

Call for Action

Support The NYS Fair Pay Bill

Raise Workers' Wages

Passage would amend the Labor Law to make discrimination on the basis of sex, race and/or national origin unlawful when an employer pays employees different wages for jobs of comparable worth (across job titles).

Provide Workers with the Right to Seek and Share Salary Information

Passage would amend the Labor Law making it unlawful to discharge an employee for inquiring about, disclosing, comparing or otherwise discussing employee wages.

Pay equity bills have passed the New York State Assembly in seven successive years. Last year every democratic senator signed a pledge to support pay equity. This year, we need to demonstrate the widespread support necessary to move this bill through the Senate and on to the Governor to be signed into law.

Pay Equity in 2005

In October of 2003, NYSPEC leaders met to discuss legislative strategy. We took a close look at the bill package and decided to concentrate our efforts on one bill that affects the public and private sectors, provides for BOTH equal pay for equal work enforceability and equal pay for jobs of comparable worth, across job titles.

Passage of the NYS Fair Pay Bill Would:

- require that job titles where minorities and/or women predominate receive equal pay with comparable job titles
- allow all employees freedom of speech concerning their salaries without fear of being fired or reprimanded for disclosing information or asking about pay.

Equal Pay for Comparable Work

Pay equity (equal pay for national origin comparable work) makes salary comparisons between job titles within an employer. Jobs disproportionately held by women and minorities have traditionally been undervalued and paid less than comparable jobs with the same level of skill and responsibility. Help raise wages by legislating fair pay to all employees regardless of sex, race or national origin.

Equal Pay for Equal Work

Current equal pay law applies only to jobs within the same title. Pay equity is an effort to remedy equal pay law. It requires employers to compensate workers with equal pay for work of comparable worth in skills, effort, responsibilities, and education.

In addition, the vast majority of workers are employed in the private sector where salaries can be kept secret and employees can be fired for sharing salary information. Without this information, it is impossible for employees to know when they are being paid equally for equal work. Passage of the NYS Fair Pay Bill will enable private sector employees to share the salary information they need, without fear of reprisal, to establish that they are receiving equal pay for equal work.