

ONE HUNDRED FIFTH LEGISLATURE

FIRST SESSION

LEGISLATIVE RESOLUTION 143

Introduced by Kolowski, 31; Pansing Brooks, 28.

PURPOSE: The purpose of this interim study is to examine pay equity issues. Nebraska has a long and proud tradition of ensuring equal opportunity in the workplace and has recently adopted, with broad political support, state-level reforms to further close the gender pay gap. However, studies show significant and persistent wage disparities for working women in this state, and these disparities are even more pronounced for women of color. Ensuring equal pay for equal work and addressing these disparities and other types of discrimination in the workplace is critical for eliminating invidious discrimination, ensuring equal opportunity for every Nebraskan to achieve his or her economic potential, and ensuring strong, economically self-sufficient families.

There is an emerging trend in many cities and states to convene relevant stakeholders, such as the business community, labor unions, civil rights organizations, women's advocacy and research organizations, and others to participate in this important dialogue and identify comprehensive solutions that benefit both employers and employees in affirmatively addressing persistent wage disparity and equal pay issues.

This study shall explore methods for eliminating the pay equity gap, including, but not limited to:

(1) Wage disclosure laws such as those proposed in LB83 (2015) and LB354 (2017);

(2) Successful state equal pay laws recently adopted in North Dakota, Connecticut, Oregon, Delaware, California, Illinois, New York, and Massachusetts;

(3) Federal laws and proposals, such as the recently enacted Lilly Ledbetter Fair Pay Act (2016) and the proposed Paycheck Fairness Act, Workplace

Advancement Act, and Gender Advancement in Pay Act; and

(4) Any and all other potential remedies.

NOW, THEREFORE, BE IT RESOLVED BY THE MEMBERS OF THE ONE HUNDRED FIFTH LEGISLATURE OF NEBRASKA, FIRST SESSION:

1. That the Business and Labor Committee of the Legislature shall be designated to conduct an interim study to carry out the purposes of this resolution.

2. That the committee shall upon the conclusion of its study make a report of its findings, together with its recommendations, to the Legislative Council or Legislature.