicide prevention and safe storage of pharmaceuticals for pharmacists. Gun dealers and firing ranges can become certified through online training and receive a limited tax credit. Materials for the program will be coordinated by Forefront, a suicide prevention and research organization at the University of Washington.

HB 2823 creates a Safe2Tell program through OSPI. The bill creates a safe anonymous environment for students to report what they see in order to prevent violence or shootings at school. Often, violence is preceded by threats, conversation or other information that is rarely passed on from students to adults.

ACTION UPDATE

The 2016 election season promises to be filled with local election issues. The Board of LWV Seattle King County endorsed both Seattle school levies at its January meeting. In March the Board will review Seattle Initiative 123, also known as Park My Viaduct, which will appear on the August primary ballot. Other issues that will be seeking LWV endorsement are the Sound Transit levy on the November ballot and a renewal housing levy for Seattle. Information on the Sound Transit proposal will be available in June.

As a Board we want to expand our understanding of issues affecting not just Seattle but those in suburban and outlying areas. Please contact the Action Chair if you know of a proposal that needs our attention. To make an endorsement, there must be supporting LWV positions.

Your Action Chair would like some committee members to help with our anticipated increase in local ballot issues and coordinating materials for board meetings. Interested? Please contact Pat Griffith at (206) 285-2452.
An impromptu voter registration event held February 4, 2016 at Seattle Central College (SCC) resulted in 33 students being newly registered or getting their voter information updated in anticipation of the many ballot measures coming this year, including what looks to be an exciting presidential election.

It all began with a call from a non-League member and former math teacher at the Seattle World School, Lynn Ludwig. She called the League wanting to volunteer to help with our voter registration efforts, specifically any to be held at SCC. Due to scheduling conflicts, her availability was limited.

It would not have been possible or as successful without the prompt and amazing support of Molly Mitchell and Kelly Johnson in the Student Support Program office. They expedited our request for space and notified the entire student body of our event.

The League of Women Voters Seattle-King County owes each of them, Lynn, Molly and Kelly... A GREAT BIG THANK YOU FOR A JOB WELL DONE!
Welcome to New Members:
Sarah Idczak

Sarah is a student in the Master of Public Administration program at the Evans School of Public Policy and Governance at UW, and she expects to graduate in June of 2017. Before coming to Seattle for graduate school, she worked as a deckhand and customer service specialist for Island Adventures Whale Watching in Anacortes, Washington, and as a purser on the tall ship Hawaiian Chieftain. She received a BA in Environmental Policy and Planning from Western Washington University in 2012.

Sarah was born and raised in the Pacific Northwest and is hoping to stay here after graduate school and build a career as an environmental policy professional. She is a writer, a sailor and a proud woman voter. Sarah has already begun volunteering at the Citizens Information desk in the League office.

Phyllis Van Orden

Phyllis has been an admirer of the League of Women Voters for a long time. Retirement now affords her time to become an active member. With her MA in Library Science from the University of Michigan and an Ed.D from Wayne State University in Curriculum Development, she has been able to work in many interesting places, including administrative and teaching positions at UW. At Wayne State, Van Orden was in the midst of the student unrest and rioting of the 1960s. The Black Student Association put on a workshop where she had the seminal experience learning what it was like to be a black student at that time. The shooting of the Kent State students protesting the Vietnam War lit a fuse that profoundly impacted Phyllis, other students, and the nation.

Today, Phyllis is especially concerned about barriers to voting. She has lived in villages and cities and seen impediments in both. She regrets the disappearance of civic groups such as the Grange, which helped educate citizens in civic responsibility. Phyllis has been active in many professional groups, including the Association of Library Services for Children, where she served as president and participated in the presentation of the Newbery Award and Caldecott Medals. She returned to Seattle last May and is a member of the First Hill Unit, which meets at Horizon House, where she lives.

Wendy Engquist

Wendy is a photographer who laughingly says her living room full of pictures is a shrine to her grandchildren. She says that it is concern for the future of those children that prompted her to join the League of Women Voters. Wendy has a son “fighting his way through college” wondering if it will be worth the time and debt he will incur. She is especially interested in campaign reform, banking reform and the effects of lobbying on government policy. Wendy grew up in Wisconsin but she and her husband moved to this area 37 years ago and raised their family in Redmond. She has been a stay-at-home mom, but has time now to engage in the community. She says she knows democracy requires due diligence and that there is strength in unity. She is hoping to begin by registering new voters at Redmond High School.
Transportation Committee Update
By Janet Winans

The Transportation Committee met on January 19, 2016. The speakers were Hannah McIntosh, SDOT Chief of Staff; Elliot Helmbrecht, Levy and Accountability Manager, SDOT; and Abigail Doerr from Transportation Choices. They spoke about the Move Seattle Levy Post-Election Accountability Report and preparations for joining Sound Transit 3 Candidate Projects planning process.

Because the LWVS-KC Board of Directors expressed serious concerns about issues of accountability in our decision to recommend voting NO on the Move Seattle Levy in November 2015, Hannah McIntosh and Elliot Helmbrecht acknowledged those concerns and came to provide our meeting with a number of resources that will inform our committee, the League, and the public about the planning and progress for projects that will be funded by the newly passed levy. Their website, seattle.gov/transportation, is organized to link the public with real-time information about the myriad of issues impacting transportation in the city.

