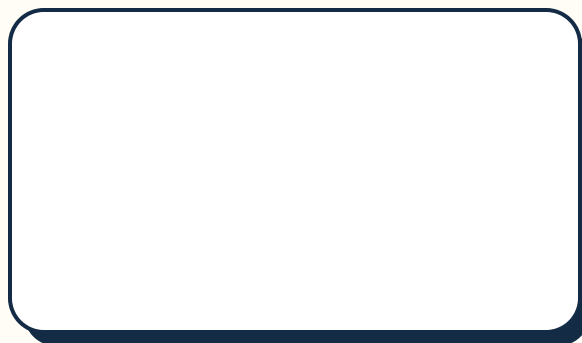


Case 11: Why are Jordy and Gia paid different rates?

Jordy and Gia worked the same Saturday event, but Gia’s pay rate is \$1.50 an hour higher, and Jordy wants to know why.

On your own Read What happened. Underline the two pay rates and the job title on the schedule. About 5 minutes.



Mateo attaches an arrival notice at the Common Room entrance. Gia points to the doorway, and Jordy checks what a visitor will see.

Your role: You’re the one who lines up both shifts side by side before Jordy writes to Dana. **New skill:** Compare two cases on the same terms.

What happened

Jordy and Gia work event shifts for the same company. They both worked a Saturday event from 3 to 11 p.m. Both helped with setup and closing, and Jordy also ran the caption and audio check.

They were paid the following Friday. On Sunday afternoon, Jordy and Gia compare pay statements. Jordy’s lists eight hours at \$16.50 an hour. Gia’s lists \$18.00 an hour for the same event.

The crew schedule lists Gia as “shift lead,” but it does not say what that job includes. That day, Gia opened up and handled one guest issue. She does not know if that explains the \$1.50 difference. Gia is fine with Jordy knowing her rate. But she does not want her statement posted.

Jordy wants to ask Dana, the supervisor, how rates are set. Jordy will not post anything before Dana answers.

Your question: Why is Gia paid more than Jordy for the same event, and how should Jordy ask about it?

Key terms

On your own Read each key term and its example. Then write your first guess about the pay difference. About 5 minutes.

Compensation Compensation is all the pay and benefits a worker receives, including hourly rates, bonuses and overtime.

En español: compensación

In this case: Jordy’s statement shows eight hours at \$16.50 an hour, and Gia’s shows \$18.00. The statements show the rates but not how they were set.

Equal Pay Act The Equal Pay Act is a federal law from 1963 that requires equal pay for men and women who do equal work.

En español: Ley de Igualdad Salarial

In this case: The Equal Pay Act covers pay differences based on sex, not every difference. Different job duties, such as a real shift-lead role, can be a lawful reason.

Title VII Title VII is part of the Civil Rights Act of 1964. It bans job discrimination based on race, color, religion, sex or national origin.

En español: Título VII

In this case: Title VII covers pay decisions based on race, color, religion, sex or national origin. No document shows how Jordy’s rate was set.

Who is involved

Jordy

Worked setup through close

“Three to eleven, setup to close, and I ran the caption and audio check. \$16.50 an hour. Gia’s says \$18.00.”



Gia

Listed as shift lead

“I only found out I make more because Jordy showed me theirs. The schedule calls me shift lead. Nobody told me what that pays for.”

Before you look at the evidence, why do you think Gia is paid more than Jordy?

This image shows a single sheet of white paper with horizontal blue ruling lines. The lines are evenly spaced and run across the width of the page. There is no handwriting or other markings on the paper.

Reading passage

What does shift lead pay for?

On your own Read the passage. At each Stop and think box, pause and answer the question in your head or with a partner. About 5 minutes.

Words to know

- **Compensation:** Compensation is all the pay and benefits a worker receives, including hourly rates, bonuses and overtime.
- **Equal Pay Act:** The Equal Pay Act is a federal law from 1963 that requires equal pay for men and women who do equal work.
- **Title VII:** Title VII is part of the Civil Rights Act of 1964. It bans job discrimination based on race, color, religion, sex or national origin.
- **Gross pay:** Gross pay is the money you earn before any taxes or other deductions are taken out.

