



**HF 3587 Pay Transparency**  
**House Labor and Industry Finance & Policy Committee**

Thursday, March 7, 2024

Dear Chair Nelson and Vice Chair Berg,

The Minnesota Council of Nonprofits (MCN) is writing in support of HF 3587 on Pay Transparency.

MCN’s Nonprofit Job Board is a trusted, go-to resource with thousands of job listings throughout the year. In 2020, our organization, along with two other nonprofits with prominent job boards, began a slow rollout of requiring all job postings to list a salary range. We found it important to roll out over time to provide allowance for nonprofit questions and education opportunities regarding this topic.

Disclosing salary ranges in job postings is important because:

- It signals to a job seeker that their expertise, talent and contributions will be valued fairly
- It is a critical step, among others, to create more equitable hiring practices
- It saves time and energy for employers and employees in the hiring process
- When employees feel valued and are compensated fairly with wage transparency, they are more motivated and productive.
- Wage transparency reduces the gender pay gap by 7% (Columbia University)

To date, we have received little negative feedback regarding our job board pay requirement and it is now the norm in the Minnesota nonprofit industry, which makes up 14% of Minnesota’s total workforce. We ask for your support of HF 3587.

Sincerely,

Marie Ellis  
Public Policy Director

Bailey Sutter  
Public Policy Manager

*Additional studies and resources:*

- [Case Study: developing pay equity policies with MCN’s board](#)
- [Job Postings on MN Nonprofit Job Board Must Now Include Compensation Information](#)
- [Transparency, Equity, and the MCN Job Board: An Update](#)
- [Minnesota Nonprofit Economy Report: A Statewide and Regional Analysis\\*](#)