

44. PAY EQUITY AND COMPARABLE PAY

WHEREAS, NCAWA has a long history of working to end discrimination against women in the workplace in all its myriad forms including in the stark reality of the wage gap; and

WHEREAS, the stated goals of NCAWA include “to promote the rights of women under the law” and “to promote the welfare of the women attorneys of North Carolina”; and

WHEREAS, 2006 U.S. Census data reveals that women earn only \$0.77 per dollar earned by men, and the U.S. General Accounting office, in studying the wage gap revealed in the 2000 U.S. Census, found that even after accounting for the difference between male and female work patterns, as well as other key factors, women earned only \$0.80 per dollar earned by men; and

WHEREAS, 2000 U.S. Census data revealed that women lawyers suffer from a wage gap and nationally earn only \$0.73 per dollar earned by male lawyers, and 2002 Census data revealed that North Carolina is in the bottom 1/3 of states when comparing wage ratios across the United States; and

WHEREAS, the Institute for Women’s Policy Research reports that if we continue at our current rate of change the wage gap will not close until 2057; and

THEREFORE BE IT RESOLVED, that NCAWA does hereby support an end to the wage gap and supports policies, legislation and regulations that seek equal pay for equal work and comparable pay for comparable work.

45. SUPPORT FOR A HEALTHY WORK/LIFE BALANCE FOR EMPLOYEES

WHEREAS, NCAWA has a long history of supporting a healthy workplace for all; and

WHEREAS, the stated goals of NCAWA include “to promote the welfare of the women attorneys of North Carolina” and “to promote the rights of women under the law”; and

WHEREAS, NCAWA offers and promotes annual Balanced Life Workplace Awards to encourage legal employers to create environments that foster and encourage healthy workplaces for all their employees and reward offices which recognize that alternative work arrangements, generous benefits or perquisites, maternity/paternity/family leave, flexible work schedules, telecommuting, encouragement of pro bono legal service and other community involvement, can increase employee effectiveness and job satisfaction, while decreasing turnover and absenteeism; and

THEREFORE BE IT RESOLVED, that NCAWA does hereby support policies, legislation and regulations that encourage balanced workplaces and support work/life balance for all employees.

46. SUPPORT FOR PREGNANT AND LACTATING WOMEN

BE IT RESOLVED that NCAWA supports the rights of pregnant and lactating women through endorsement and development of policy and legal measures in accordance with the goals of the Association.