

House State, Civic, Military, & Veterans Affairs

04/24/2023 Upon Adjournment

SB23-105 Ensure Equal Pay For Equal Work

Typed Text of Testimony Submitted

Name, Position, Representing	Typed Text of Testimony
Kip Kolkmeier  For  Mediation Association of Colorado	The Mediation Association of Colorado “TheMAC” strongly supports this legislation mandating the department to establish a program for mediating complaints under the Act. Mediation is the most cost effective and expeditious method for resolving conflicts. The parties benefit from participating in and controlling the outcome. Mediators are trained neutral professionals assisting parties in finding a resolution that both addresses the issues and empowers the parties to find a voluntary mutually beneficial settlement. Please vote yes on SB23-105. Thank you.
Edith Mata  For  9to5 Colorado	My name is Edith Mata and I live in Aurora. I am an organizer with 9to5 Colorado. I support SB 105 because of the impact it will have for our members and my personal experience with gender and racial discrimination in the workplace. At a previous job, organizing workers, my boss frequently made me feel as if I was too young and inexperienced - even though I had come up from rank and file and had been in my role for two years. I felt I was proving my ability to do my job well and grow in the organization, but he hired a male co-worker who was about the same age and same years of experience as me. As we worked together I would notice that my boss would give him work that I was already doing and would give me the lesser tasks. When we would present an idea or strategy that we both came up with my boss would praise him and I would not. As I brought this concern of unfair treatment to our union representative, we as a collective team decided we would disclose our experience and pay with each other as we were negotiating our union contract. We discovered that the women of color in the group were the lowest paid individuals compared to the men - regardless of experience. I realized myself and the other women of color on the team were being undervalued and overlooked for opportunities. The protections brought by SB 105 will prevent and help during other women's experiences like my own. With SB 105 workers will have recourse beyond what they can afford to pay for through attorneys or may or may not have access to through a union, when they discover pay disparities. In addition to the transparency created in 2019, I would have had a known application window to apply for opportunities, which is especially important when you are already in a job and raising a child as a single mom like myself. I would have liked to know each time a coworker’s position changed on my team and how I could demonstrate similar interest. This transparency is good practice for healthy workplaces, but lack of transparency is a tactic used in unhealthy

	<p>workplaces that blocks accountability and disenfranchises workers. Even in unionized workplaces, we still need greater equal pay protections. As a woman of color and organizer in our communities, I know we have to do more to address pay inequity and barriers to advancement. SB 105 builds on the Equal Pay for Equal Work Act in meaningful ways to increase transparency and accountability. I urge you to vote yes. Thank you. Edith Mata</p>
<p>Lydia Waligorski For Clayton Early Learning</p>	<p>Clayton Early Learning supports SB23-105, and asks for your support. As a provider of quality early childcare education (ECE) focusing on whole child, whole family outcomes we recognize the importance of measuring outcomes and offering meaningful implementation of policy and law. We have long acknowledged that pay disparities exist in workplaces and these disparities have often existed among gender and racial identities.</p> <p>Early childhood educators are 97% women and are more racially diverse than the general population, with an estimated 38% of ECE educators being women of color.</p> <p>SB105, will enable the Colorado Department of Labor and Employment to track, and respond and intervene to employee concerns and will allow for the full implementation of Colorado's strong equal pay for equal work law. We improve upon what we measure, and measure what we value. Thank you for your time.</p>