



## **2017 MEMORANDUM IN SUPPORT: (A.6707/S.5233)**

The National Organization for Women of New York supports Bill (A.6707/S5233), which prohibits employers from inquiring about a job applicant's salary history during the interview process, and makes it illegal for employers to refuse to hire an applicant for not providing salary history. Employers often ask prospective employees to provide salary histories in order to set pay rates, a practice that perpetuates discrimination against women and continues the gender pay gap.

In New York State, black women only earn 66 percent, and Latinas earn only 56 percent, of every dollar earned by a white man. Annually, women in New York State lose almost \$54 billion on account of the gender pay gap, and over a lifetime women will make an estimated \$530,000 less than men.

Closing the wage gap is a significant and critical step that must be taken, especially for the over 300,000 women-headed households living in poverty in New York State. Women head more than 1 million households in New York, and ending the gender pay gap would greatly increase the quality of life for families throughout the state.

NOW New York urges the New York State Legislature to vote to pass this bill so that women and girls no longer face wage discrimination. Multiple states and cities have passed similar legislation over the last year, including Massachusetts, Puerto Rico, New York City, and Philadelphia.