

LABOR AND WORKFORCE DEVELOPMENT

Resolution LWD-17-07

A RESOLUTION TO PROTECT WAGE EQUALITY FOR ALL WORKERS

WHEREAS, the National Black Caucus of State Legislators (NBCSL) maintains that equal pay for equal work is the right of every worker in the United States;

WHEREAS, The National Women's Law Center has found that White women in the United States makes 79 cents on the dollar compared to White, non-Hispanic men doing the same jobs;

WHEREAS, the wage gap is larger for women of color, who make between 54 cents and 66 cents on the dollar compared to White, non-Hispanic men;

WHEREAS, the wage gap is compounded over a woman's lifetime, so that she can expect to earn more than a million dollars less over the course of her career;

WHEREAS, voluntary wage disclosure is the right of an individual employee to discuss their own wages with colleagues without fear of adverse employment action;

WHEREAS, the National Labor Review Board has declared voluntary wage disclosure to be a protected practice since 1935, albeit one that does not apply to many workers;

WHEREAS, 62 percent of private sector employees have reported that their employers directly prohibit or unofficially discourage them from discussing their salary;

WHEREAS, voluntary wage disclosure makes the workplace more transparent and fair without negatively impacting businesses; and

WHEREAS, state legislatures have the opportunity to protect their citizens from the damaging effects of the wage gap.

THEREFORE BE IT RESOLVED, that the National Black Caucus of State Legislators (NBCSL) encourages all state legislatures to thoughtfully consider legislation protecting voluntary wage disclosure; and

BE IT FINALLY RESOLVED, that a copy of this resolution be transmitted to the President of the United States, Vice President of the United States, members of the United States House of Representatives and the United States Senate, and other federal and state government officials as appropriate.

SPONSOR: Senator Tanya D. Cook (NE)

Committee of Jurisdiction: Labor and Workforce Development Policy Committee

Certified by Committee Co-Chair: Senator Ron Rice (NJ)

Ratified in Plenary Session: Ratification Date is December 3, 2016

Ratification is certified by: Senator Catherine Pugh (MD), President