Now that the funding for Move Seattle has been approved, SDOT is working to confront the impact of population and growth that is already challenging all of our systems. Growth is expected to increase by 120,000 additional people and 115,000 new jobs in the next 20 years. SDOT has prioritized projects for the next 100 days using criteria of both data and equity: seven Safe Routes to school; sidewalk repair at four schools; Greenwood Avenue multimodal improvements; continued Rainier Avenue safety project and others.

They are using technology to collect and process data about many issues as they prioritize their projects. For instance, using collision data and observation along with community engagement, they work to deal with the most dangerous and urgent issues quickly. Interventions include analyzing causes, improving visibility for both drivers and pedestrians, providing curb bulbs to separate pedestrians from cars, providing warning signs, clearly marked cross walks, and separated clearly marked bike lanes.

They emphasize investing in targeted maintenance, and require that every lost tree must be replaced with two new trees.

While roads and bridges are important assets and require continuous maintenance, Helmbrecht emphasized that the primary goal is to make moving through the city affordable, convenient and safe for people. Cars are included in that expectation, of course, but efficient transit is essential if we hope to move at all. The goal for transit service is that everyone will have on average a five-minute walk to a transit stop, and that the network of public transit will connect all users most efficiently from destination to destination.

Of course, saying a “five-minute walk” is easy enough to those who can do that without effort. This is an issue of particular importance to our committee, which we emphasize every chance we get. As one idea, McIntosh mentioned that Seattle is the first city to begin working with the Uber, Lyft, and other similar services to invent ways to provide service to those who cannot walk that distance.

It is important to note that this meeting was part of an ongoing conversation the League has been having with SDOT. SDOT listened to our endorsement concerns and we welcome the next conversation. I hope that you, readers, will test out the seattle.gov/transportation website and watch and comment along with us.

Sound Transit 2 was approved by 58% of voters in 2008. All of the Sound Transit projects that are currently visible are included in that package, which extends through 2023. Completed projects like the Husky Stadium Station have finished on time and under budget. The Sound Transit 3 projects are the next phase of the system, envisioned to provide predictable interconnections between all the urban areas on the east side of Puget Sound. If you have questions or concerns about current projects or projects in the planning phase, please contact janetwinans@earthlink.net.
WHO OWNS THE FUTURE?  By Jaron Lanier

Jaron Lanier is a computer scientist with big groundbreaking ideas that provide new ways of thinking about ourselves and our place in the future. He questions the direction our economy is taking and suggests a new and more optimistic path for us all.

“Siren Servers” is a term he uses to describe big companies, which gather information for free from many millions of people. They then aggregate that information in ways that may not be helpful to us. The Sirens’ song in The Odyssey was enticing to sailors, but brought them closer to the rocks where boats often crashed. Lanier calls Google and other companies “who own the fastest computers with the most access to everyone’s information” “Sirens” because they entice us to use them. In so doing, we give up a great deal of information about ourselves. That information is then sent up to the Cloud, where information is pulled together to sell to advertisers.

Who buys that information from the advertisers? Almost any company pays for information about its target group. The insurance industry typically wants to know which people are likely to be able to pay for insurance but unlikely to actually use it. This leaves some people unable to find appropriate insurance, but helps make certain that the insurance industry will thrive. Meanwhile, Google and other “Sirens” are making billions while the people from whom information has been taken have received no money at all.

Lanier says, “[In] Google’s data centers, stupendous correlative algorithms [crunch] on the whole [Internet’s] data overnight, looking for correlations. Maybe a sudden increase in comments about mosquito bites would cause an automatic, instant investment in a company that sold lotions.” In such a way Google and other Siren Servers exploit those of us who use social media. “Ordinary people ‘share’ while elite networks generate fortunes.” But eventually that elite will be undermined because they need a middle class to buy things. The Sirens are irresistible, but ultimately harmful.

Lanier wants something better. He suggests that if information flows up to the Siren Servers, it can return as well. He sees no reason why “microcredit” can’t flow back to the original provider, perhaps to something like a social security number: thankfully he doesn’t give us the complicated details. In such a world, any organization that uses information gained from individuals would automatically pay for all information it actually used. If transportation experts caught your license plate on a camera, and that proved useful in deciding that a new bridge was necessary, then you would receive a micro-payment. If your medical information helped doctors come up with a new medicine or medical technique based in part on your information, then in Lanier’s view, you should receive a micro-payment. He says that implementing such an up-to-the-Cloud-and-back economics would be complex “but not intractable.”

Because women now receive the majority of college degrees and make by far the most consumer decisions and purchases, it follows that women might well receive more micro-payments than others. Lanier suggests that ultimately such payments would encourage a more humane world, where the future would be owned broadly by everyone.

It is a treat to read a book by someone who is both a humanist and much respected in the upper levels of social media and the computer world. This man envisions an economy that works for every one of us.

