



**STATEMENT FOR THE RECORD BEFORE THE SENATE STATE, VETERANS, & MILITARY AFFAIRS
COMMITTEE ON: HB18-1377 Prohibit Seeking Salary Information Job Applicant**

May 2, 2018

Dear Chair Marble, Vice Chair Sonnenberg and the members of the Committee:

The Colorado Chapter of 9to5 National Association of Working Women, is a grassroots organization with over 6,000 members across the state. Since the foundation nationally of 9to5 in 1973, Equal Pay has been a core issue to address gender equality as women continue to be paid less than men then and now. For us Colorado women, we are earning 86 cents, on average, for each dollar paid to white men.

This discrimination begins in the hiring process. When one of our members was offered a job she was asked for her salary history. As a young woman she had been in low paying jobs, and they offered her a salary based on her history. When the salaries of her male counterparts were published, she saw that she was being paid significantly less than those with the same job title and responsibilities. She sought additional trainings, certifications, experience, in hopes that this would bring her salary to the level of her colleagues. Even with all this, her pay was not adjusted fairly. The discrimination was clearly ongoing, but the problem began during the hiring process when she was asked for her salary history. When employers ask for salary histories, they are allowed to repeat and perpetuate unequal compensation.

Employers are barred from asking other questions in the interview process, like marital status, medical history, or religion, that can lead them to discriminatory practices, why not salary history too?

The practice of asking for salary history is especially unfair for women who have taken time off to raise children or care for sick and aging family members. Women - and especially women of color - are more likely to have worked in lower-paying job sectors. Basing a worker's salary on a previously undervalued and underpaid position can have the unintended consequence of perpetuating and institutionalizing gender and racial disparities and discrimination a woman may have faced at any point in her career.

By creating a more unbiased structure for negotiating pay during the hiring process, this bill will help empower women to negotiate a fair salary, it will stop the perpetuation of discriminatory pay practices for women in jobs that don't allow for pay negotiations, and overall will get us closer to achieving pay equity in Colorado.

9to5 Colorado urges you to vote YES on HB-1377.