

Why Is Government One of the Worst Industries for Equal Pay?



New York City Mayor Bill de Blasio speaks at a press conference after he signed an executive order banning any employer in the city from asking applicants about their salary histories. (Sipa via AP)

by Katherine Barrett & Richard Greene

Given the fact that government is the institution requiring equal pay and that public-sector salaries are often publicized, one would think that women would be better off as civil servants.

Think again.

According to a recent report from the online salary data firm Pay Scale, public administration has one of the highest gender pay gaps of 21 industries and professions. Women in the field, on average, make 25 percent -- or \$16,900 -- less than men. Only finance and insurance; professional, scientific and technical servicing; and mining and quarrying have a bigger gap.

There are many reasons for the disparity.

It's not always that men are paid more than women for doing identical jobs. For one, men are far more likely to rise through the ranks in government and make more as a result. The gap is also a historical artifact of days when equal pay for equal work wasn't a generally accepted principal in human resources. When women make less than men and across-the-board raises are handed out, the pay gap lives on even while everyone takes more money home.

But those reasons are true for practically any industry and don't explain why public administration's gap is so high.

Lisa Maatz, vice president of government relations for the American Association of University Women, has a couple of guesses: There's greater longevity in public-sector jobs, so pay gaps put into place years and sometimes decades ago tend to remain for a longer period than they would in the private sector. In addition, job transfers between and within departments tend to happen more often in government, so it's easier for salary histories to follow employees around.

"Equal pay for equal work, generally, is still a big problem. It's a rampant issue," says Maatz. "But as taxpayers, we have a vested interest in paying fairly. Taxpayer money shouldn't be used to discriminate [in the public sector]."

"Some people would say that if women would just ask for more, they'd get more. And there are studies that show that women are increasingly willing to negotiate," says Maatz. "But you can't negotiate around downright discrimination."

To prevent discrimination, some states and cities are starting to take salary histories out of the equation. In the past year, politicians in Massachusetts, New Orleans, New York City and Phila-

delphia have all signed bills or executive orders to make it illegal for employers -- both public and private -- to ask job applicants what they made in previous positions. But Philadelphia's new law, which was supposed to go into effect this month, has been temporarily put on hold by a federal judge in a lawsuit filed by the Chamber of Commerce.

"By nature of being women, some employers assume they should be paid less when they come in. But that's reinforced over time. So our solution was to say, 'let's not ask about pay history,'" says Ryan Berni, New Orleans's deputy mayor of external affairs.

Minnesota still asks employees about their salary history, but even so, it's been remarkably successful at addressing pay equity. Female employees there made 69 percent of male employees' salaries in 1976, according to Edwin Wilson, deputy commis-

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California Sub-Bid Request Ads

AECOM

One California Plaza . 300 S. Grand Avenue . Los Angeles, CA 90071

REQUEST FOR CBE SUBCONSULTANT INTEREST

AECOM is bidding on the following project as Prime Contractor:

Owner: County of Los Angeles Department of Public Works
Request for Proposals
The Rancho Los Amigos South Campus Project
Project Management/Construction Management Support Services
RFP No. AED7740084

AECOM is seeking qualifications from Community Business Enterprises (CBEs) for the following project and construction management work:

- COST CONTROL & ESTIMATING
- LEED CERTIFICATION PROCESS
- SUSTAINABILITY
- OFFICE ADMINISTRATION
- CONSTRUCTION QUALITY
- BIM IMPLEMENTATION
- INSPECTION & TESTING SERVICES
- CHANGE MANAGEMENT
- LABOR COMPLIANCE AND COMMUNITY OUTREACH
- EXPERIENCE IN PROGRESSIVE DESIGN-BUILD, JOB ORDER CONTRACTING, AND/OR BEST-VALUE CONSTRUCTION
- EXPERIENCE IN DESIGN/CONSTRUCTION MANAGEMENT OF HISTORIC BUILDINGS, COMMERCIAL AND GOVERNMENTAL OFFICE BUILDINGS, SITE INFRASTRUCTURE AND UTILITIES, SPORTS FIELDS, AND PARKING GARAGES
- COMMUNICATIONS CONSULTANTS & SERVICES
- CONSTRUCTION SERVICES – SCHEDULING
- PUBLIC RELATIONS SERVICES

