



## Action Alert

July 11, 2019

From NFDW President Cindy Jenks:

NFDW members are joining the celebration of the phenomenal fourth World Cup win by the United States Women's National Soccer Team (USWNST) and their fight for equal pay.

Previously, five players filed a wage-discrimination action against the U.S. Soccer Federation with the Equal Employment Opportunity Commission because women soccer players are paid 89% of what the men receive. In April 2017, it was reported, "a new [collective bargaining agreement](#), or CBA, with the U.S. Soccer Federation had been made. The agreement stated that the players would have an increased base pay and improved match bonuses. These changes could increase their previous pay from \$200,000 to \$300,000. This 2017 CBA, however, does not guarantee the women's team equal pay with the men's national team. The CBA's five-year term, through 2021, ensured that the next negotiation would not become an issue for the team in its next major competitions. Also, the U.S. Soccer Federation had agreed to pay the players for two years' worth of unequal per-diem payments.

On March 8, 2019, all 28 members of the U.S. team filed a gender discrimination lawsuit against the United States Soccer Federation. The lawsuit, filed in the United States District Court in Los Angeles, accused the Federation of 'institutional gender discrimination.' The lawsuit claims that the discrimination affects not only the amount the players are paid, but also their playing, training, and travel conditions."

This discrimination is reflective of unequal pay in the U.S. that continues to hold women, outside of soccer, to receiving 80 cents on each dollar of what men are paid. Women of color receive even less. According to the U.S. Labor Department, at this rate, it will be 2059 before women reach pay parity.

NFDW is calling on all members to join the fight of the USWNST and all women to receive equal pay for equal work. When President Donald Trump signed an executive order to end President Barack Obama's Lilly Ledbetter Fair Pay Act, all women were negatively impacted. The women's soccer team has re-ignited a challenge to this systemic problem of women not receiving equal pay. NFDW is calling on Congress to end the arcane practice of women not being paid equally for the work that they perform.