March 7, 2024

The Honorable Michael Nelson
Minnesota House of Representatives Labor and Industry Finance and Policy
Saint Paul, MN 55155

Dear Representative Nelson and the Labor and Industry Finance and Policy Committee,

We are writing in strong support of HF 3587, which requires salary ranges for job postings. As Humphrey Policy Fellows at the University of Minnesota, our subgroup focuses on studying pay equity among protected classes, and it is with that knowledge we affirm the proposed pay transparency bill will positively impact pay equity. As pay disparities continue to permeate our state, cost-effective legislation like that proposed will help combat historic inequities.

Pay disparities particularly impact diverse cross-sections. According to the University of Minnesota Center on Gender, Women and Public Policy analysis of American Community Survey data, **Somali women in Minnesota only earn 41 cents to a white man's dollar.**

The center remarks that the most significant factor behind the gender wage gap is occupation, which this proposal would directly impact by increasing transparency around pay. This would, therefore, enhance potential career choice decisions by significantly increasing information about what jobs exist and what benefits those jobs provide.

The proposed legislation will support pay equity by:
- Increasing information access for employees, allowing them to make more informed career decisions.
- Providing an extra layer of accountability for employers as the ranges will be public.
- Allows workers to better advocate for promotions, pay raises, etc.

This legislation alone will not solve pay equity issues; however, it is a positive step in the right direction.

We appreciate your consideration of HF 3587 and hope its support continues throughout the legislative process.

Bishara Mohamed, Cindy Devonish, Dominique Murray, Jason Jackson, Jamie Lindman, Peter Ingraham and Sommer Green
University of Minnesota Humphrey School Policy Fellows

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