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This publication is intended for your information about issues important to education, women and children. How you choose to use the information included here is up to you.

This free newsletter is sponsored by the United States Forum of The Delta Kappa Gamma Society International. The Delta Kappa Gamma Society International is an organization of leading women educators with over 80,000 members. Delta Kappa Gamma members wishing to subscribe to this FREE newsletter should send a request to the editor Angela O. Bedenbaugh at Bedenbaugh.Angela@gmail.com. We urge you to share this newsletter with other interested individuals who are not members of Delta Kappa Gamma or members who do not subscribe to this publication.

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PAYCHECK FAIRNESS

In his final year in office, President Barack Obama is returning to an issue that was at the heart of the first piece of legislation he signed at the White House: closing the gender pay gap. (This first law enacted was the Lilly Ledbetter Fair Pay Act.) This act allowed women to collect the difference in back pay between themselves and male colleagues in the same job for every paycheck where there was a pay difference. (The Supreme Court ruled that Ledbetter was only entitled to the pay difference for two paychecks instead of those differences over several years, thus affecting not only her take home remuneration but also her Social Security payments.)

Another piece of legislation called The Paycheck Fairness Act has been introduced in every session of Congress for at least ten years. In this session of Congress it is H.R.1619 introduced by Representative Rosa DeLauro of Connecticut and S.862 introduced by Senator Barbara Mikulski of Maryland. Both bills have been referred to committee where in the past they have died at the end of the legislative session. Basically this act allows employees to learn what other workers in similar positions are being paid. Currently it is possible for an employee asking about the pay of others to be fired or otherwise punished. A person who is unaware of what others in a similar position are being paid is powerless to try to redress the situation. In Ledbetter's case she was unaware of the pay discrepancy until she retired and someone else anonymously left a note about the pay discrepancy.

Recently President Obama put forth new rules that would compel companies with more than 100 workers to provide the federal government with annual data for how much they pay employees based on gender, race and ethnicity. The president said the information would be used to help public enforcement of equal pay laws while giving more insight

into discriminatory pay practices. To view all of what action was taken and anticipated results of the action go to <https://www.whitehouse.gov/blog/2016/01/29/taking-action-advance-equal-pay>

Historically, full-time white female workers have only been paid a fraction of their male counterparts: In 2014, white females were paid 79 cents for every dollar paid to white males. The difference for women of color was even greater, and there was a pay difference between the pay of nonwhite male employees and white male employees also thus bringing the problem of racial discrimination in pay to the attention of officials.

NEW EDUCATION LAW

The original law governing education passed in 1965 which has been amended and changed over the years is called the Elementary and Secondary Education Act (ESEA). One of the most well-known reauthorizations of this law was enacted early in this century and became known as No Child Left Behind (NCLB). This year Congress enacted/reauthorized education funding and the new law is called Every Student Succeeds Act (ESSA). (The published conference committee report can be found at <https://www.congress.gov/congressional-report/114th-congress/house-report/354/1?q=%7B%22search%22%3A%5B%22Every+Student+Succeeds%22%5D%7D>) Presumably in the future ESSA will be the acronym for the law currently in effect.

The new law returns much of the responsibility for expenditure of K-12 Federal money to the states. The U.S. Department of Education is responsible for insuring that this money is spent in accordance with this act. Particular attention is to be paid to “historically overlooked groups of students” specifically English language learners and special education students. Provisions of the act will take effect October 1, 2016. The 2016-17 school year is a transition year. During this time states must develop and submit plans for use of federal money. On August 1, 2017 the new plans are to take effect. Much about this legislation will be clarified in the coming months.

REMOVING SMOKE SMELL FROM BOOKS

An easy, inexpensive way to remove the smell of smoke from books is to take the book, insert a brand name (not cheapie) clothes dryer sheet in the middle of the book and place the book in a sunny spot in a window for several of days.

FORUM FACEBOOK PAGE LINK

For those of you desiring discussion of legislative topics there is a U. S. Forum Facebook page online at <http://www.facebook.com/DKG.US.Forum>

FORUM WEB SITE: <http://www.usforumdkg.org/>

CONTACT ADDRESSES FOR GOVERNMENT INFORMATION

U.S. GOVERNMENT CONTACT INFORMATION can be obtained through Congressional Switchboard [1-866-327-8670](tel:1-866-327-8670) [this is a toll free number]. You can contact your Congressman and Senator through this number without paying long distance charges.

Email access and addresses

[http://www.house.gov/](http://www.house.gov) for members of the House of

Representatives [http://www.senate.gov/](http://www.senate.gov) for members of the U.S. Senate

White House [1-202-456-1111](tel:1-202-456-1111)

FIVE CONSTITUENT CONTACTS WILL CAUSE A LEGISLATOR TO PAY SERIOUS ATTENTION TO A GIVEN ISSUE.