

**Board of Directors**

**Board President**

Lois Thompson  
*Partner*  
Proskauer Rose LLP

**Board Vice President**

Mira El Sonbaty  
*Senior Counsel, Privacy*  
Fox Group Legal

**Board Treasurer**

Chris Hollinger  
*Partner*  
O'Melveny & Myers LLP

**Board Secretary**

Cathy Kim  
*Consultant*

**Members**

Tony Blain  
*Principal*  
Blain & Associates

**Samantha Caldwell**

*Vice President, Assistant General  
Counsel and Assistant Secretary*  
Health Net Inc.

**Christa M. Demeke**

*Counsel*  
Roll Law Group P.C.

**Theane Evangelis**

*Partner*  
Gibson, Dunn & Crutcher LLP

**Victor George**

*Principal*  
Law Offices of Victor L. George

**Rasha Gerdes Shields**

*Partner*  
Jones Day

**Lisa Gilford**

*Partner*  
Skadden, Arps, Slate, Meagher & Flom

**Esra Hudson**

*Partner*  
Manatt, Phelps & Phillips LLP

**Diana Hughes Leiden**

*Associate Attorney*  
Winston & Strawn LLP

**Bethany Kristovich**

*Partner*  
Munger, Tolles & Olson LLP

**Anna Menedjian**

*Litigation Consultant*  
2020 Inc.

**Eddie Mermelstein, Esq.**

FEM Law Group

**Erika Norman**

*Associate*  
Arnold & Porter

**Pamela Palmer**

*Partner*  
Pepper Hamilton LLP

**Amy Quartarolo**

*Counsel*  
Latham & Watkins LLP

**Executive Director**

Betsy Butler

July 9, 2018

The Honorable Jerry Brown  
Governor of California  
California State Capitol  
Sacramento, CA 95814

**Re: AB 2282 (Eggman) – Support**

Dear Governor Brown,

On behalf of the California Women's Law Center (CWLC), we write to urge your signature on 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 urges your signature on AB 2282.

Sincerely,



Betsy Butler  
Executive Director