Experience providing similar services to the County of Los Angeles is preferred. This proposal is in alignment with the County of Los Angeles CBE Program requirements and certified CBEs are encouraged to respond. The CBE Program includes business enterprises owned by disabled veterans, disadvantaged business enterprises, and minority- and women-owned business enterprises.

Interested businesses should email a brief overview of County of Los Angeles experience, along with CBE documentation by Monday, June 19, 2017, to Abby Rauschenberger at abby.rauschenberger@aecom.com or by phone (225) 922.5740 or by fax at (225) 922-5701.

Assistance is available in obtaining any necessary bonding; lines of credit or insurance; information related to the requirements for the work; and necessary equipment, supplies materials, or related services.

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REQUEST FOR CERTIFIED DBE SUBCONTRACTORS, SUPPLIERS & TRUCKERS FOR:

Vegetation Control and Gore Paving
Caltrans (State of California Department of Transportation) • Contract No. 04-4G9704
Various Locations in Alameda County
Bid Date: June 20, 2017 @ 2:00 PM

Work types requested, but are not limited to, the following:

Clearing and Grubbing, Construction Area Signs, Construction Materials, Erosion Control, Portable Changeable Message Signs, Prep WPCP, Roadway Excavation, Sign Work, Street Sweeping, Temporary Erosion Control, Trucking and Vegetation Control.

Plans and Specifications are available for review at our office, or can be downloaded online at the following website: <http://www.dot.ca.gov/des/oe/weekly-ads/specs-ntb.php?c=04-4G9704>

Call Serina Sirna for assistance in obtaining bonds, line of credit, insurance and scheduling accommodations.

Gordon N. Ball, Inc.

Attn: Serina Sirna

333 Camille Ave., Alamo, CA 94507 • Phone: (925) 838-5675 • Fax: (925) 838-0814
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DESILVA GATES

CONSTRUCTION

11555 Dublin Boulevard • P.O. Box 2909
 Dublin, CA 94568-2909
 (925) 829-9220 / FAX (925) 803-4263
 Estimator: ALAN McKEAN
 Website: www.desilvagates.com
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DeSilva Gates Construction (DGC) is preparing a bid as a Prime Contractor for the project listed below:

City of San Leandro Annual Overlay / Rehabilitation 2016-17 Phase 1
Project No. 2017.0050 - Bid No. 15-16.016

OWNER:
 City of San Leandro –
 Engineering and Transportation Department
 835 East 14th Street, San Leandro, CA 94577

Bid Date: JUNE 26, 2017 @ 3:00 P.M.

DGC is soliciting quotations from certified Local Business Enterprises, for the following types of work and supplies/materials including but not limited to:

Adjust Iron, Cold Plane, Electrical, Emulsion Supplier, Minor Concrete, Paving Fabric, Roadside Signs, Striping, Underground, Trucking, Water Trucks, Street Sweeping, Class 2 Aggregate Base Material, Hot Mix Asphalt (Type A) Material and Rubberized HMA (Open Grade) Material.

Plans and specifications may be reviewed at our offices located at 11555 Dublin Boulevard, Dublin, CA or 7700 College Town Drive, Sacramento, CA, or at your local Builders Exchange, or reviewed and downloaded from the ftp site at <ftp://ftp%25desilvagates.com:f7pa55wd@pub.desilvagates.com> (if prompted the username is [ftp%25desilvagates.com](ftp://ftp%25desilvagates.com) and password is [f7pa55wd](ftp://ftp%25desilvagates.com)) or from the Owner's site at <http://www.sanleandro.org/depts/finance/purchasing/bids>.