Opinions in this review are personal and do not necessarily represent those of the League.
Program

The Pay Gap

NY Times/Robert Neubecker
NOTE TO UNIT & DISCUSSION LEADERS: There will be no discussion leaders’ briefing, but the speakers at the forum will provide additional information that will contribute to meaningful unit discussion. Please plan to attend!

UNIT MEETINGS

- Welcome and Introductions
- Announcements/Volunteer Sign Ups

The questions below are designed to stimulate discussion and are not intended as consensus questions, although we do want to see your responses to better frame future action on this issue. Please feel free to add your own questions or discuss relevant articles that members might bring to the meeting.

1. Did you notice that the number A of the League position lists childcare options before the B position about women’s pay? What does that mean to you?

2. What has been your experience as a salary/wage earner since these positions were reviewed?

3. Can racial parity issues be discussed in the same way that gender parity issues are discussed? If they need to be addressed separately, what are some of the differences that you can identify?

4. Are these positions adequate to the challenges posed by the conditions of today?

5. How would you write a scope for a new study?
Barbara Reskin is an emeritus sociology professor from the University of Washington. She has studied and written about race and sex inequality in employment for many years, and has served as an expert witness in employment discrimination lawsuits. She (along with the other two speakers) served on the Mayor Task Force on Gender Equity in Pay.

According to the LWV’s current position on equal pay in Washington, “Employment laws and regulations should encourage practices which are fair to individuals of both sexes. Job-related benefits should be extended to workers regardless of sex.” This article reviews evidence on how far employment practices in Seattle, King County, Washington, and the U.S. must go to reach these goals along with suggestions for public policies that could bring us closer to achieving fair pay.

Until 1982, women’s average pay never exceeded 60 percent of what men earned. Today, women employed full time all year average almost 80 percent of what their male counterparts earn, about 2.5 percentage points lower than the average in other industrialized countries. In Washington, which is in the bottom third of the states, and in King County, women average 76 percent of men’s earnings. In Seattle, the ratio is just 73 percent, giving Seattle the dubious distinction of having the biggest gap in pay between women and men among the 50 largest cities in the U.S.

Public policies enacted in the 1960s helped to narrow the gap into the 1980s and 90s. But policies can make a difference only if they address the underlying causes of the gap. The media perpetuate stereotypes that the gap is caused by women’s choices, their family responsibilities and their failure to negotiate higher salaries. Although we need more family-friendly policies, legislators have been reluctant to tamper with private employers’ personnel practices. And better negotiation skills are not going to help the vast majority of women who work in jobs with fixed pay.

Between 1982 and 2015, the gap for all women employed full time year round declined, on average, a half penny a year. At that rate, women’s average pay will equal men’s in 2046. However, after 2000, that rate of decline slowed. Barring new and effective policies to equalize pay, there is little hope that women’s pay will equal men’s, even 42 years from now.

The pay gap persists, not because women choose lower paying jobs and that the market lowers women’s pay because they are overcrowded in predominantly female jobs, as is suggested in some arguments about its persistence. The pay gap persists because women’s work is devalued and women and men are segregated into different jobs. In combination, devaluation of the value of the work women do and segregation into particular categories are the primary causes of the pay gap.

After discussing how the devaluation of women’s work and job segregation perpetuate the pay gap, I discuss public policies that can address both of these barriers to equal pay.

Policies that reduce the discriminatory effects of devalued work and of job segregation for women will also reduce the pay gap between white men and men of color and the even larger gap between white men and women of color. Although I do not have space to document the pay gap between people of color and whites, the devaluation of workers of color, job segregation based on race and outright discrimination contribute to lower pay for people of color, with Black and Hispanic women earning the lowest pay.

The Devaluation of Women’s Work and the Pay Gap

The higher the proportion of women in an occupation, the less the occupation pays, net of the effects of workers’ qualifications, job duties, and
working conditions. This pattern reflects the power of the longstanding belief that women are less valuable than men and its corollary that women’s work is less valuable than work that men do. Studies show that parking lot attendants earn more than child care workers, even those who mow lawns in some cities earn more than librarians do. When men are employed in customarily female jobs they, too, are penalized for doing “women’s” work. The difference is startlingly apparent when a particular individual has transitioned from male to female or female to male. Earnings rose for workers who transitioned from female to male, whereas men who transitioned to women saw their earnings decline. The devaluation of women’s work is also reflected in its low status. Predominantly male occupations and professions that are employing more women have expressed concern over the effect of their “feminization” on their status and pay.

Sex Segregation and the Pay Gap

More than 50 years ago, a Commission on the Status of Women appointed by President Kennedy and chaired by Eleanor Roosevelt concluded that women’s lower pay stemmed from men’s and women’s concentration in different occupations. A recent report by the National Equal Pay Task Force (NEPT), a group comprised of the major federal agencies charged with addressing pay discrimination, agreed that occupational segregation “fuels the wage gap” because predominantly female occupations pay less than predominantly male occupations, after controlling for workers’ characteristics. According to the NEPT, each ten percentage-point increase in the proportion of an occupation that is female brings a four percent decline in its average pay.

A large body of scientific research supports these conclusions: the concentration of women and men into different jobs, occupations and industries is a primary cause of the pay gap. If women and men held the same jobs, “women’s work” wouldn’t exist (at least outside the home), and the devaluation of women’s work could not influence how much jobs paid.