The story: A \$1.50 surprise

Jordy and Gia work event shifts for the same company. On Saturday, they worked the same event, 3 to 11 p.m. Both did setup and closing. Jordy also ran the caption and audio check, a job Jordy takes seriously because Jordy is hard of hearing and knows when captions miss a line. They were paid the following Friday.

On Sunday afternoon, Jordy sends Gia a screenshot: \$16.50 an hour. Gia's reply comes fast. Hers says \$18.00. Then she asks the question neither of them can answer: is it because she is shift lead?

The crew schedule lists Gia as "shift lead" and says nothing else about it. Gia remembers opening up and handling one guest issue. Gia only learned she makes more because Jordy showed her their statement. Nobody ever told her what the title pays for.

Jordy's next message sets the course. Same event, same hours, and Jordy is asking Dana, the supervisor, before this goes anywhere. Your role in this case is to line up both shifts side by side before Jordy writes to Dana.

❓ Stop and think. List the facts that are the same for both jobs and the facts that differ. Which difference matters most?

Comparing like with like

Case 5 gave you the habit of reading a pay statement line by line. Jordy's shows 8.0 hours at \$16.50, for **gross pay** of \$132.00. Gross pay is the money you earn before any taxes or other deductions are taken out. At \$18.00, the same eight hours would come to \$144.00.

The new skill is comparing two cases on the same terms. Line up every fact the documents give you. Hours: the same. Setup from 3 to 5: all crew. Closing from 10 to 11: all crew. Caption and audio check: Jordy. Title: Gia is shift lead. Lead duties, according to Gia: opening up and one guest issue. What the title pays: unknown.

Compensation is all the pay and benefits a worker receives, including hourly rates, bonuses and overtime. A job title, extra duties or more experience can explain a pay difference. So can a mistake. The comparison narrows the question without answering it. If shift lead carries real extra duties and a set rate, the title may explain the \$1.50. If it does not, Jordy has a specific question to ask.

Case 10 taught you to bring a question to the office responsible. Dana sets rates, so Dana gets the message. It should state what Jordy knows for sure: the hours, the duties and Jordy's own rate. It should ask one clear question: what does "shift lead" include, and how are rates set? It does not need Gia's statement. Gia is fine with Jordy knowing her rate, but she does not want her statement posted anywhere. Jordy, for their part, will decide what to do if Dana's answer does not make sense. It is Jordy's paycheck.

 **Stop and think.** What answer from Dana would satisfy Jordy, and what answer would not?

The law, and a comparison that shaped a lawsuit

The **Equal Pay Act** is a federal law from 1963 that requires equal pay for men and women who do equal work. **Title VII** is part of the Civil Rights Act of 1964. It bans job discrimination based on race, color, religion, sex or national origin. Talking about pay is protected too. The National Labor Relations Board says most private-sector workers have a right to discuss pay with coworkers, with or without a union (NLRB, no date listed).

The U.S. women's national soccer team shows why the comparison matters. In 2020, a federal judge dismissed their equal pay claim, pointing to differences in how the teams' contracts were structured (NPR, May 2, 2020). The players appealed, saying he had not looked at rates of pay. In 2022, they reached a \$24 million settlement with a promise of equal pay rates (NPR, February 22, 2022). A settlement is an agreement, not a court finding, and it decides nothing about Jordy's employer.

 **Stop and think.** Why might it matter that the judge compared contract structures while the players wanted him to compare rates?

Look at the evidence

On your own Read each document. For each one, fill in both boxes. About 8 minutes.

Evidence A | Pay statement

Jordy’s pay statement

Event crew, Saturday. Hours: 8.0 at \$16.50. Gross pay for the event: \$132.00.

Look closely: Multiply the hours by the rate. Does it match the gross pay?

What it shows

What it leaves out

Evidence B | Work schedule

The crew schedule

Saturday event, 3:00–11:00 p.m. Crew: Gia (shift lead), Jordy and two other crew members. Setup, 3:00–5:00: all crew. Caption and audio check: Jordy. Closing, 10:00–11:00: all crew.

