



The League of Women Voters of New York State
62 Grand Street, Albany, New York 12207
Phone: 518-465-4162 Fax: 518-465-0812
www.lwvny.org E-Mail: lwvny@lwvny.org

THE LEAGUE OF WOMEN VOTERS *of New York State*

MEMORANDUM IN SUPPORT OF: **A.2040C (Crespo) / S.6737A (Carlucci)**

TO: New York State Assembly and Senate

Subject: *An act to amend the executive law, in relation to prohibiting employers from seeking salary history from prospective employees.*

The League of Women Voters of New York State supports legislation that would prohibit employers from requiring potential employees to disclose their previous salary history. Forcing employee candidates to disclose their salary history unfairly targets women, minorities, and people with disabilities. This practice perpetuates instances of income disparity and unfairly targets those who have previously worked in lower income positions.

Although women now make up 50% of New York State's work force they continue to earn less than their male counter parts, even when performing under identical job titles. While New York State has made great progress in addressing the wage gap, women continue to earn less than men. According to data available from the 2016 US Census, New York women still earn only 76% of what their male counterparts earn, and in the county with the largest Gender gap (Saratoga) women make only 63cents for every dollar a man makes. The statewide gap is even larger for minorities, with African American women earning 66% and Hispanic women earning just 55% of what their white male counterparts earn. New York State could improve this gap by enacting stronger legislation barring employers from requesting salary histories of new employees.

The League has long supported the passage of legislation that would implement a state policy of compensating employees equally for work of comparable value. This legislation would help eliminate the wage gap in New York State and ensure that employees are paid based on their merit and not their race or gender.

For these reasons the League of Women Voters of New York State urges your support for A.2040C/S.6737A.