



## LB217 AND PAY SECRECY

Introducer: Senator Pansing Brooks

Co-Sponsors: Senators Blood, Cavanaugh, and Hansen

**LB217 would provide protections for employees regarding wage disclosure.** LB217 would bar employers from firing or discriminating against employees who ask about unequal salaries in their workplace and would allow employees to discuss wage information without repercussions. LB217 also provides that an employee may bring a civil action against an employer for violations of this act.

**LB217 supports the notion of equal pay for equal work.** LB217 would allow an employee to retain the right to inquire, discuss or disclose comparative compensation information for the purpose of determining whether the employer is compensating an employee in a manner that provides equal pay for equal work.

**Pay secrecy is harmful for women.** American Association of University Women (AAUW) research shows that in 2017, median annual earnings for men in Nebraska were \$50,293 compared to \$38,726 for women. This is an **earnings ratio of just 77 percent** which ranks Nebraska 41st out of all states and the District of Columbia.

Pay secrecy policies serve to perpetuate these disparities. In 2010, an Institute for Women's Policy Research study showed that nearly half of all workers nationally reported that they were either contractually forbidden or strongly discouraged from discussing pay with their colleagues. Passage of LB217 would do much to advance conditions for all workers, and particularly women in the work force so they could truly achieve economic self-sufficiency.

There are ten states that have previously enacted "pay secrecy" laws with similar language to LB217. Nebraska should join in paving the way to provide economic security for Nebraska's women and families. As advocates for pay equity, **AAUW Nebraska supports LB217.**