

# The Pay History Bill

(HF4100/SF4192)

**Pay discrimination has no business in Minnesota.**

## Minnesotans should be paid based on their qualifications not their salary history.

Unequal pay hurts families and children by making it difficult to afford housing, health care, and education. The Pay History bill takes an important and proactive step in ending pay discrimination and closing the wage gap.

The time to act is now because women, particularly Black, Indigenous, and Latina women, are still paid substantially less than men in Minnesota.



The bill will help ensure that Minnesotans are paid based on their experience, skills, track record, responsibilities of the position, and market research. It prohibits employers from inquiring into, considering, or requiring the disclosure of one's salary history through the hiring and promotion process.



The pay gap is a result of many factors

- ✓ Access to education
- ✓ Access to affordable childcare
- ✓ Bias against working moms
- ✓ Occupational segregation
- ✓ Racial Bias
- ✓ Sexism

## What a Women Makes for Every Dollar a Man Makes in Minnesota



|                     |                   |
|---------------------|-------------------|
| <b>White Women</b>  | <b>80.1 cents</b> |
| <b>Asian Women</b>  | <b>71.3 cents</b> |
| <b>Black Women</b>  | <b>58.6 cents</b> |
| <b>Native Women</b> | <b>56.3 cents</b> |
| <b>Latinas</b>      | <b>52.7 cents</b> |

Source: National Women's Law Center, 2018.

## Gender and racial wage gaps continue because of the pay history question.

People of color and women are impacted by the pay gap as soon as they enter the labor force. When future salaries are anchored to past salaries, inequities in pay perpetuate.

This proposal puts pay history within the same category as other statuses in the Minnesota Human Rights Act that employers are not allowed to consider when making hiring and promotion decisions such as age or race.



## 18 states have already ended the pay history question.

When Minnesota passes this proposal, it will join the groundswell of states that have already ended the pay history question.

For more information and to get involved, contact Minnesota Department of Human Rights Government Relations Director Eric Armacanqui at 651.335.8352.