There is a tautology here: today, 44 percent of men but just six percent of women work in occupations that are at least three-quarters male, while 40 percent of women but only five percent of men work in occupations that are at least three-quarters female. When jobs are so segregated, the label of “men’s” work and “women’s work” certainly follows, or vice versa.

I refer in this essay to both “job” and “occupational” segregation. What’s the difference? A “job” refers to the activities one does for pay by a specific employer and often in a specific place. Americans are employed in millions of different jobs. “Occupation” is a term the Census Bureau uses for jobs that are generally similar. Just as the Census Bureau groups all Americans into a small number of “races,” it groups jobs into a smaller number of categories that allow researchers and policy makers to monitor changes in the kinds of work people do. Most research on occupational segregation uses a few hundred “occupational titles.”

Because estimates of the amount of segregation is based on occupations rather than jobs, such estimates do not capture segregation within occupational categories, thus, they substantially underestimate the extent to which men and women are segregated at work. Between the mid-1970s and the mid-90s the index of occupational segregation fell by almost 20 points (its value can range from 0 for complete integration to 100 for complete segregation), after which the trend leveled off with the index hovering at around 50. This means that half of all women or men would have to move to occupations in which their sex is underrepresented to eliminate occupational sex segregation.

Eliminating job segregation is substantially more challenging because women and men in the same occupations often do different jobs for different employers. Because of this, job segregation allows for unequal pay for people doing the same work. In addition, employers usually fill jobs openings through recommendations.
from their current employees. Workers typically recommend others who are their sex—and race—making segregation self-perpetuating.

Public Policies to Address the Pay Gap

Outlawing pay discrimination. In 1963 Congress passed the Equal Pay Act (EPA), making it illegal for employers to pay women and men in the same jobs unequally, unless their pay was based on merit or any other factor than sex. Of course, at that time few women and men held the same jobs so the EPA’s short-run effect was limited. A year later the 1964 Civil Rights Act became law, and Title VII of the law banned both job segregation and pay discrimination on the basis of sex, race, national ancestry and religion. Although the Equal Employment Opportunity Commission (EEOC), the agency charged with enforcing Title VII, was slow to pursue sex discrimination cases, having a law on the books was a huge step forward.

Presidential executive orders. In 1967, President Johnson added sex discrimination to a 1965 executive order that prohibited race discrimination by federal contractors. The order also created a federal agency to monitor contractors—an important step forward because it meant that it was no longer entirely up to women to discover and initiate action about unfair lower pay. Regular monitoring and, finally, a few multi-million dollar settlements in the 1980s and 90s motivated federal contractors to avoid egregious pay disparities. It also prompted large companies to hire Human Resources (HR) specialists to deal with the regular audits by the Office of Federal Contract Compliance Program (OFCCP). Some of these HR officers became an in-house constituency for fair pay for women.

Broadening the EPA. Given the pervasive job segregation by sex, the EPA at first had little effect on the pay gap. However, during the 1970s, the Supreme Court ruled that the EPA applied to jobs that were “substantially equal.” In 1974, the Court confronted the idea and ruled that employers could not pay women less than men because the “market rate” for women was lower or because men would not work for the low wages that women had to accept. By the end of the 1970s, almost 270,000 workers had won back pay based on the EPA.

Comparable worth. Since the mid-1960s, public policies to address the pay gap required employers to provide equal pay for equal work. In 1970, an appellate court ruled that the EPA applied only to jobs that were substantially equal. However, given pervasive job segregation, men’s and women’s jobs often were seldom “substantially equal.” So opponents of the pay gap changed strategies, arguing for equal pay for work of equal value. This comparable-worth approach challenged the idea that predominantly female jobs paid less than men’s jobs because women’s work is culturally devalued. If the work women do was fairly valued, then segregation did not inevitably mean women would be underpaid. Given an objective method to determine how much a job was worth, childcare workers could earn as much as parking lot attendants, and librarians could earn as much as lawn mowers. Comparable worth campaigns had succeeded abroad (Australia; Ontario, Canada).

Objective methods were already in use by large corporations to create rational compensation systems across a wide variety of jobs. Job analysts scored jobs based on the required skill, effort and responsibility as well as working conditions, assigning points for each of these. The summed score for a job (weighted to take into account the relative importance of the four factors) was the basis for its pay. Thus, objectively assessing the relative worth of jobs was possible.

Proponents of comparable worth focused on the public sector, whose pay systems were ultimately the responsibility of legislative bodies. Public-sector workers were often unionized, and public-sector unions had the resources to pursue comparable-worth campaigns. Although the idea of comparable worth went nowhere in Congress, and comparable-worth lawsuits often lost in court (e.g., AFSCME v. State of Washington 1985), the occasional successes are instructive. The greatest success in the U.S.
occurred in Minnesota. In the early 1970s, the Director of the state’s Council on the Economic Status of Women and a state representative learned that predominantly female jobs with the state were substantially underpaid compared to predominantly male jobs. For example, clerk typists, 99 percent of whom were female, earned just 75 percent as much as delivery-truck drivers, all of whom were male. In response, the legislature passed a pay-equity law covering all public entities. Its initial cost was less than four percent of the state’s payroll, and over the next 17 years it increased women’s pay from 69 percent of men’s pay to 84 percent. According to recent data, the pay gap is now just three percentage points.

