



## **RESOLUTION SUPPORTING THE CIVIL RIGHTS TAX RELIEF ACT AND PAYCHECK FAIRNESS ACT**

**WHEREAS** the Civil Rights Tax Relief Act (CRTRA), H.R. 3035/S. 1360 legislation to end the unfair taxation of recoveries in cases involving the enforcement of civil rights or regulating the employment relationship, including anti-discrimination, Family and Medical Leave Act, whistleblower cases, First Amendment retaliation cases, and labor laws, by excluding non-economic damages from gross income;

**WHEREAS** the CRTRA also attempts to mitigate the tax effect of receiving back pay and front pay in one year by providing income averaging for those recoveries;

**WHEREAS** the Paycheck Fairness Act, already passed by the House as H.R. 12 and pending in the Senate as S. 182 would update and strengthen the Equal Pay Act of 1963, which has failed to achieve its goal of eliminating gender-based wage discrimination;

**WHEREAS** the Paycheck Fairness Act would, among other things, require employers to prove that wage disparities are job-related and required by business necessity, bar retaliation against employees who share salary information with co-workers, allow successful plaintiffs to collect compensatory and punitive damages, and strengthen federal outreach and enforcement efforts.

**NOW, THEREFORE, BE IT RESOLVED** that the Coalition of Bar Associations of Color supports Civil Rights Tax Relief Act H.R. 3035 and S. 1360 and Pay Equity for Women H.R. 12 and S. 182;

**NOW, THEREFORE, BE IT FURTHER RESOLVED** that the Coalition of Bar Associations of Color urges that this pending legislation be approved.

**BE IT FINALLY RESOLVED**, that this resolution shall be the policy of the Coalition of Bar Associations of Color until it is withdrawn or modified by subsequent resolution.

### **CERTIFICATION**

WE, the duly-elected Presidents of the Hispanic National Bar Association (HNBA), the National Asian Pacific American Bar Association (NAPABA), the National Bar Association (NBA), and the National Native American Bar Association (NNABA), hereby certify that they foregoing Resolution was duly enacted by a duly-noticed meetings of the Board of Directors.



*[Handwritten signature]*

President, Hispanic National Bar Association

NNABA  
*5/26/10*

Date

*Joseph J. Cantano*

President, National Asian Pacific American Bar Association

*5/26/10*

Date

*[Handwritten signature]*

President, National Bar Association

*5-26-10*

Date

*[Handwritten signature]*

President, National Native American Bar Association

*26 MAY 2010*

Date