

POWHER NY EQUAL PAY CAMPAIGN

Members include:

2020 Women on Boards - NYC Campaign
50/50 in 2020 Coalition
9to5, National Association of Working Women
A Better Balance
American Association of University Women NYS
Asian Women in Business
Catalyst Inc.
Center for the Women of New York
Centro Civico Cultural Dominicano
Collaboration for Construction Women
Enterprising & Professional Women NYC
Family Values @ Work
Human Rights Project/Urban Justice Center
Institute For The Puerto Rican/Hispanic Elderly.
International Code Council
Jewish Women's Foundation of NY
League of Professional Theatre Women
League of Women Voters- New York City
League of Women Voters – New York State
Legal Momentum
Nation to Nation Networking
National Association for Female Executives
National Council of Jewish Women Lakeville
National Council of Jewish Women NY
National Organization of Italian Women
National Partnership for Women & Families
National Women's Law Center
New York Civil Liberties Union
New York Coalition of 100 Black Women
New York Paid Leave Coalition
New York State Pay Equity Coalition
New York Women in Film & Television
New York Women's Foundation
New York Women's Chamber of Commerce
NOW - Brooklyn-Queens
NOW-NYC
NOW-NYS
NYS Women, Inc.
Re: Gender (Formerly the National Council
for Research on Women)
The Transition Network
UN Women - Metro NYC Chapter
Women in Arts & Media Coalition, Inc.
Women in Communications
Women in Development, NY
Women in Health Management
Women's Center for Career Education
and Advancement
Women's City Club of New York
Women's Fund of Long Island
Women's Media Center
YWCA Brooklyn
YWCA of New York
Zonta International Club of New York
Zonta of Greater Queens

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DATE: May 31, 2016

TO: Members of the NYS Senate and Assembly

FROM: PowHer NY | Equal Pay Campaign

RE: MEMO OF SUPPORT for NYS S. 6059A Hoylman /A. 8487 Glick relating to equal pay disclosure with respect to state contracts

The PowHer New York Equal Pay Campaign, a statewide network of organizations and individuals working collaboratively to advance women's economic equality, enthusiastically supports S. 6059A Hoylman /A. 8487 Glick. This bill relates to equal pay disclosure with respect to state contracts requiring businesses and organizations bidding to be required, as a condition to winning a bid, to submit data on employee compensation to the New York State Comptroller. We urge the NYS Assembly and Senate to take swift action to pass this bill before the end of session.

To address the pervasive wage gap, the NYS Assembly and Senate proudly and unanimously passed strong legislation which Governor Cuomo signed into law on October 21, 2015. This new law, S.1/A.6075, addresses wage secrecy, closes loopholes in current law and discourages employers from discriminating by increasing damages. Its passage was a bold declaration that New York does not tolerate wage discrimination.

Proposed legislation sponsored by Senator Brad Hoylman and Assembly member Deborah Glick, S. 6059A/A. 8487, offers the next concrete and viable step toward impacting wage disparity in the private sector. The bill shines light on New York's wage gap through the state's contracting power. The bill would require any company seeking a contract or doing business with the state to publicly disclose their wage gap based on gender, race, and ethnicity. Requiring prospective state contractors to disclose whether wage gaps exist in their organizations will create transparency and accountability in the state contracting process by allowing New Yorkers to see if their tax dollars are going to companies that comply with equal pay laws.

This approach leverages New York's purchasing clout of nearly \$240 billion annually to motivate contractors to examine their pay practices. It will create an incentive for contractors who would like to do business with New York State to take action internally to address the unconscious or conscious biases that may result in a wage gap.

S. 6059A/A. 8487 provides a reasonable and practical process which does not place an undue burden on companies, who already report EEO-1 data; exempts small businesses; and respects employee privacy. In 2014, the White House announced that federal contractors would have to report similar data to the federal government, and New Mexico has successfully instituted similar measures which have not been met with resistance or complaint from contract bidders.

There is overwhelming support in New York and across the United States for legislative measures to ensure equal pay for equal work. S. 6059A/A. 8487 is another opportunity for the NYS Legislature to demonstrate commitment to action on equal pay and affirm New York's role as a leader on smart economic solutions. We urge the passage of this critical and important legislation.

PowHer New York is a statewide network of over 60 organizations and individuals working together to accelerate economic equality for New York's women. In addition to informing and energizing the public, and promoting the excellent work of our Network Partners, PowHerNY leads the decade long Equal Pay Campaign for stronger policies to end gender wage and opportunity discrimination.