While Minnesota’s experience was the most effective in addressing the pay gap, similar actions in Oregon, Washington, Michigan, and Connecticut also narrowed the wage gap among public employees by one quarter to one third. By the 1990s, policy interventions to address the pay gap had fallen out of fashion, as private-sector employees began suing their employers.

Class action lawsuits. Since the late 1980s, lawsuits have become the vehicle through which women have fought pay discrimination. Although thousands of women have filed complaints against their employers, the process for suing one’s employer for discrimination is slow and emotionally exhausting. In addition, although retaliation is illegal, plaintiffs often did face retaliation by their employer. According to a national survey, about half of all workers are discouraged or prohibited from discussing their pay with coworkers.

Class action lawsuits offered a less onerous and more effective route for some women who believed that they had been subject to discrimination. The plaintiff has social support from others in the class, and the settlement benefits a large number of workers. The law firms that take on class actions have access to more resources, and class action lawsuits are more likely to get publicity, which reminds other firms that they could be next. Importantly, settlements in class action cases often include consent decrees that require an employer to change its personnel practices. For example, Boeing changed the way it set salaries for new managerial employees. Before the lawsuit, Boeing paid new managers their previous salary plus a hiring bonus—a percentage of the previous salary. Given the average higher pay of men in the labor market from which Boeing hired, this practice meant male managers started with a higher salary than female managers (almost $4,000 in 1997). Because Boeing’s annual raises were a percentage of an employee’s current salary, the pay gap between the sexes increased with every year’s experience.

Government Initiatives to Help Victims of Discrimination Sue Their Employers

The Lilly Ledbetter Fair Pay Act. From its passage, the Equal Pay Act had required complainants to file complaints within 180 days of the discriminatory act. However, within six months of being hired, few workers become aware that they are being paid less than a coworker of the other sex. This was Lilly Ledbetter’s situation. She had worked at Goodyear for almost two decades before learning that she was being paid less than the men who did the same job. Because she had not complained within 180 days of being hired, the Supreme Court ruled against her. In 2009, Congress overruled the Supreme Court by passing the Lilly Ledbetter Fair Pay Act, which gave workers 180 days to sue from the time they learned that their pay was unfair. The publicity associated with the Supreme Court’s response to Lilly Ledbetter’s case and the passage of a Fair Pay Act in her name have brought renewed attention to the millions of women who still earn less than men but are doing equally demanding jobs. That renewed attention has led to a new push for federal and state laws that ensure equal pay for all workers in the same job.

The Paycheck Fairness Act. The Paycheck Fairness Act (PFA) was introduced in Congress in 2009. Although it passed in the House, it has met insurmountable opposition in the Senate. If passed, the PFA will close loopholes in
the defenses available for equal-pay violations. Employers will have to prove that pay disparities stem from factors that are unrelated to workers’ sex. The act allows class-action lawsuits and provides protections for employees who discuss their compensation with coworkers.

**The Fair Pay Act.** In 2013, the Fair Pay Act (FPA) was introduced in Congress. If passed, the FPA will prohibit wage discrimination based on sex, race or national origin among employees whose jobs are similar in skill, effort, and responsibility and working conditions to those of more highly paid workers. Thus, the FPA would amend the EPA to include comparable worth. It will also require some employers to report to the EEOC pay levels by sex, race and national origin across broad occupational classes. Like the PFA, the Fair Pay Act would allow class action lawsuits. And like the PFA, the Fair Pay Act is stalled in Congress.

**Presidential Executive Orders.** In 2014, President Obama issued an executive order that required federal contractors to submit data on employee compensation by race and gender, thus encouraging employers to take steps to ensure fair pay for their employees. That executive order also prohibits federal contractors from discriminating against employees who discuss their compensation. In January of this year, President Obama directed the EEOC and the Department of Labor to publish a proposal to collect annual summary pay data by gender, race and ethnicity from businesses with 100 or more employees. When it goes into effect next year, this policy will cover more than 63 million workers.

**State Legislative Initiatives**

Congressional inaction on bills aimed at providing greater protection from discrimination, has been offset by actions in state legislatures. At least 23 states have introduced bills to close some of the loopholes that allow employers to underpay women. Many include a provision that would give employees the right to discuss their pay with coworkers. Another common provision would outlaw retaliation against workers who disclose their wages to their other workers. Some bills require contractors to pay equally for jobs that require equal skill, effort, and responsibility as the federal government now does. On the other hand, states such as Wisconsin have recently repealed an Equal Pay Enforcement Act that allowed workers to sue in state circuit courts rather than the more expensive process of suing in federal court.

California’s legislature recently passed an Equal Pay Act, which has been described as the “strictest” fair-pay law in the U.S. because it applies to every company with an office in the state and ensures that employees doing “substantially similar” work are paid equally. It discourages pay secrecy by prohibiting retaliation or discrimination against employees who disclose, discuss, or inquire about their own or their coworkers’ wages for the purpose of enforcing their rights under the California Equal Pay Act. It also inserted the wording of the federal EPA for wording that had allowed employers to set pay based on “factors other than sex” to “bona fide factors other than sex”, making it more difficult for California employers to pay women workers less than men.

