



The Greater Rochester Chapter of the National Organization for Women

Learn more at [www.rochesternow.org/equalpay.html](http://www.rochesternow.org/equalpay.html)

### SOLUTIONS to close the Gender Pay Gap

For ideas, inspiration and collaboration have your friends email us at [EqualPay@RochesterNOW.org](mailto:EqualPay@RochesterNOW.org)

### Take actions! Write below

Examples: write a letter to congress, call a friend, tell a relative, find an ally at work

write it here do it this year

(1) Pass Senate Bill S5223 and Assembly Bill A6707 that would **prohibit all employers from seeking salary history** from prospective employers (similar to New York executive order 161 which prohibits state entities from evaluating prospective candidates based on prior wage history).

(2) **Department of Labor** establish an extensive **public awareness campaign** to educate employers and public about prospective obligations and rights of the **Paid Family Leave Law** effective January 2018

(3) **“Right to request” Legislation** supporting fair scheduling practices to allow employees to ask for greater flexibility of scheduling predictability from their employer without jeopardizing their job

(4) **Educational opportunities for women**, and career advice for fields of study encouraging women to pursue **higher paying careers**

(5) Guarantee access to reproductive health care for all women. Regulatory action to ensure contraceptive drugs and devices are covered by commercial health insurance policies without copay, coinsurance nor deductibles for **12 months prescription durations**.

(6) **NYS pass the Comprehensive Contraceptive Coverage Act (CCCA)** and medically necessary abortions services covered by commercial health insurance policies without copay, coinsurance nor deductibles and codify Roe V. Wade into state law.

(7) **Start a NY State Commission for Women and Girls** to ensure every NYS agency takes into account the needs of women and girls in the policy, programs and legislation so that all things are possible for all people.

Notes from Rochester Now president Jaclyn Richard's testimony at the NYS Pay Equity Study Hearing on 7/19/17  
Share her message: <https://www.facebook.com/groups/RochesterNOW/permalink/10155014289591028/>

Write your ideas and email [EqualPay@RochesterNOW.org](mailto:EqualPay@RochesterNOW.org) or mail to: **PO Box 93196; Rochester, NY 14692**