



National Asian Pacific American Bar Association

## Statement of Support for Pay Equity

Endorsed March 2014

**WHEREAS**, the National Asian Pacific American Bar Association (NAPABA) is the national association of Asian Pacific American attorneys, judges, law professors and law students, representing the interests of over 40,000 attorneys and nearly 70 national, state, and local Asian Pacific American bar associations; NAPABA members include solo practitioners, large firm lawyers, corporate counsel, legal service and non-profit attorneys, and lawyers serving at all levels of government; and NAPABA is committed to addressing civil rights issues confronting Asian Pacific American communities and people of color;

**WHEREAS**, Congress outlawed wage discrimination based on sex through the Equal Pay Act of 1963;

**WHEREAS**, Congress passed the Lilly Ledbetter Fair Pay Act of 2009 to help ensure that individuals subjected to unequal pay discrimination had fewer barriers to effectively assert their rights under federal anti-discrimination laws;

**WHEREAS**, despite these measures, sex-based wage disparities persist, with women today being paid an average of 77 cents (and even less for women of color) for every dollar paid to men;

**WHEREAS**, the gap becomes even wider when the earnings of women of color are compared to those of white men;

**WHEREAS**, U.S. Census data from recent years further reveals that full-time, year-round working women earn less than full-time, year-round working men in every state in the country;

**WHEREAS**, these wage disparities have been amplified given job losses that women have disproportionately suffered during both the economic recession and the recent recovery period;

**WHEREAS**, women are bearing increasing responsibility for supporting families, with nearly 40 percent of mothers being the primary breadwinners for their families;

**WHEREAS**, equal pay and opportunity in the workforce are critical to support the country's economic growth and ensure that women and their families can be self-sufficient; and

**WHEREAS**, the closure of the wage gap requires laws that both provide workers with the mechanisms to challenge discrimination against them and ensure that employers have the knowledge of and incentive to comply with the law.

## NAPABA Statement of Support for Pay Equity

### THEREFORE BE IT RESOLVED, that NAPABA:

1. Supports the Paycheck Fairness Act, which would:
  - Update the Equal Pay Act of 1963 by closing loopholes in the earlier legislation and bar retaliation against workers who disclose their wages to others and raise the issue of wage parity;
  - Require employers to demonstrate that any pay disparity between men and women for the same work is not gender-related;
  - Allow women to receive the same remedies for sex-based pay discrimination that are available to workers discriminated against on the basis of race or national origin; and
  - Provide for training and technical assistance and require data collection and research on the cause and persistence of the wage gap between women and men.
2. Supports further legislative efforts to strengthen the ban on sex-based pay discrimination.
3. Supports a fair pay executive order by the President of the United States that would implement one aspect of the Paycheck Fairness Act by ensuring that contractors who do business with the federal government cannot retaliate against workers who discuss their own pay.
4. Authorizes its president, board, and staff to communicate the content of this resolution to its members, affiliates, other bar associations, members of Congress, the Administration, the press, and others to take steps to implement this resolution, as they deem necessary.
5. Supports this resolution as a policy priority until it is withdrawn or modified by subsequent resolution.