Washington is among the states currently debating an equal pay bill. If enacted, the Washington Equal Pay Opportunity Act (HR 1646) will prohibit retaliation against any employee who shares information or inquires about compensation, make it clear that employees can ask their employer why they are being paid less or lack the same access to career opportunities as coworkers and give employees the right to complain to the state or seek remedies in court for retaliation or gender disparities.

Until we make fair pay a priority for legislators, opinion leaders and voters, the working women in Seattle, King County and Washington will continue to be shortchanged by millions of dollars a year.
ENDNOTES

1. The size of gap depends on other factors such as workers’ race, their experience, where they live and their line of work.


4. Institute for Women’s Policy Research (IWPR) Analysis of the 2013 American Community Survey from the Minnesota Population Center’s Integrated Public Use Microdata Series (IPUMS). In 2016 according to King County Councilor Dembowski, at the current rate of progress, the pay gap in Washington is not projected to close until 2071. http://www.maplevalleyreporter.com/news/349919631.html#.


12. National Pay Task Force. 2013. Fifty Years after the Equal Pay Act. Participating agencies include the EEOC, the Department of Justice, the Department of Labor and the Office of Personnel Management.


14. For example, before I retired the Census Bureau would have classified my occupation as “sociology teacher, post-secondary,” whereas my job title was Professor of Sociology at the University of Washington’s Seattle campus.


16. By definition, workers in the same job have the same employer.

17. These include Harris Trust, Texaco, Boeing, Coca Cola and Wachovia, which underpaid more than 2000 female employees (Fifty years after the Equal Pay Act, op. cit.; Murphy. 2005. Getting Even.)


21. In 2009 the Harkin/Norton Fair Pay Act, which would have changed the concept of “equal pay for equal work” to “equal pay for equivalent work” [emphasis added], was introduced in Congress where it died.


28. Half of the 42 Republicans who voted to keep the PFA from reaching the Senate floor were from one of the 17 states where the pay gap exceeds the national average. Samuels. 2014. “The Gender Wage Gap by State.”
29. The FPA would prohibit an employer from reducing any employees’ pay in order to implement fair pay.

30. The system the federal government uses in collecting data on occupations classifies them into both broad and detailed categories.

31. AAUW. “The Simple Truth about the Pay Gap.” As of February 3, 2016, state legislatures were considering bills to address the pay gap in Alaska, Arizona, Colorado, Hawaii, Iowa, Kansas, Louisiana, Maryland, Massachusetts, Missouri, Oklahoma, Nebraska, New Jersey, New York, Ohio, Rhode Island, Tennessee, Utah, Vermont, Virginia, Washington, West Virginia, and Wisconsin.

32. AAUW. “2015 State Equal Pay Legislation by the Numbers” at aauw.org/2015/08/20/equal-pay-by-state/.

33. The bill, which passed in the House, has been referred to the Senate’s Commerce and Labor Committee.
# Unit Meetings

(Unit times and locations subject to change; please verify with unit leader.)

Meetings are open to all.

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<td>Marian Wolfe and Vivian Montoya</td>
<td>hedg <a href="mailto:Wolfe@aol.com">Wolfe@aol.com</a></td>
<td>206-763-9430</td>
<td>7:30 p.m.</td>
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<td>Montoya</td>
<td><a href="mailto:montoyaviv@gmail.com">montoyaviv@gmail.com</a></td>
<td>206-695-2620</td>
<td>2330 34th Ave S, Seattle</td>
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<td><strong>BELLEVUE/KIRKLAND/REDMOND</strong></td>
<td>Bonnie Rimawi</td>
<td><a href="mailto:bonnierim@aol.com">bonnierim@aol.com</a></td>
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<td>Kay Beck</td>
<td><a href="mailto:kbeck25@comcast.net">kbeck25@comcast.net</a></td>
<td>206-523-3127</td>
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<td><strong>QUEEN ANNE/MAGNOLIA/BALLARD EVENING</strong></td>
<td>Kathy Pugh and Marlis Worthington</td>
<td><a href="mailto:ckp1966@comcast.net">ckp1966@comcast.net</a></td>
<td>503-580-1240</td>
</tr>
<tr>
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<tr>
<td><strong>Thursday, March 10</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>MERCER ISLAND</strong></td>
<td>Cynthia Howe</td>
<td><a href="mailto:howe.john@comcast.net">howe.john@comcast.net</a></td>
<td>206-236-0593</td>
</tr>
<tr>
<td></td>
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<tr>
<td><strong>ISSAQUAH</strong></td>
<td>Margaret Austin</td>
<td><a href="mailto:margaret.austin@comcast.net">margaret.austin@comcast.net</a></td>
<td>425-392-5760</td>
</tr>
<tr>
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</tr>
<tr>
<td><strong>SOUTHEAST KING COUNTY/ENUMCLAW</strong></td>
<td>Cathy Dormaier</td>
<td><a href="mailto:clcathy@skynetbb.com">clcathy@skynetbb.com</a></td>
<td>360-802-6799</td>
</tr>
<tr>
<td></td>
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</tr>
<tr>
<td><strong>NORTH CENTRAL</strong></td>
<td>Jan Orlando</td>
<td><a href="mailto:orlanre@aol.com">orlanre@aol.com</a></td>
<td>206-524-0936</td>
</tr>
<tr>
<td></td>
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</tr>
</tbody>
</table>
(Unit times and locations subject to change; please verify with unit leader.)

