

Caregiver Protections Gain Steam As Moms' Pay Gap Persists

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Debra Steiner Friedman was quoted in *Law360* discussing caregiver discrimination pay between parents. August 15, 2023, marked Mom's Equal Pay Day, a day to bring light to what the average mother must work to earn what the average dad took home the previous year. An increasing number of state legislatures are enacting laws prohibiting discrimination based on an individual's caregiving or family responsibilities. This includes states such as Alaska, Connecticut, Delaware, Maine, Minnesota, New York, and Washington, D.C. "This is going to be an increasingly important issue for employers to deal with in light of the EEOC's proposed regulations for the Pregnant Workers Fairness Act. This isn't the law right this minute, but this is where the EEOC is going," said Debbie.

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