



Legal Services Advocacy Project

February 12, 2012

The Honorable Rob Ecklund, Chair
Labor, Industry, Veterans & Military Affairs Committee
Minnesota House of Representatives
409 Rev. Dr. Martin Luther King Jr. Blvd.
St Paul, MN 55155

The Honorable Bob Dettmer, Vice Chair
Labor, Industry, Veterans & Military Affairs Committee
Minnesota House of Representatives
409 Rev. Dr. Martin Luther King Jr. Blvd.
St Paul, MN 55155

Re: HF 403

Dear Chair Ecklund, Vice-Chair Dettmer, and Members of the Committee:

The Legal Services Advocacy Project (LSAP) writes to respectfully express its support for HF 403. LSAP provides legislative and administrative policy advocacy on behalf of Legal Aid, which provides free civil legal services, statewide, for low-income clients, all elder Minnesotans, and all Minnesotans with disabilities

As recent studies and other research attests, passage of HF 403 would facilitate pay equity, not only gender pay equity, but also pay equity for BIPOC workers. The National Women's Law Center notes that "[e]mployers' use of this information in the hiring process has a disproportionately negative impact on women and people of color, who face conscious and unconscious discrimination in the workplace and, consequently, are paid lower wages, on average, than white, non-Hispanic men."¹ As a June 2020 Boston University Law School study found, "[a]sking about past salary indeed does result in wage gaps for women and Black and Indigenous person, and persons of color."²

Women make, on average, just 80% of what men make for similar work.³ The gap is even bigger for women of color.⁴ According to a recent article, 19 states have enacted salary history laws⁵ The Boston University Law School study found that salary history laws are working.⁶ In states where salary history laws exist, the study found that "[w]omen earned 8% to 9% more, and Black workers 13% to 16% more, than similar workers in neighboring states that did not have salary history laws."⁷ LSAP urges passage of HF 403. Thank you for considering LSAP's views.

Sincerely,

A handwritten signature in cursive script that reads "Ron Elwood".

Ron Elwood
Supervising Attorney

cc: The Honorable Kaohly Her, State Representative (author HF 403)

¹ National Women's Law Center, *Asking for Salary History Perpetuates Pay Discrimination From Job to Job*; <https://nwlc.org/resources/asking-for-salary-history-perpetuates-pay-discrimination-from-job-to-job/>

² James Bessen, Erich Denk, and Chen Meng, , *Perpetuating Inequality: What Salary History Bans Reveal About Wages* (Boston University School of Law, Technology & Policy Research Initiative, June 2020).

³ Carino, *supra* note 1.

⁴ *Id.*

⁵ Meghan McCarty Carino, *How salary history bans can raise wages for female and Black workers*, MARKETPLACE, July 8, 2020; at <https://www.marketplace.org/2020/07/08/how-salary-history-bans-can-raise-wages-for-female-and-black-workers/>

⁶ Bessen, et al., *supra* note 2.

⁷ *Id.*