<table>
<thead>
<tr>
<th>Unit Leader email</th>
<th>Phone</th>
<th>Time</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td><a href="mailto:adelereynolds@netscape.net">adelereynolds@netscape.net</a></td>
<td>206-621-4867</td>
<td>10:30 a.m.</td>
<td>Horizon House, Forum &amp; Social Room 900 University St, Seattle</td>
</tr>
<tr>
<td><strong>FIRST HILL</strong> – Adele Reynolds</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td><strong>CAPITOL HILL/MONTLAKE</strong> –</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>206-329-4848</td>
<td>7:15 p.m.</td>
<td></td>
<td>Hostess: Linnea Hirst 1602 E McGraw St, Seattle 206-322-3076</td>
</tr>
<tr>
<td><strong>WEST SEATTLE</strong> – Ethel Williams/Pat Lane</td>
<td>206-932-7887</td>
<td>1:00 p.m.</td>
<td>Daystar Retirement Village</td>
</tr>
<tr>
<td><a href="mailto:etheljw1@q.com">etheljw1@q.com</a></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><a href="mailto:plain11@juno.com">plain11@juno.com</a></td>
<td>206-932-1578</td>
<td></td>
<td>2615 SW Barton, Seattle</td>
</tr>
<tr>
<td><strong>NORTH KING COUNTY</strong> – Toni Potter</td>
<td>206-365-8949</td>
<td>9:15 a.m.</td>
<td>Third Place Commons Mtg Room 17171 Bothell Way NE, Lake Forest Pk.</td>
</tr>
<tr>
<td><a href="mailto:antoniapotter@comcast.net">antoniapotter@comcast.net</a></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>SOUTHWEST KING COUNTY</strong> – Kathy Jorgensen</td>
<td>253-859-8349</td>
<td>7:00 p.m.</td>
<td>Foundation House 32290 1st Ave S, Federal Way</td>
</tr>
<tr>
<td><a href="mailto:kjorgensen@juno.com">kjorgensen@juno.com</a></td>
<td></td>
<td></td>
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</tr>
<tr>
<td><strong>THURSDAY, MARCH 17</strong></td>
<td></td>
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<td></td>
</tr>
<tr>
<td><strong>UNIVERSITY HOUSE/WALLINGFORD</strong></td>
<td>206-329-4848</td>
<td>10:30 a.m.</td>
<td>University House, Auditorium 4400 Stone Way N, Seattle</td>
</tr>
<tr>
<td><strong>SATURDAY, MARCH 19</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>BALLARD/MAGNOLIA/QUEEN ANNE DAY</strong> – Alice Peterson</td>
<td>206-524-5530</td>
<td>10:00 a.m.</td>
<td>Address: 3604 NW 60th St, Seattle</td>
</tr>
</tbody>
</table>
## Board & Committee Contacts

<table>
<thead>
<tr>
<th>Term</th>
<th>Executive Committee</th>
<th>Name</th>
<th>Phone</th>
<th>Email</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015-17</td>
<td>President</td>
<td>Amanda Clark</td>
<td>206-329-4848</td>
<td><a href="mailto:president@seattlelwv.org">president@seattlelwv.org</a></td>
</tr>
<tr>
<td>2015-16</td>
<td>1st VP</td>
<td>Ginna Owens</td>
<td>206-215-1408</td>
<td><a href="mailto:ginnao@earthlink.net">ginnao@earthlink.net</a></td>
</tr>
<tr>
<td>2015-17</td>
<td>2nd VP</td>
<td>Janet Winans</td>
<td>206-550-6483</td>
<td><a href="mailto:janetwinans@earthlink.net">janetwinans@earthlink.net</a></td>
</tr>
<tr>
<td>2016</td>
<td>Secretary</td>
<td>Lori Kessler</td>
<td>206-329-4848</td>
<td></td>
</tr>
<tr>
<td>2014-16</td>
<td>Treasurer</td>
<td>Cindy Piennett</td>
<td>206-329-4848</td>
<td><a href="mailto:cindypiennett@gmail.com">cindypiennett@gmail.com</a></td>
</tr>
<tr>
<td></td>
<td>Directors</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2014-16</td>
<td>Membership</td>
<td>Paneen Davidson</td>
<td>206-329-4848</td>
<td><a href="mailto:paneenie@gmail.com">paneenie@gmail.com</a></td>
</tr>
<tr>
<td>2015-17</td>
<td>Voter Editor</td>
<td>Katie Dudley</td>
<td>206-329-4848</td>
<td><a href="mailto:votereditor@seattlelwv.org">votereditor@seattlelwv.org</a></td>
</tr>
<tr>
<td>2014-16</td>
<td>Action</td>
<td>Pat Griffith</td>
<td>206-285-2452</td>
<td><a href="mailto:pgseattle@q.com">pgseattle@q.com</a></td>
</tr>
<tr>
<td>2014-16</td>
<td>State Board Liaison</td>
<td>Julie Anne Kempf</td>
<td>206-329-4848</td>
<td><a href="mailto:julie@kempf.com">julie@kempf.com</a></td>
</tr>
<tr>
<td>2015-17</td>
<td>Outreach</td>
<td>Zara Kublin</td>
<td>206-329-4848</td>
<td><a href="mailto:zkublin@hotmail.com">zkublin@hotmail.com</a></td>
</tr>
<tr>
<td>2014-16</td>
<td>Voter Services</td>
<td>Amelia Woolley</td>
<td>206-329-4848</td>
<td><a href="mailto:voterservice@seattlelwv.org">voterservice@seattlelwv.org</a></td>
</tr>
</tbody>
</table>

