

Preventing Pay Discrimination Act (HF403)

Pay discrimination has no business in Minnesota.

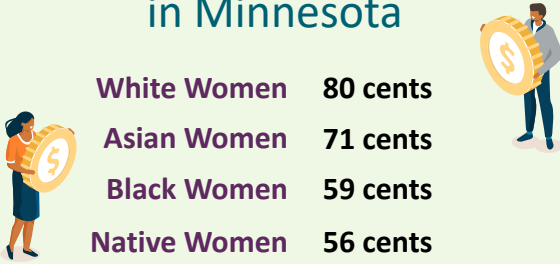
Ending the pay history question will help close the racial and gender pay gap in Minnesota.

HF403 will help close Minnesota's pay gap by preventing employers from asking a prospective employee about their pay history when they negotiate their salary.

Minnesota needs to close the pay gap now. Until we do, families and children will continue to struggle to afford life's essentials like affordable housing, quality health care, and education.

**Pay is up 8% for all women
and 13% for Black workers
in the 18 states¹ that
have already ended the
pay history question.²**

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



White Women	80 cents
Asian Women	71 cents
Black Women	59 cents
Native Women	56 cents
Latinas	53 cents

Source: National Women's Law Center, 2019.

By ending the pay history question HF403 breaks the pay discrimination cycle.

Pay inequities persist when Minnesotans have future salaries anchored to their past pay. This locks someone into a cycle of unequal pay and is why we need HF403 to stop it.

1. <https://www.hrdive.com/news/salary-history-ban-states-list/516662/>
2. Bessen, James E. and Meng, Chen and Denk, Erich, Perpetuating Inequality: What Salary History Bans Reveal About Wages (June 1, 2020). Available at SSRN: <https://ssrn.com/abstract=3628729>

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