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**Executive Director**

Betsy Butler

June 16, 2016

The Honorable Nora Campos  
California State Assembly  
State Capitol, Room 4016  
Sacramento, CA 95814

**Re: AB 1676 (Campos) – Support**

Dear Assembly Member Campos:

On behalf of the California Women's Law Center (CWLC), we are writing in support of AB 1676, which would further clarify the Equal Pay Act to ensure an employee's prior salary cannot be the basis for any disparity in compensation when compared to a co-worker of the opposite sex who is doing substantially similar work.

Last year, the legislature passed SB 358 (Jackson), giving California the strongest equal pay law in the nation. However, many employers still do not fully understand the specifics of the Equal Pay Act.

AB 1676 will clarify that prior salary cannot in fact be used to justify a gender wage differential. Additionally, the bill makes clear that prior salary cannot account for *any* disparity in pay.

Since its founding in 1989, CWLC has worked to break down barriers and advance the potential of women and girls through transformative litigation, policy advocacy and education. A vital part of our mission is to ensure that women are paid a fair wage and have equal opportunities in the workforce.

California Women's Law Center strongly supports AB 1676, which will help put an end to this insidious cycle and perpetuation of gender wage inequities in the labor market. By codifying that salary decisions cannot be based on salary history, this bill works to ensure fair and equal pay for all.

Sincerely,

Betsy Butler  
Executive Director