

SENATE HEARING SLIP

(Please Print Plainly)

DATE: January 18, 2000

BILL NO. SB 250

OR

SUBJECT _____

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SENATE HEARING SLIP

(Please Print Plainly)

DATE: 1/18/00

BILL NO. SB 250

OR

SUBJECT _____

John Metcalf

(NAME)

501 E. Washington Ave.

(Street Address or Route Number)

Madison, WI 53703

(City and Zip Code)

WI Mfg. & Commerce

(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

Please return this slip to a messenger PROMPTLY.

Senate Sergeant-At-Arms
Room 109-LL One East Main
P.O. Box 7882
Madison, WI 53707-7882

Jeanne Ricca

(NAME)

6333 W. Riverwood Rd

(Street Address or Route Number)

Milwaukee WI 53213

(City and Zip Code)

Wisconsin State AFL-CIO

(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

Please return this slip to a messenger PROMPTLY.

Senate Sergeant-At-Arms
State Capitol - B35 South
P.O. Box 7882
Madison, WI 53707-7882

Debbie Schell - Senator

(NAME)

Burley's Office

(Street Address or Route Number)

(City and Zip Code)

(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

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Senate Sergeant-At-Arms
Room 109-LL One East Main
P.O. Box 7882
Madison, WI 53707-7882

SENATE HEARING SLIP

(Please Print Plainly)

DATE: 1/18

BILL NO. 252

OR

SUBJECT Gender Pay

Rep. Herena

(NAME)

(Street Address or Route Number)

(City and Zip Code)

(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

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Senate Sergeant-At-Arms
State Capitol - B35 South
P.O.Box 7882
Madison, WI 53707-7882

January 20, 2000

PAPER BALLOT

SENATE LABOR COMMITTEE - Senator Jim Baumgart, Chair

SENATE BILL 250

Relating to: an annual report of the racial or ethnic background, gender and salary of each senior level management employe in this state and providing penalties.

By Senator Burke; cosponsored by Representative Berceau.

Motion by Chair that Senate Bill 250 be recommended for Passage:

AYE: _____ NO: /

SENATE BILL 279

Relating to: apprenticeship training and making appropriations.

By Senators Welch, Shibilski, Roessler, Rude, Darling and Drzewiecki; cosponsored by Representatives Lassa, Albers, Riley, Brandemuehl, Plouff, Hahn, Miller, Musser, Kelso, Ryba, Kreibich, Meyerhofer and Sykora.

Motion by Chair that Senate Bill 279 be recommended for Passage:

AYE: / NO: _____

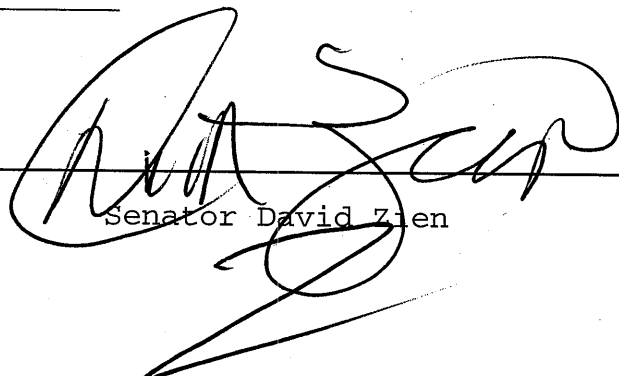
SENATE BILL 297

Relating to: membership of the employe trust funds board and the Wisconsin retirement board.

By Senators Wirch, Rude, Grobschmidt and Roessler; cosponsored by Representatives Kaufert, Musser, Black, J. Lehman, Ryba and Waukau.

