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Betsy Butler

April 17, 2018

The Honorable Susan Eggman
California State Assembly
State Capitol, Room 4117
Sacramento, CA 95814

Re: AB 2282 – Support

Dear Assemblymember Eggman,

On behalf of the California Women's Law Center (CWLC), we write in support of AB 2282 which would help close the race and gender wage gap in California by clarifying that prior salary cannot be used on its own or in combination with another lawful factor to justify a wage differential under the California Equal Pay Act.

In California, women who are employed full-time, year-round would collectively earn \$79 billion more per year if they were paid equally to their male colleagues. The disparity is largest for women of color. African American women are paid 63 cents and Latinas are paid 43 cents on the dollar. Mothers are the primary breadwinners in nearly 40 percent of California's families. These lost wages mean families have less money to spend on basic necessities as well as goods and services that drive economic growth.

If addressing pay inequality continues at its current rate, the gender wage gap in California would not be closed until 2043. Part of the reason change has been slow is that employers often rely on an applicant's prior salary to set a new employee's pay rate. This perpetuates historical discrimination and wage inequalities across the occupational spectrum. AB 2282 takes an important step in the fight for wage equality in California by clarifying that employers may only rely on legitimate, non sex-based factors to justify paying an employee less for equal work.

CWLC's mission is to advance the potential of women and girls through transformative litigation, policy advocacy, and education. For nearly 30 years, CWLC has fought to secure women's equality in the workplace and close the gender wage gap.

For these reasons, the California Women's Law Center supports AB 2282.

Sincerely,



Betsy Butler
Executive Director