Fax your bid to (925) 803-4263 to the attention of Estimator Alan McKean. If you have questions for the Estimator, call at (925) 829-9220. When submitting any public works bid please include your DUNS number and DIR number. For questions regarding registration for DIR use the link at: www.dir.ca.gov/Public-Works/PublicWorks.html

If you need LBE support services and assistance in obtaining bonding, lines of credit, insurance, necessary equipment, materials and/or supplies or related assistance or services, for this project call the Estimator at (925) 829-9220, or contact your local Small Business Development Center Network (<http://californiasbdc.org>) or contact the California Southwest Transportation Resource Center (www.transportation.gov/osdbu/SB-TRCs). DGC is willing to breakout portions of work to increase the expectation of meeting the LBE goal.

At our discretion, 100% Payment and 100% Performance bonds may be required as a subcontract condition. This will be a PREVAILING WAGE JOB. DGC is an equal opportunity employer.



California Sub-Bid Request Ads



11555 Dublin Boulevard • Dublin, CA 94568-2909 • Phone: (925) 829-9220
 Estimator: ALAN MCKEAN • Website: www.desilvagates.com
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Golden Gate Constructors (GGC) is preparing a bid as a Prime Contractor for the project listed below:
SOUTH MCDONNELL ROAD REALIGNMENT PROJECT – TBP NEW ROADWAY,
Contract No. 10515.71 TBP 0009,
Local Business Enterprise Goal Assigned is 30%

OWNER: CITY AND COUNTY OF SAN FRANCISCO c/o WEBCOR BUILDERS
San Francisco International Airport, 676 North McDonnell Road, San Francisco, CA 94128

BID DATE: June 16, 2017 @ 2:00 P.M.

We hereby encourage responsible participation of Local Business Enterprises, and solicit their subcontractor or materials and/or suppliers quotation for the following types of work including but not limited to:

EROSION CONTROL, SWPPP / WATER POLLUTION CONTROL PLAN, TRAFFIC CONTROL PLAN, FENCE, ELECTRICAL, STRIPING / SIGNAGE, MINOR CONCRETE, DEMOLITION / CLEARING, TRUCKING, WATER TRUCKS, STREET SWEEPING, CLASS 2 AGGREGATE BASE MATERIAL, HOT MIX ASPHALT (TYPE A) MATERIAL.

Plans and specifications may be reviewed at our office located at 11555 Dublin Boulevard, Dublin, CA or at your local Builders Exchange, or reviewed and downloaded from the ftp site at ftp://ftp%25desilvagates.com:f7pa55wd@pub.desilvagates.com (if prompted the username is ftp@desilvagates.com and password is f7pa55wd) or from the Owner.

Fax your bid to (925) 803-4263 to the attention of Estimator Alan McKean. If you have questions for the Estimator, call at (925) 829-9220. When submitting any public works bid please include your DUNS number and DIR number. For questions regarding registration for DIR use the link at: www.dir.ca.gov/PublicWorks/PublicWorks.html

If you need support services and assistance in obtaining bonding, lines of credit, insurance, necessary equipment, materials and/or supplies or related assistance or services, for this project call the Estimator at (925) 829-9220, or contact your local Small Business Development Center Network (<http://californiasbdc.org>) or contact the California Southwest Transportation Resource Center (www.transportation.gov/osdbu/SBTRCs). GGC is willing to breakout portions of work to increase the expectation of meeting the LBE requirement.

At our discretion, 100% Payment and 100% Performance bonds may be required as a subcontract condition. This will be a PREVAILING WAGE JOB. GGC is an equal opportunity employer.



