

# ROADMAP TO WAGE EQUITY



## PHASE I: 2021-2025

### BUILD POWER TO SECURE SHORT-TERM RELIEF

**COMPLETE!**

**GOAL: BUILD THE POWER NEEDED TO SECURE CONSISTENT ANNUAL INFLATION ADJUSTMENTS**

#### **PRIORITIES**

- Fund cost-of-living adjustments (COLAs) + Targeted Inflationary Increases (TIIs)
- Garner support for legislation to achieve long-term wage equity

#### **POWER-BUILDING**

- 9,000 people rallied
- 2,100 advocates signed on
- 15,000 emails sent to elected officials
- 1,000 workers advocated in Albany
- 250 meetings held with legislators

#### **SHORT-TERM RELIEF SECURED!**

- ✓ 2024: 3-year City COLA deal
- ✓ 2022-2025: Annual State COLAs + TIIs
- ✓ Gained co-sponsors for legislation to achieve long-term wage equity

## PHASE II: 2026-ONWARD

### PASS SYSTEMIC POLICY CHANGE TO ACHIEVE LONG-TERM WAGE EQUITY

**WE'RE HERE!**

**GOAL: PASS LEGISLATION TO ACHIEVE EQUITABLE WAGES IN THE LONG-TERM — MAKING INFLATION ADJUSTMENTS AUTOMATIC**

#### **PRIORITIES**

- **CITY**
  - Pass Wage Equity Legislation (Int 0452)
  - Continue securing COLAs
- **STATE**
  - Pass Wage Equity Legislation
  - Pass Wage Board Legislation (S3953/A5589)
  - Pass TII Expansion Legislation (S3669B)
  - Continue securing TIIs

#### **POWER-BUILDING**

Continue holding actions and expanding base of #JustPay Campaign advocates

**PASS LEGISLATION: IN PROGRESS**

## PHASE III:

### HOLD LEADERS ACCOUNTABLE FOR IMPLEMENTATION

**GOAL: IMPLEMENT LEGISLATION AND INVESTMENTS TO ACHIEVE LONG-TERM WAGE EQUITY**

#### **PRIORITIES**

- Hold elected officials accountable for implementing and enforcing wage equity legislation and investments for years to come.

**A FUTURE WITH TRUE #JUSTPAY FOR HUMAN SERVICES WORKERS AND SUSTAINABLE SERVICES FOR COMMUNITIES!**