

47 Organizations Support the Pay Equity for All Act

September 23, 2016

Dear Representative:

On behalf of the undersigned organizations, we write to express our support for the Pay Equity for All Act (H.R. 6030) and urge you to become a cosponsor. This bill provides an important solution to address the pervasive pay gap that women and people of color experience; it would prohibit employers from relying on the salary history of prospective employees when making hiring and pay decisions.

You've heard that on average women typically make just 80 cents on the male dollar; it's even worse for moms and women of color. The gender pay gap is a real problem that deserves targeted solutions. The Pay Equity for All Act provides one of those solutions. The bill would protect job seekers from having to disclose their salary history in order to be interviewed, to be considered for a job offer, or as a condition of employment, and from being retaliated against for refusing to disclose their prior salary. In turn, the bill encourages employers to pay employees based on job requirements and prior experience, rather than arbitrary prior wages.

The gender pay gap develops early in women's careers. Controlling for factors known to affect earnings such as education and training, marital status, and hours worked, research found that college-educated women still earn seven percent less than men just one year out of college – even when they have the same major and occupation as their male counterparts.¹ We also know that the gender pay gap compounds over time. Women who are 20-24 years of age bring home, on average, 92 percent of what their male counterparts make on a weekly basis. By the time we compare 55-64 year olds, women take home only 76 percent of the wages of their male counterparts.² Although there are several factors that contribute to the persistence and widening of this gap, reliance on salary history in establishing wages certainly contributes. Employers frequently determine salary offers based on prior pay, which means that women and people of color who have been taking home discriminatory wages are likely to continue to be underpaid. The use of salary history also disadvantages workers who are trying to get back into the job market after spending time away. By banning the use of this practice, all workers will have the opportunity to take home a fairer paycheck.

Recently, states have started tackling the reliance on salary history. In August 2016, Massachusetts enacted a similar bill with broad bipartisan support. The House and Senate both unanimously approved the legislation and it received endorsements from several business groups such as the Greater Boston Chamber of Commerce. It is time for Congress to follow this lead and act.

The undersigned organizations urge you to support the Pay Equity for All Act (H.R. 6030). To become a cosponsor, please contact Meagan Hatcher-Mays in Congresswoman Eleanor Holmes Norton's office at 225-8050.

Sincerely,

American Association of University Women (AAUW)

¹ AAUW. (2012). *Graduating to a Pay Gap*. <http://www.aauw.org/resource/graduating-to-a-pay-gap/>.

² AAUW. (2016). *The Simple Truth about the Gender Pay Gap*. <http://www.aauw.org/resource/the-simple-truth-about-the-gender-pay-gap/>.

9to5, National Association of Working Women
Affinity Community Services
AFL-CIO
African American Ministers In Action (AAMIA)
American Federation of State, County and Municipal Employees
American Psychological Association
Anti-Defamation League
Association of University Centers for Disabilities
Athlete Ally
Atlanta Women for Equality
Catalyst
Coalition of Labor Union Women
Disciples Center for Public Witness
Equal Pay Today!
Equal Rights Advocates
Hadassah, The Women's Zionist Organization of America, Inc.
Institute for Science and Human Values
The Leadership Conference on Civil and Human Rights
Legal Aid Society-Employment Law Center
Make it Work
MomsRising
NAACP
National Asian Pacific American Women's Forum (NAPAWF)
National Black Justice Coalition
National Center for Lesbian Rights
National Coalition of Anti-Violence Programs (NCAVP)
National Committee on Pay Equity
National Council of Jewish Women
National Employment Law Project
National Employment Lawyers Association
National LGBTQ Task Force Action Fund
National Organization for Women
 Illinois State NOW
National Partnership for Women & Families
National Women's Law Center
People For the American Way
PowHer New York
Pride at Work
Sargent Shriver National Center on Poverty Law
SiX Action
U.S. Women's Chamber of Commerce
UltraViolet
Union for Reform Judaism
Women Employed
Women of Reform Judaism
Women's Law Project