**Note:** All board members listed above are also members of the Education Fund Board.

### Education Fund Officers

<table>
<thead>
<tr>
<th>Term</th>
<th>Executive Committee</th>
<th>Name</th>
<th>Phone</th>
<th>Email</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015-17</td>
<td>President</td>
<td>Amanda Clark</td>
<td>206-329-4848</td>
<td><a href="mailto:president@seattlelwv.org">president@seattlelwv.org</a></td>
</tr>
<tr>
<td>2015-16</td>
<td>1st VP</td>
<td>Ginna Owens</td>
<td>206-329-4848</td>
<td><a href="mailto:ginnao@earthlink.net">ginnao@earthlink.net</a></td>
</tr>
<tr>
<td>2015-17</td>
<td>2nd VP</td>
<td>Janet Winans</td>
<td>206-329-4848</td>
<td><a href="mailto:janetwinans@earthlink.net">janetwinans@earthlink.net</a></td>
</tr>
<tr>
<td>2016</td>
<td>Secretary</td>
<td>Lori Kessler</td>
<td>206-329-4848</td>
<td></td>
</tr>
<tr>
<td>2015-16</td>
<td>Treasurer</td>
<td>Candis Litsey</td>
<td>206-329-4848</td>
<td><a href="mailto:eftreasurer@seattlelwv.org">eftreasurer@seattlelwv.org</a></td>
</tr>
</tbody>
</table>

### Nominating Committee

<table>
<thead>
<tr>
<th>Term</th>
<th>Executive Committee</th>
<th>Name</th>
<th>Phone</th>
<th>Email</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015-16</td>
<td>Chair</td>
<td>Ellen Barton</td>
<td>206-329-4848</td>
<td><a href="mailto:eeb0825@yahoo.com">eeb0825@yahoo.com</a></td>
</tr>
<tr>
<td>2015-16</td>
<td></td>
<td>Carol Goldenberg</td>
<td>206-329-4848</td>
<td><a href="mailto:carolsamgo1@gmail.com">carolsamgo1@gmail.com</a></td>
</tr>
<tr>
<td>2015-16</td>
<td></td>
<td>Susan Jones</td>
<td>206-329-4848</td>
<td><a href="mailto:susan@monckjones.com">susan@monckjones.com</a></td>
</tr>
</tbody>
</table>

Paneen Davidson and Katie Dudley have been appointed to serve on the nominating committee.

### Off Board Positions

- **Campaign Finance**
  - Jean Carlson
  - Phone: 206-774-6649
  - Email: carlson.jean@gmail.com

- **CIS Coordinator**
  - Cynthia Howe
  - Phone: 206-236-0593
  - Email: howe.john@comcast.net

### Committees

- **LWVWA Carbon Emissions Red.**
  - Judy Bevington
  - Telephone: 206-550-6483
  - Email: gbeving@eskimo.com

- **LWVWA Carbon Emissions Red.**
  - Raelene Gold
  - Telephone: 206-329-8514
  - Email: raelene@seanet.com

- **Economics & Taxation**
  - Nora Leech
  - Telephone: 206-329-8514
  - Email: nleech2002@yahoo.com

- **Economics & Taxation**
  - Laura Weese
  - Telephone: 206-329-8514
  - Email: lura899@earthlink.net

- **Education**
  - Joanna Cullen
  - Telephone: 206-550-6483
  - Email: jfoxcullen@gmail.com

- **International Relations**
  - Carol Goldenberg
  - Telephone: 206-329-8514
  - Email: carolsamgo1@gmail.com

- **Transportation**
  - Janet Winans
  - Telephone: 206-329-8514
  - Email: janetwinans@earthlink.net

- **Waterfront**
  - Nancy & Charles Bagley
  - Telephone: 206-282-1578
  - Email: candnbagley@comcast.net
LWV SEATTLE-KING COUNTY:

Short Changed - Addressing the Gender Pay Gap

Thursday, March 3
6:30 p.m. - Doors open
7:00 p.m. - Forum begins

Seattle First Baptist Church
1111 Harvard Ave (at Seneca)
Seattle, WA
Accessible entrance on Harvard

This forum is free and open to the public.