

85 Organizations Support the Pay Equity for All Act

May 24, 2017

Dear Representative:

On behalf of the undersigned organizations, we write to express our support for the Pay Equity for All Act (H.R. 2418) 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. New York City and Philadelphia also passed similar laws in 2017. 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. 2418). 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. (2017). *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
A Better Balance
Affinity Community Services
AFL-CIO
African American Ministers In Action (AAMIA)
American Civil Liberties Union
American Federation of Government Employees
American Federation of State, County and Municipal Employees
American Psychological Association
Anti-Defamation League
Association of Flight Attendants-CWA
Association of University Centers for Disabilities
Athlete Ally
Atlanta Women for Equality
California Employment Lawyers Association
California Women's Law Center
Catalyst
Center for Popular Democracy
Clearinghouse on Women's Issues
Coalition of Labor Union Women
Communications Workers of America
CT Women's Education and Legal Fund (CWEALF)
Disciples Center for Public Witness
Equal Pay Today!
Equal Rights Advocates
Family Values @ Work
Feminist Majority
Gender Justice
Hadassah, The Women's Zionist Organization of America, Inc.
Indiana Institute for Working Families
Institute for Science and Human Values
Jewish Women International
Labor Council for Latin American Advancement (LCLAA)
Labor Project for Working Families
The Leadership Conference on Civil and Human Rights
Legal Aid Society-Employment Law Center
Legal Momentum, the Women's Legal Defense and Education Fund
Main Street Alliance
Make It Work
MALDEF (Mexican American Legal Defense and Educational Fund)
MomsRising
Ms. Foundation for Women
NAACP
National Action Network
National Alliance for Partnerships in Equity (NAPE)
National Asian Pacific American Women's Forum (NAPAWF)
National Black Justice Coalition
National Center for Lesbian Rights
National Center for Transgender Equality

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
 Mass NOW
 Southwest PA NOW
National Partnership for Women & Families
National Women's Law Center
National Women's Political Caucus
NETWORK Lobby for Catholic Social Justice
New York Paid Leave Coalition
Oxfam
PathWays PA
People For the American Way
PowHer New York
Pride at Work
Progress For All
ProgressNow
Sargent Shriver National Center on Poverty Law
SiX Action
Southwest Women's Law Center
UltraViolet
Union for Reform Judaism
The United State of Women
U.S. Women's Chamber of Commerce
The Voter Participation Center
Women Employed
Women of Reform Judaism
Women's All Points Bulletin, WAPB
Women's Law Project
YWCA USA