



AB 168: Banning Wage History

SUMMARY

This bill would prohibit an employer from seeking salary history information about an applicant for employment.

BACKGROUND

Gender wage discrimination is destructive not only for female workers but for our entire economy. Closing the wage gap starts with barring employers from asking questions about salary history so that previous salary discrimination is not perpetuated.

Across the country, women still make roughly 80¢ for every dollar earned by their male counterparts. In California alone, women who are employed full-time would earn 39 billion dollars more per year if they were paid equal to their male colleagues.ⁱ

For each woman in our state that is a difference of about \$8,000 per year.

The disparity is even larger for women of color. African American women are paid 63 cents and Latinas are paid 43 cents on the dollar.ⁱⁱ

Currently, in California, mothers are the primary breadwinners in nearly 40 percent of families. These lost wages mean families have less money to spend on goods and services that help drive economic growth.

ⁱ <http://www.nationalpartnership.org/research-library/workplace-fairness/fair-pay/americas-women-and-the-wage-gap.pdf>

ⁱⁱ <http://nwlc.org/wp-content/uploads/2015/12/State-by-State-Wage-Gap-Latinas.pdf>

In 2016, Massachusetts and Philadelphia enacted laws prohibiting employers from asking job applicants about their salary history. These new laws are the toughest in the nation in fighting wage discrimination. Similar salary history bans are being introduced across the country in New Jersey, New York City, and Philadelphia.

THIS BILL

AB 168 will address wage discrimination among women by:

- Prohibiting employers from seeking or relying on job candidates' salary histories.
- Require that employers provide a salary range to a job applicant, upon reasonable request

This bill seeks to prohibit the perpetuation of wage inequality by ensuring that job applicants, who may have been victims of the historically lower wages generally offered to women and minorities, will not be plagued by unequal wages throughout their careers.

SUPPORT

Consumer Federation of California
National Association of Social Workers
California Consumer Attorneys
Women's Foundation of California
Equal Rights Advocates

FOR MORE INFORMATION

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