



Kraft 2021 - Position on Equal Pay

What would Lisa do?

- design and conduct wage surveys, develop wage schedules, determine grade levels of work, chart a course for career growth, and administer basic and premium pay for employees using competitive wage rates
- promote pay transparency by protecting workers from retaliation for discussing their pay
- limit the use of salary history in making hiring decisions
- offer a class to teach employees the art of negotiation

What is the CPN value of Equal and Transparent Pay?

- collecting pay data is crucial to ensure compliance with the law and to accurately evaluate pay practices and trends
- transparency strengthens equal pay protections and combats discriminatory pay practices
- use of salary history when determining compensation or deciding whether to hire a worker potentially allows employers to carry forward discrimination practices
- making career advancement possible promotes investment in employees
- learning how to market your skills and negotiate for a better salary are helpful techniques in everyday life situations