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Betsy Butler

April 4, 2018

The Honorable Hannah-Beth Jackson
California State Senate
State Capitol, Room #2032
Sacramento, CA 95814

Re: Support SB 1284 (Jackson)

Dear Senator Jackson,

On behalf of the California Women's Law Center (CWLC), we write in support of SB 1284, which will help close the gender and race-based wage gaps in California by requiring large employers to submit an annual pay data report to the Department of Industrial Relations outlining data regarding employee compensation and hours worked by gender, race, ethnicity and job category.

Despite recent progress, the gender pay gap persists, resulting in an estimated \$78.6 billion in lost wages for women each year in California. One obstacle is that pay discrimination is often hidden from sight and can be a result of unconscious biases or historical inequities.

Recognizing that pay discrimination is difficult to detect and address, the Obama Administration announced a proposed revision to the Employer Information Report to include the reporting of pay data by gender, race and ethnicity beginning in 2018. For more than 50 years, large employers have been submitting reports with demographic information to the federal agency responsible for enforcing workplace anti-discrimination laws. However, in August 2017, the Trump Administration put a halt to the implementation of this new rule, dealing a significant blow to the fight for equal pay.

SB 1284 will ensure that, despite setbacks at the federal level, this important pay data will continue to be compiled and aggregated in California. Requiring employers to conduct internal pay audits allows them to identify and self-correct wage gaps of which they were previously unaware.

CWLC's mission is to advance the potential of women and girls through transformative litigation, policy advocacy, and education. For three decades, CWLC has been on the frontlines of the fight for gender pay equity. We are dedicated to end practices contributing to the gender pay gap and we do everything possible to ensure women have the opportunity to advance their careers and receive equal compensation and benefits.

For these reasons, California Women's Law Center strongly supports SB 1284.

Sincerely,



Betsy Butler
Executive Director