

**To:** Members of the Senate Labor and Commerce Committee

**From:** Joelle Hall, President of the Alaska AFL-CIO

**Date:** April 3, 2026

**Subject:** Senate Bill 78 - DISCLOSURE OF WAGE INFORMATION



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## **The Alaska AFL-CIO supports SB 78 on the following grounds:**

**Protecting Alaska’s workers:** The Alaska AFL-CIO supports measures that protect Alaska’s workers, including protecting them from practices that discriminate against them in the workplace. Wage transparency is an important and simple tool that helps mitigate the gender pay gap.

When individuals are required to provide their last salary but are not given the salary range for their new job, it can hurt their wages, particularly for women. Prohibiting employers from asking about salary history has resulted in higher pay for women and Black job candidates who were hired—8% and 13%, respectively, according to a study by economists at Boston University School of Law, published in June 2020. Additionally, when employers use past wages as a bargaining tool instead of paying what the job is worth, workers suffer.

**Strengthens existing federal law on non-retaliation:** Though the National Labor Relations Act of 1935 (NLRA) made talking about pay legal in the American workplace, many employers retaliate against those who openly and freely discuss wages. As it stands, there is little recourse for workers who face retaliation for discussing wages in the workplace. This bill would raise the baseline of NLRA anti-retaliation protections to align with modern anti-retaliation laws, providing a stronger deterrent against lawbreaking by employers and making a real difference for working families.

**Saves employers and job seekers time and effort:** The Alaska AFL-CIO would like to see as many Alaskans as possible working in good jobs with fair wages that move our state forward. As it currently stands, employers can post a job listing without a salary range. Those looking to enter the workforce for the first time, re-enter, or transition should know before applying whether the compensation is suitable to support them and their family. Job searching can be cumbersome for working families, and job seekers should avoid wasting time applying for a job that does not meet their compensation needs and wants. Likewise, it saves employers time, money, and effort. Take a likely scenario in which an employer schedules an interview with a qualified candidate, only to find out after an hour-long meeting that the salary for the posting does not fit the candidate’s criteria.