Look closely: Circle “shift lead.” Does the schedule say what that job includes?

What it shows

What it leaves out

Look at the evidence, continued

Evidence C | Text messages

Jordy and Gia compare notes

- Sunday, 1:15 p.m.
- Gia: I'm fine with you knowing my rate. I just don't want my statement posted anywhere.
- Jordy: Got it. Did you do anything different as shift lead?
- Gia: I opened up and handled one guest issue. Honestly, I don't know if that's why. Let's ask Dana.

Look closely: What does Gia agree to share, and what does she ask Jordy not to do?

What it shows

What it leaves out

What is still missing from the evidence?

Key idea: equal pay

On your own Read the key idea and the code of ethics. Then answer the question in the box. About 8 minutes.

Before you can say why Jordy is paid less, you need to know what each job included. **Compensation** is all the pay and benefits a worker receives, including hourly rates, bonuses and overtime. A job title, extra duties or more experience can explain a pay difference. So can a mistake. The pay statements show the rates, but they do not show how the rates were set.

Federal laws limit the reasons an employer can use to set pay. The **Equal Pay Act** is a federal law from 1963 that requires equal pay for men and women who do equal work. **Title VII** is part of the Civil Rights Act of 1964. It bans job discrimination based on race, color, religion, sex or national origin. Both laws apply to covered employers, and the Equal Employment Opportunity Commission (EEOC) enforces them. A legitimate reason, such as different job duties, can lawfully explain a pay difference.

Talking about pay is protected too. The National Labor Relations Board (NLRB) says most private-sector workers have a right to discuss pay with coworkers. That right holds with or without a union. It does not make Gia's pay statement Jordy's to share. Jordy can ask Dana how rates are set without naming Gia's rate.

Professional standards

Real source | Society for Human Resource Management (SHRM)

SHRM Code of Ethics: Fairness and Justice

“Develop, administer, and advocate policies and procedures that foster fair, consistent and equitable treatment for all.”

In plain words: HR professionals who belong to SHRM agree to use workplace policies that treat workers fairly and consistently.

Question: The schedule lists Gia as shift lead. What written policy would show whether that title explains the higher rate?

Your answer

A written policy that shows ___ would answer this, because ___.

A real 'same work, different pay' dispute that ended in a settlement and a promise of equal rates.



Why the claim was first dismissed: the judge compared how the contracts were structured. What you compare shapes the answer.

This image shows a full page of blank, lined paper. It features approximately 20 horizontal blue lines spaced evenly across the page, typical of notebook or legal stationery. The lines are thin and light blue, set against a plain white background. There are no margins, text, or other markings present.

Sort the evidence

On your own Line up the accounts in the diagram. Then name one view that is missing. About 6 minutes.

Line up the accounts. Where do they agree, where do they differ, and which difference could be a legitimate factor? What would you need to find out before calling it unfair?

Account 1
Jordy’s record: 8 hours, setup, caption and audio check, closing, \$16.50

Account 2
Gia’s account: same hours, setup and closing, opened up and handled one guest issue, \$18.00

Account 3
The schedule: Gia listed as shift lead, with no description of the role

Where they agree

Where they differ

Check: Ask the supervisor how rates are set and what the shift-lead role requires

Whose perspective is missing?

Whose view is missing from these documents? What would you ask them?

The view that is missing is _____. I would ask _____.

Practice: choose a response

On your own Choose what Jordy should do first and explain why. Then fix the two marked lines.
About 6 minutes.

Jordy’s statement shows \$16.50 an hour. Gia’s shows \$18.00 for the same Saturday event, and the schedule lists her as “shift lead.” What should Jordy do first?

- ☐ **A** Tell the rest of the crew that Gia is paid more for the same work.
- ☐ **B** Compare what each of them did, find out what “shift lead” means and ask Dana how rates are set.
- ☐ **C** Let it go, because an employer can set any pay rate it chooses.

