

Resolution In Support of a Pay Equity Study Commission

As individuals and organizations striving to make North Carolina a better place to live and work, we call on our legislators to create a Study Commission to examine the pay equity among state employees and identify solutions to the inequities that exist. The following points demonstrate the importance of a Pay Equity Study Commission:

- Reports by the NC Office of State Personnel in the 1980s and 1990s and the NC Justice and Community Development Center in 2002 found pay disparities by gender and race among state employees. Steps have still not been taken to address these disparities.
- Women are 48% of all state employees and 73% of low-wage state employees. Black and minority women are 17% of all state employees and 32% of low-wage state employees. White men are 38% of state employees but only 13% of low-wage state employees.
- More than 72% of state employees work in gender-segregated jobs, and 22% work in race-segregated jobs. Current salary patterns perpetuate the historical under-compensation for work done by workers in race- and gender-segregated jobs.
- Even accounting for differences in factors like education, job tenure, age, and occupation among state employees, white men's salaries still exceed those of all other groups.
- Since the 1980s, 24 states have conducted pay equity studies, and 20 states have implemented measures to correct race- and gender-based pay inequities. These measures can be phased in over time at a surprisingly low cost, with states like Michigan, Minnesota and Washington spending less than 4% of total personnel costs to implement pay equity measures.

Therefore, we fully endorse the creation and appointment of a Pay Equity Study Commission as set out in S 747/H 544.

Endorsed by:

Name of Organization or individual endorsing this resolution

Name and position of contact person, if endorsed by an organization

Mailing address

Phone and email

Return AS SOON AS POSSIBLE to the North Carolina Alliance for Economic Justice by fax at **(919)786-7475** or by mail to **3824 Barrett Drive, Suite 312, Raleigh, NC 27609**. Endorsements can also be made by phone at **(919)786-1345** or by email to info@nceaj.org.