



**Your legislators
have to decide
what to do
about ERA.
Tell 'em.**



AFSCME
the union that cares



SEX

It's no reason to discriminate
against more than half of all
Americans.

Situation One

YOU'RE A WORKING FAMILY...
THE HUSBAND HAS A GOOD JOB
AND IS PAID FOR IT. THE WIFE HAS
A GOOD JOB BUT IS PAID \$50 LESS
PER MONTH THAN THE MAN TWO
DESKS DOWN. THEY DO THE SAME
WORK.

With over 40% of all married women working, more and more families are depending on two incomes to keep up with soaring inflation.

Those families, as well as single women, need every dollar they can get.

The ERA is about equal treatment for all working people — men and women. Everyone benefits from that.

Situation Two

YOU'RE A WORKING FAMILY...

THE HUSBAND DIES. THE WIFE RECEIVES HIS PENSION BENEFITS, WIDOW'S SALARY CONTINUATION, AND SOMETIMES LARGE SUMS FROM GROUP INSURANCE.

THE WIFE DIES. THE HUSBAND RECEIVES NOTHING AND HAS TO PROVIDE FOR EXPENSIVE CHILD CARE AND HOUSEHOLD HELP — MINUS HIS WIFE'S SALARY.

Families depending on two incomes are seriously set back when either a husband or a wife dies.

A tragedy can become a nightmare, however, if one parent has to support the entire family without the survivor benefits that have built up.

ERA will equalize benefits to men and women.

Situation Three

YOU'RE A WORKING FAMILY...

YOU'RE A WOMAN. YOUR HUSBAND RETIRES. YOU DRAW ON HIS SOCIAL SECURITY.

YOU'RE A MAN. YOUR WIFE RETIRES, BUT YOU CAN BE DENIED YOUR WIFE'S SOCIAL SECURITY BENEFITS.

The Equal Rights Amendment won't take away a single Social Security benefit women now have. It will give benefits equally to men and women.

Thanks to legislation which has the same intent as the ERA men as well as women can now draw benefits at age 62.

Things will be even better when the ERA passes.

Situation Four

YOU'RE A WORKING WOMAN, THE HEAD OF YOUR HOUSEHOLD, AND YOU SUPPORT FOUR SCHOOL AGE CHILDREN. IN SOME STATES, HOWEVER, BECAUSE OF STATE LAWS YOU CAN'T SERVE ON A JURY, START A BUSINESS, GET A MORTGAGE, CONTROL YOUR OWN PROPERTY, YOUR OWN PAYCHECK OR THE PROPERTY AND MONEY OF YOUR CHILDREN *ON THE SAME BASIS AS MEN*.

Hard to believe isn't it — but in some states women are still not recognized as mature, responsible adults.

The ERA will change all of that.

Situation Five

YOU'RE A VOTER. YOU HAVE ELECTED A REPRESENTATIVE TO OUR LEGISLATURE. THE ERA COMES UP FOR A VOTE IN OUR STATE THIS YEAR.

WHAT DO WE DO ABOUT IT?

Find out how your legislator feels about equality. Is he or she for or against it.

Most important of all, tell your legislator you are for fair play — you are for the ERA.

It affects all of us, but affects working men and women most. Equal treatment will mean more for everyone.

Everyone benefits from equality and that's what AFSCME and the ERA are all about.