

Assembly Bill 1676 – Gender Pay Equity

Assemblymember Nora Campos (D-San Jose)

Issue:

It is a well-documented fact that across the country women are paid less than their male counterparts.

AB 1676 will give women more bargaining power when negotiating their salaries by removing past salary history from a new salary determination.

Background:

It's been 50 years since the enactment of the Equal Pay Act and 7 years since President Obama signed the Lilly Ledbetter Fair Pay Act, and still, women continue to make substantially less than men.

Currently, women make on average 78 cents for every dollar of their white male counterpart. However, the disparity is even larger for women of color.

- Latina women- 44 cents.
- African-American women- 64 cents.

On average, California women who are employed full time lose a total of approximately \$37.7 billion every year due to the wage gap. These lost wages mean families have less money to spend on goods and services that help drive economic growth.

In California today, mothers are the primary or sole breadwinners in nearly 40 percent of families, and married mothers are the primary or co-breadwinners in nearly two-thirds of families. That means women's wages are key to their families' ability to make ends meet and get ahead.

The pay gap begins early in women's careers. According to a study by the American Association of University Women, women one year out of college, working full time, were paid on average just 82 percent of what their male counterparts make. This number shows that there is still a significant wage gap when accounting for age, education and family responsibilities.

In 2015, California made national news with SB 358 (Jackson) updating the Fair Pay Act to be the strongest gender pay law in the nation. Making it easier to prevail in discrimination lawsuits based on sex. This helps remedy wage discrimination once it occurs, but also needed is a way to prevent wage discrimination in the first place. AB 1676 responds to that call.

This Bill:

AB 1676 works to address pay inequity between men and women by:

- 1) Prohibiting employers from seeking job candidates' salary histories.
- 2) Requiring that employers provide a salary range to a job applicant, upon reasonable request.

By removing past salary history from the hiring determination and requiring employers to be more transparent, AB 1676 will help ensure that employers will not be able to use a history of low pay as justification for continuing to underpay women.

Support:

- California Employment Lawyers Association (Sponsor)
- American Association of University Women (Sponsor)
- Equal Rights Advocates (Sponsor)
- California NOW (Sponsor)

For More Information

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