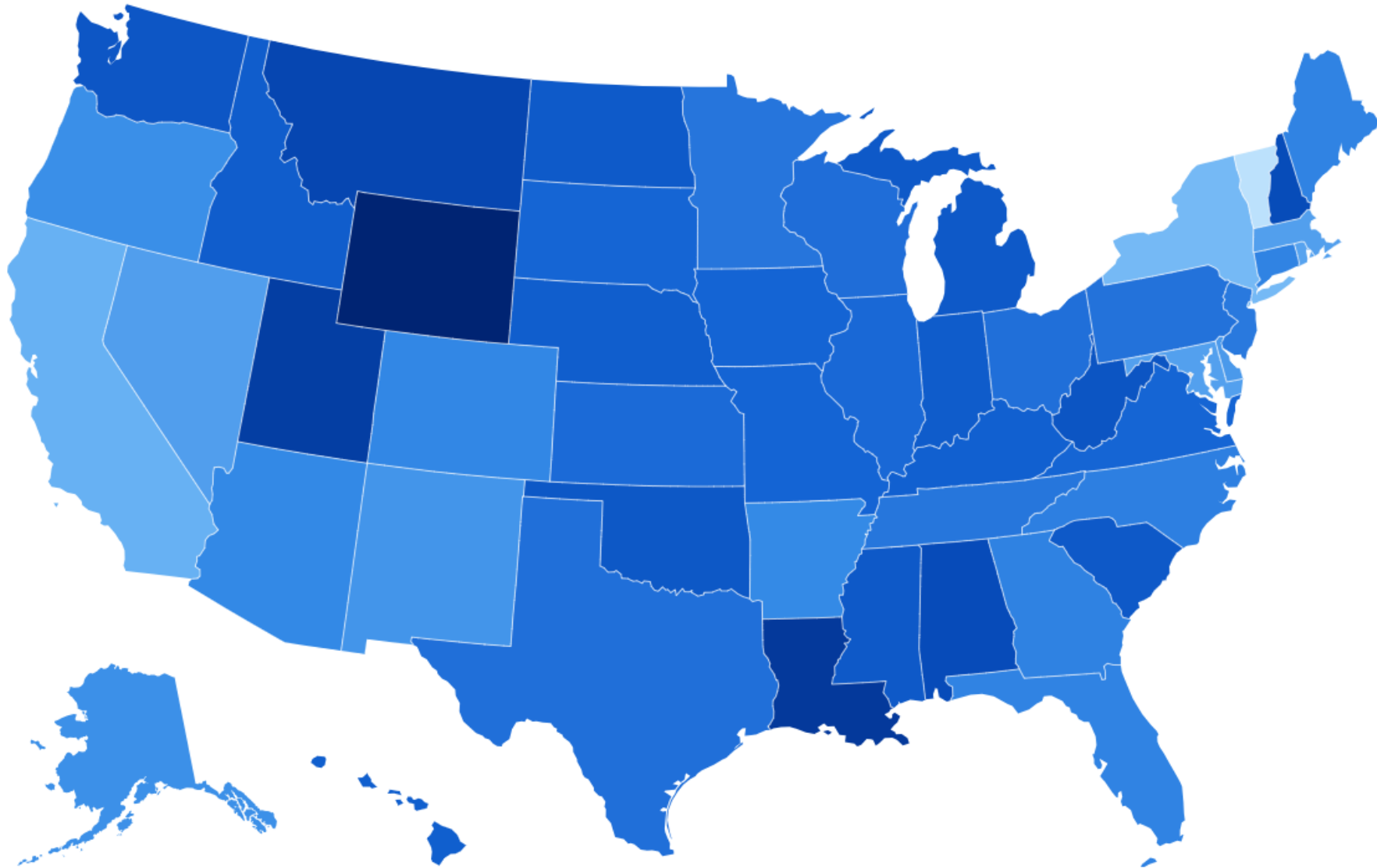


## Equal Pay Act by State

State	Oregon	Vermont	New York	California	Washington
Rank per <a href="#">US News</a>	11 <sup>th</sup>	1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	43 <sup>rd</sup>
Pay Gap Statistics	\$0.84 per \$1 Women earn \$51.1K Men earn \$61K	\$0.93 per \$1 Women earn \$51.9K Mean earn \$55.9K	\$0.88 per \$1 Women earn \$60.1K Men earn \$68.1K	\$0.87 per \$1 Women earn \$57.7K Men earn \$66.1K	\$0.77 per \$1 Women earn \$58.2K Men earn \$75.3K
Business Necessity Bona fide Factor?	<p>No. The bona fide factors are as follows:</p> <p>(a) An employer may pay employees for work of comparable character at different compensation levels if all of the difference in compensation levels is based on a bona fide factor that is related to the position in question and is based on:</p> <p>A) A seniority system; B) A merit system;</p> <p>C) A system that measures earnings by quantity or quality of production, including piece-rate work;</p> <p>D) Workplace locations;</p> <p>E) Travel, if travel is necessary and regular for the employee;</p> <p>F) Education;</p> <p>G) Training;</p> <p>H) Experience; or</p> <p>I) Any combination of the factors described in this paragraph, if the combination of factors accounts for the entire compensation differential.</p> <p>(b) An employer may pay employees for work of comparable character at different compensation levels on the basis of one or more of the factors listed in paragraph (a) of this subsection that are contained in a collective bargaining agreement.</p>	<p>Yes. See <b>bold</b>. (A) An employer may pay different wage rates under this subsection when the differential wages are made pursuant to: (i) A seniority system. (ii) A merit system. (iii) A system in which earnings are based on quantity or quality of production. <b>(iv) Any factor other than sex A bona fide factor other than sex. An employer asserting that differential wages are paid pursuant to this subdivision shall demonstrate that the factor does not perpetuate a sex-based differential in compensation, is job-related with respect to the position in question, and is based upon a legitimate business consideration.</b></p>	<p>Yes, it is as follows in <b>bold</b>: except where payment is made pursuant to a differential based on: (i) a seniority system; (ii) a merit system; (iii) a system which measures earnings by quantity or quality of production; <b>(iv) a bona fide factor other than status within one or more protected class or classes, such as education, training, or experience. Such factor: (A) shall not be based upon or derived from a differential in compensation based on status within one or more protected class or classes and (B) shall be job-related with respect to the position in question and shall be