5225 Hellyer Avenue, Suite #220 • San Jose, CA 95138 • Phone (408) 574-1400 Fax (408) 365-9548
 Contact: Bob Williams • Email: estimating@graniterock.com

REQUESTING SUB-QUOTES FROM QUALIFIED LBE SUBCONTRACTORS/SUPPLIERS/TRUCKERS FOR:

Terminal 1 Boarding Area B Project – Bid Package 4.1 – Trade Package TP#31 Site Demolition, Earthwork & Paving
Owner: City and County of San Francisco c/o Austin – Webcor, a Joint Venture
BID DATE: June 19, 2017 @ 2:00 PM

Items of work include but are not limited to: Temporary Erosion Control Installation, Maintenance and Removal. Pavement, Slab and Footing Demolition. QC/QA Testing, Sawcutting, Water Truck Rental, Street Sweeper Rental, Trucking, Survey, Traffic Control, Shuttle Services, Striping Removal & New Striping Installation. MBGR, Misc Metals, Fixed and Removable Bollards, Class II Contaminated Material Off Haul Including Dump Fees, Soil Stabilization Fabric. Haul and Dispose of Asphalt Concrete Containing Petromat, Haul and Dispose of California Hazardous Material at Class I Landfill, Haul and Dispose of Non Hazardous Materials at Landfill.

Plans, specifications and bid documents (including the Project Labor Agreement, LBE forms, and local hire requirements) may be downloaded from the project's BuildingConnected site. Please send a request to view these documents to estimating@graniterock.com so that we may email you the link. 100% performance and payment bonds will be required from a qualified surety company for the full amount of the subcontract price. Subcontractors are encouraged to contact GGC Estimating with questions regarding bonding assistance, obtaining lines of credit, insurance, equipment, materials and/or supplies, or with any questions you may have. Subcontractors must possess a current contractor's license, DIR number, insurance and worker's compensation coverage. Subcontractors will be required to enter into our standard contract. This will be a prevailing wage job. GGC intends to work cooperatively with all qualified firms seeking work on this project.

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CAHILL CONTRACTORS, LLC

Colby Smith at estimating@cahill-sf.com
 (415) 677-0611

CAHILL CONTRACTORS, LLC requests bids from Certified SBE Subcontractors and Suppliers for the following TRADES:

Site Clearing & Demolition / Windows, Storefronts, Glazing & Skylights / Shoring & Underpinning / Piles, Drilled Piers, Ground Improvements / Personnel Hoist / Crane Service

1296 SHOTWELL ST. SENIOR AFFORDABLE HOUSING (SELECT TRADES)
1296 Shotwell St., San Francisco, CA 94110

This is a CMD project with construction workforce and prevailing wage requirements.

BID DATE: 6/16/17 @ 2PM

Voluntary Pre-Bid Meeting:
 6/1/17 @ 10AM, Cahill's Office
 425 California St., Suite 2200
 San Francisco, CA 94104

BID DOCUMENTS:

Please contact Colby for access to documents on BuildingConnected.

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sioner of the state's office of management and budget. By 1982, it was 74 percent. In 1993, it was 84 percent. And in the most recent survey, done earlier this year, it was 95 percent -- one of the smallest pay gaps in the country.

Minnesota has focused specifically on the pay gap for state workers by confronting the so-called "motherhood penalty," the assumption that women are going to drop out of the workforce for a while when they have children, which places them at a disadvantage when it comes to promotions and pay. The state makes it easier for women -- and men -- with children to work by creating flexible work environments that allow for teleworking and paid parental leave.

While Minnesota is closing the gap, it has reportedly widened in Texas. There, legislators' threats to privatize government jobs have kept the state from being required to pay employees a living wage, according to Seth Hutchinson, president of the Texas State Employees Union.

As a result, it's not just women who are impacted but children and taxpayers, too: According to Hutchinson, 10,000 children of Texas state employees are on Medicaid, the government's health-care program for the poor.

SOURCE: <http://www.governing.com>



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Sub-Bids Requested from qualified MBE/WBE/SBE/DVBE Subcontractors and Suppliers For:

PIPELINE 3 RELINING LAKE MURRAY TO SWEETWATER RESERVOIR, SPECIFICATION 622

Owner: San Diego County Water Authority

Location: San Diego, La Mesa, San Diego County, CA

Bid Date: June 14, 2017 @ 2:00 P.M.

