



SB19-085 Equal Pay for Equal Work Act – House Business Affairs & Labor
April 17th, 2019
DOROTHY JONES
Director of Public Affairs

Thank you, Madam Chair and members of the committee. My name is Dorothy Jones and I'm here on behalf of the Denver Metro Chamber of Commerce and the Colorado Competitive Council. Together we represent over 3,000 companies and their 300,000 employees.

Our organizations affirm the principle that women should be paid the same as men for doing the same work. Many of us - and our members - have fought for equitable pay in our own careers, and many more of us have daughters who we want to see paid fairly from the beginning. Our members are already doing this, and if not, they absolutely should be.

We understand that there are a number of amendments today which will address many of our concerns. For that, I would like to offer our thanks to the sponsors and proponents for their continued commitment to listening to stakeholders and working with us to address our issues.

Most employers want to do the right thing, but they don't want to be the subject of unknown and unnecessary litigation. The amendments offered today: to allow the CDLE to accept and mediate complaints, and to make the presumption of bad faith rebuttable – give our members some measure of comfort that the bill does not simply aim to create costly “gotcha” litigation traps for employers who are trying to do the right thing.

We likewise are encouraged by the progress we will make in our shared goal of spurring positive behavior change that will promote pay fairness for all employees by adding some protection for employers who make an honest and good faith effort to correct any historical inequities in compensation.

Colorado is on the cusp of passing ground-breaking equal pay legislation that could be the most far-reaching in any state to date. We believe this will work for BOTH employers AND employees. We urge an Aye vote on the amendments, and again we thank the sponsors for their diligent and hard work on this important bill.

Thank you.