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Betsy Butler

April 12, 2017

The Honorable Lorena Gonzalez Fletcher
California State Assembly
State Capitol, Room 2114
Sacramento, CA 95814

Re: Support AB 1209 (Gonzalez Fletcher) – Gender Pay Gap Transparency Act

Dear Assemblymember Gonzalez Fletcher:

On behalf of the California Women's Law Center (CWLC), we write in support of Assembly Bill 1209, *The Gender Pay Gap Transparency Act*, which seeks to address the gender wage gap in California.

AB 1209 will help bridge the pay gap and build a more secure future for women and families. As a wage gap disclosure policy, AB 1209 encourages corporate responsibility by increasing transparency because it would require large private employers to calculate the wage gap within their company, publish this information on their website, and submit the data to the Secretary of State for public analysis beginning in 2020.

More than 50 years after Congress passed the Equal Pay Act of 1963 requiring equal pay for equal work, the gender wage gap persists: American women earn on average only 78 cents for every dollar their male counterparts earn. While California's female workforce fares marginally better (at an average of 85 cents on the dollar), almost 58 percent of working mothers in California were the sole or co-breadwinners in 2015. The repercussions of the wage gap are unduly onerous for many of California's families. Furthermore, depressed wages have a ripple effect that impacts future earnings, job opportunities, and social security income.

CWLC's mission is to advance the potential of women and girls through transformative litigation, policy advocacy, and education. CWLC has been on the frontlines in the fight for policies to help secure women's economic empowerment in California, ultimately benefitting families and communities across the state. CWLC is dedicated to the fight to end practices contributing to the gender wage gap and women in poverty.

The Gender Pay Gap Transparency Act is an important step toward making real progress in the ongoing effort to close the gender wage gap. For these reasons, the California Women's Law Center supports AB 1209.

Sincerely,

Betsy Butler
Executive Director

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