J.F. Shea Construction, Inc.

667 Brea Canyon Road, Suite 30 • Walnut, CA 91789

Phone: (909) 595-4397 • Fax: (909) 444-4268

Contact: Lori Olivas, lori.olivas@jfshea.com

J.F. Shea Construction, Inc. is soliciting your participation in the preparation of this bid. We are particularly interested in bids from subcontractors/suppliers for the following work items:

Demolition, Dewatering, Traffic Control, Fencing, Steel Liners, Welding, AC Paving, Landscaping, Rockfall Barrier, Ready-Mix Concrete, Reinforcing Steel, Precast Concrete Vaults, Structural Steel, Miscellaneous Metals, Waterproofing, Cement Mortar Lining, Painting & Coatings, Cathodic Protection

Plans and Specifications: A free download is available via TheNetwork and Ebidboard through SDCWA's Contracting Opportunities page: <http://www.sdcwa.org/contracting-opportunities>. Plans may also be viewed at the Dodge Plan Rooms or at our Walnut Office.

J.F. Shea Construction, Inc. is an equal opportunity employer and intends to negotiate in good faith with interested MBE/WBE/SBE/DVBE firms and intends to utilize the lowest responsive bidder. J.F. Shea expects potential subcontractors to be bondable. J.F. Shea will pay for up to 1% for subcontractor bond costs. Subcontractors and Suppliers are expected to bid per plans and specifications, including requirements for warranties. Standard manufacturer's warranties, if not in conformance with owner's specifications, will not be accepted.

Long Island (Babylon), NY Sub-Bid Request Ad

Shea McNally JV BIDDING OPPORTUNITY

MBE/WBE/DBE Certified with the following certifying authority:

A DBE is a Disadvantaged, Minority, or Woman Business Enterprise that has been certified by an entity from which EPA accepts certifications as described in 40 CFR 33.204-33.205 or certified by EPA. EPA accepts certifications from entities that meet or exceed EPA certification standards as described in 40 CFR 33.202.

Inviting qualified contractors, specifically **MBE/WBE/DBE firms certified/eligible as listed above**, to contact Shea McNally JV (Prime Contractor listed below) regarding subcontracting services and material supply opportunities in connection with the upcoming tunnel and shafts project.

The Work under this contract is located in Long Island (Babylon), New York. The Work consists of:

Southwest Outfall Replacement, Capital Project No. 8108
Owner: County of Suffolk – Dept. of Public Works-Yaphank, NY
Capital Project No. 8108
BID DATE: June 29, 2017 at 11:00 AM

Opportunities to participate exist in the following specific areas of soil and rock excavation, hauling, excavation support systems, underground blasting, structural steel, engineering, survey, instrumentation and monitoring services, materials testing, demolition and site preparation, environmental investigation, utility relocation, paving, fencing and gates, geotechnical and structural instrumentation, slurry wall, cased auger shaft construction, secant piles, cast-in-place concrete structures, reinforcing steel, ground stabilization, rock-bolts, steel dowels, shotcrete, concrete finishing, waterproofing, service utilities, grouting, mechanical equipment – hydraulic, sluice & weir gates, electrical services, pest control, IT services, security, waste disposal, cleaning services, and security services.

Any business seeking to participate as a **MBE/WBE/DBE** in the Contract that is not currently certified DBE by the EPA and the requirements set forth above should review **40 CFR 33.204-33.205 or certified by EPA** shown above to obtain current certification.

Shea McNally JV set up an FTP site where you can view all plans, specifications and addendums for your convenience. Please contact Steve Fiore at (909) 595-4397, Steven.Fiore@jfshea.com, to receive instructions on accessing the FTP Site.

Shea McNally JV An EEO Employer

(J.F. Shea Construction, Inc. – McNally Tunneling Corporation)
667 Brea Canyon Road, Suite 22 • Walnut, CA 91789
909-594-0990 • 909-869-0827 (fax)
Attn: Dennis Poulton, Chief Engineer