Motion by Chair that Senate Bill 297 be recommended for Passage:

AYE: / NO: _____



Senator David Zien

January 20, 2000

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Margaret Farrow
Senator Margaret Farrow

January 20, 2000

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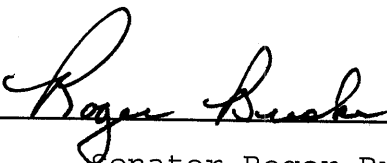
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Senator Roger Breske

January 20, 2000

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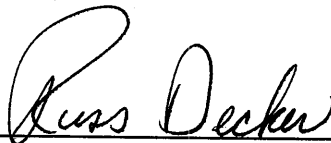
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Senator Russell Decker

January 20, 2000

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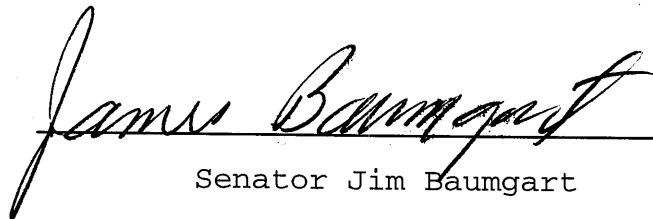
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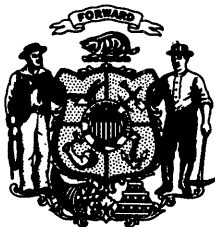
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AYE: NO:



Senator Jim Baumgart



BRIAN BURKE

WISCONSIN STATE SENATOR

Senate Chair, Joint Committee on Finance

Testimony of Senator Brian Burke

Senate Bill 250

Senate Committee on Labor

January 18, 2000

The good news is that Wisconsin's economy is booming and unemployment is down. The bad news is that the pay gap between Wisconsin's working women and men is one of the worst in the nation, with women barely cracking the glass ceiling.

A recent study from the Institute for Women's Policy Research and the AFL-CIO showed that Wisconsin ranked 37th in pay equity for women, with women earning 68 cents for every dollar earned by men compared to 72 cents nationally. Contributing to this dismal picture for women, the state ranked 40th in the percentage of female workers with managerial or professional jobs, 26.6% compared with a national average of 30.3%.

Underpaying Wisconsin workers and excluding them from the top levels of management based on gender or race is bad business and does a disservice to our proud progressive Wisconsin tradition.

To narrow the pay gap and break glass ceiling barriers, Senate Bill 250 would require large Wisconsin employers to report information on the salaries, gender and race of senior level management. The Department of Workforce Development would compile the data and publish annual reports. Companies could opt to keep their identity confidential while those proud of their record could promote their employment practices.

Although some sort of pay equity legislation has been proposed in 26 states, SB 250 is unique because it focuses just on disclosure as opposed to a more heavy-handed approach.

Just as consumers rely on food nutrition labels to guide their purchasing decisions, the public can use the compiled employment data to make informed choices about where to work or do business.

In the past, public disclosure campaigns have been effective in promoting positive social change. For example, reporting of community mortgage lending data helped increase access to credit for minority and working class populations.

I urge the committee to act favorably on SB 250 as an incentive for Wisconsin employers to build a more diverse workforce that will be compensated fairly.



**Wisconsin
Manufacturers
& Commerce**

Memo

TO: Member of the Senate
FROM: John C. Metcalf, Director
Human Resources Policy
DATE: January 18, 2000
RE: Opposition to Senate Bill 250

Background

This bill requires every employer employing 100 or more individuals in this state to file with the Department of Workforce Development (DWD), and every state agency employing 100 or more individuals to file with the DER, an annual report disclosing the racial or ethnic background (African American, American Indian or Alaska Native, Asian or Pacific Islander, Caucasian, other than Hispanic, or Hispanic), gender and salary of each senior management level employee of the employer.

DWD must then compile and analyze the information disclosed in those annual reports and publish an annual report of that compilation and analysis showing the level of racial, ethnic and gender diversity that exists in senior management in this state both on an overall statewide basis and on an employer-by-employer basis.

The bill prohibits an employer from disclosing any personally identifiable information about an employee in filing its annual report and requires an employer that keeps any records about the racial or ethnic background of an employee to keep those records separate from any records that may be used in determining the employee's qualifications for promotion, transfer or additional compensation or in determining whether to discharge, terminate or take other disciplinary action against the employee. At the request of any employer, other than a state agency, that wishes its identity to be kept confidential, DWD must keep confidential and may not disclose the identity of that employer.

WMC Position - Oppose

Most larger employers are currently required to comply with the affirmative action reporting requirements of the Office of Federal Contract Compliance (OFCCP). This legislation appears to be duplicative of existing OFCCP rules and regulations.

Further, much of this data is currently gathered by state agencies under existing law. This additional reporting is redundant.

We urge the Committee **not** to add an additional reporting requirement.