



National Lieutenant Governors Association

1 NLGA Policy Statement on Equal Pay for Equal Work

2 **WHEREAS**, the federal Equal Pay Act of 1963 federally mandated equal pay for equal work regardless of
3 gender, and

5 **WHEREAS**, today's most commonly cited government statistic on the gender pay gap is that U.S. women
6 earn 20% less than men earn for working any full-time, year-round job - not considering whether women
7 and men are doing the same job (2016), and ^{1 2}

8 **WHEREAS**, women earn 7% less than men for working the same job one year after college graduation
9 when both workers are college graduates, even after accounting for additional factors including college
10 major, occupation, industry, hours worked, experience, GPA, age, race/ethnicity, marital status,
11 motherhood, and more, and ^{3 4}

12 **WHEREAS**, other research shows similar conclusions about the gender pay gap. A study found an
13 unexplained gender pay gap of 6% between comparable women and men in the medical research field, and
14 a recent study of the American workforce as a whole found an unexplained gender pay gap of 8% between
15 comparable women and men working in the same fields, and ^{5 6}

16 **WHEREAS**, research shows the gender pay gap is larger for Hispanic or Latina, black or African
17 American, American Indian or Alaska Native, and Native Hawaiian or other Pacific Islander women than
18 non-Hispanic White and Asian women. Non-Hispanic White and Asian women also earn more than black
19 and Hispanic women holding a Bachelor's degree and with the same educational level. ^{4 7}

20 **WHEREAS**, explanations for the gender pay gap include choice of occupation, caregiving needs, and
21 unexplained gender pay gaps which suggest some gender-based bias.⁷

22 1. Women and men tend to work in different occupations/fields with women aggregating in fields with
23 lower median pay. For example, many fields with the highest expected lifetime earnings are in
24 science, technology, engineering, and mathematics (STEM) related fields but women are only ¼ of
25 STEM workers.⁸

¹ Democratic staff "Gender Pay Inequality Report," U.S. Congress Joint Economic Committee, Appendices, April 2016.

² "Politifact Sheet: The Gender Pay Gap," by Katie Sanders, July 15, 2015.

³ American Association of University Women (AAUW), "Graduating to a Pay Gap," by Christianne Corbett and Catherine Hill, 2012.

⁴ U.S. Department of Labor, Women's Bureau, "Issue Brief: Women's Earnings and the Wage Gap," 2016.

⁵ Journal of the American Medical Association (JAMA), "Gender Differences in Salaries of Physician Researchers," Dr. Jagsi Reshmua, et. al., 2012.

⁶ National Bureau of Economic Research, "The Gender Wage Gap: Extent, Trends, and Explanations," by Francine Blau and Lawrence Kahn, January 2016.

⁷ AAUW, "The Simple Truth About the Gender Pay Gap," Spring 2018.

⁸ The White House Council of Economic Advisors, "Issue Brief: The State of the Gender Pay Gap," June 2016.



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- 26 2. Women are more likely than males to reduce work hours or leave the workforce for a period of time to
27 give care to children or ill or aging adults.
- 28 3. An unexplained gender pay gap of 6% - 8% between comparably educated women and men working in
29 the same field across multiple studies seems to reflect bias.
- 30 **NOW, THEREFORE, BE IT RESOLVED** that the National Lieutenant Governors Association (NLGA)
31 supports the federal Equal Pay Act of 1963 mandating equal pay for equal work regardless of gender.
- 32 **BE IT FURTHER RESOLVED** that NLGA urges state governments, other governmental entities,
33 companies, owners, executive management, and senior leaders to build value for diversity into their
34 organization's core values.
- 35 **BE IT FURTHER RESOLVED** that NLGA urges employers to conduct salary audits to proactively
36 monitor and address gender-based or race-based pay differences and advancement opportunities.
- 37 **BE IT FURTHER RESOLVED** that NLGA supports and encourages individual efforts such as the
38 American Association of University Women's (AAUW) efforts to share strategies with women to better
39 negotiate for fair compensation, promotions, pay raises, and equal pay.
- 40 **BE IT FURTHER RESOLVED** that NLGA recommends a sense of urgency in making high-quality
41 STEM and technical education and training available to both children and adults of both genders and all
42 races.
- 43 **BE IT FURTHER RESOLVED** that NLGA joins and encourages efforts to make all Americans aware of
44 the high wage opportunities for all in the STEM fields.

ADOPTED, this day, the _____ of June, 2018.

Sponsors: Lt. Governor Justin Fairfax (D – Virginia), Lt Governor Matt Michels (R – South Dakota), Lt. Governor John Sanchez (R – New Mexico), Lt. Governor Nancy Wyman (D – Connecticut), Lt. Governor David Zuckerman (D – Vermont)