consistent with business necessity. Such exception under this paragraph shall not apply when the employee demonstrates (1) that an employer uses a particular employment practice that causes a disparate impact on the basis of status within one or more protected class or classes, (2) that an alternative employment practice exists that would serve the same business purpose and not produce such differential, and (3) that the employer has refused to adopt such alternative practice.</b></p>	<p>Yes. See <b>bold language</b>: (1) The wage differential is based upon one or more of the following factors: (A) A seniority system. (B) A merit system. (C) A system that measures earnings by quantity or quality of production. <b>(D) A bona fide factor other than sex, such as education, training, or experience. This factor shall apply only if the employer demonstrates that the factor is not based on or derived from a sex-based differential in compensation, is job related with respect to the position in question, and is consistent with a business necessity. For purposes of this subparagraph, “business necessity” means an overriding legitimate business purpose such that the factor relied upon effectively fulfills the business purpose it is supposed to serve. This defense shall not apply if the employee demonstrates that an alternative business practice exists that would serve the same business purpose without producing the wage differential.</b></p>	<p>Yes. See the <b>following</b>: (3)(a) <b>Discrimination within the meaning of this section does not include a differential in compensation based in good faith on a bona fide job-related factor or factors that:</b></p> <p><b>(i) Are consistent with business necessity;</b></p> <p><b>(ii) Are not based on or derived from a gender-based differential; and</b></p> <p><b>(iii) Account for the entire differential.</b> More than one factor may account for the differential.</p> <p>(b) Such bona fide factors include, but are not limited to:</p> <p>(i) Education, training, or experience;</p> <p>(ii) A seniority system;</p> <p>(iii) A merit system;</p> <p>(iv) A system that measures earnings by quantity or quality of production; or</p> <p>(v) A bona fide regional difference in compensation levels.</p> <p>(c) A differential in compensation based in good faith on a local government ordinance providing for a minimum wage different from state law does not constitute discrimination under this section.</p> <p>(d) An individual's previous wage or salary history is not a defense under this section.</p> <p>(e) The employer carries the burden of proof on these defenses.</p>

# Equal Pay Act by State



Data shows the median earnings for men and women who worked full-time for a year.

Map: Julia Haines • Source: American Community Survey, 1-year estimates