Why I chose it

Improve a draft

A student’s first draft

Hi, I found out Gia makes more than me and we did the exact same work so **1** this is discrimination. I know it’s because of who I am. I want the same rate as her starting now or I’m going to post about it everywhere so people know how this company treats workers. **2** I have her pay stub as proof. I’ve worked here longer than some people and I always show up on time. Let me know by tomorrow. Jordy

Rewrite each marked phrase so it says only what the evidence supports.

Rewrite phrase 1

Rewrite phrase 2

Grades 9—10

Your task

On your own Read the steps. Fill in the planner boxes before you start your draft.

Build a private comparison sheet and draft Jordy’s message to the supervisor.

Use: Statements, schedule and EEOC youth page.

You’ll make: Sheet plus a message of 80—120 words

Time: 50 minutes

- 1

Reread Evidence A and B. Underline the hours, the duties and the title “shift lead.”
- 2

Fill in the comparison sheet: what Jordy knows for sure and what Gia shared privately.
- 3

Circle what Gia shared privately. Keep it out of the message.
- 4

Write Jordy’s message to Dana, 80 to 120 words, in the Your draft box.
- 5

Ask one clear question about what shift lead includes and how rates are set.
- 6

Check your message with the questions on the Check your work page.



Prefer typing? Scan to open the online workspace.

What Jordy knows for sure

Jordy knows ____.

What Gia shared privately

Gia shared ____.

What Jordy is asking

Jordy wants to know ____.

Jordy's message to Dana, 80 to 120 words

This image shows a single page of white paper with horizontal blue lines, typical of notebook paper. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

[illegible]

Check your work

On your own Answer the Check your work questions and mark your level in each rubric row. Then write one change you made. About 6 minutes.

Does your message say what Jordy knows and what Jordy is asking?	☐ Yes	☐ No
Does it keep Gia’s name and rate out of the message?	☐ Yes	☐ No
Is the tone polite and specific?	☐ Yes	☐ No
Does it avoid saying the pay difference proves discrimination?	☐ Yes	☐ No

How your work is scored

Mark one box in each row.

Skill	Beginning	Developing	Proficient	Advanced
Evidence	☐ Relies on assumption.	☐ Mentions the gap only.	☐ Cites duties, hours and rate.	☐ Cites records and acknowledges what isn’t known.
Reasoning	☐ Declares discrimination.	☐ Assumes the reason.	☐ Asks for criteria before concluding.	☐ Identifies possible legitimate factors to test.
Audience & purpose	☐ Threatens or exposes coworkers.	☐ Polite but vague.	☐ Specific question to the right person.	☐ Specific question that protects coworkers’ privacy.
Revision	☐ No change.	☐ Tone only.	☐ Replaces conclusion with a question.	☐ Explains how changes protect Jordy and get an answer.

One change I made after feedback

This image shows a single page from a notebook or ledger. The page is white and features horizontal blue ruling lines spaced evenly apart. There are no vertical margin lines, and the page is completely blank, with no handwriting or other markings.

Questions to discuss

On your own Write a short answer to each question. Then complete each sentence frame below the questions. About 10 minutes.

- 1** What information could explain the \$1.50 difference, and what might challenge that explanation?

- 2** Whose choice is it to make Jordy's pay public, and why?

- 3** What answer from Dana would satisfy Jordy, and what answer would not?

- 4** In the soccer case, the judge looked at contract structures, and the players wanted him to compare rates of pay. Why does that choice matter?

My take

My claim: ____.

The best evidence is ____, because ____.

Someone who disagrees might say ____.

I would change my mind if ____.

Notes

Talk about this case at home

Case 11: Why are Jordy and Gia paid different rates?

In this case, two friends who worked the same event find out one is paid \$1.50 more an hour. Your student compared their records and wrote a respectful message asking a supervisor how pay rates are set.

Questions to talk about

- 1 What questions could someone ask about pay when starting a new job?
- 2 Why might a person want to keep their pay private?
- 3 What makes a question to a boss sound respectful?

Nobody needs to share personal stories or private information to talk about this case.



See the case online.