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PERSONNEL & ANIMAL WELFARE

MOTION

Women comprise almost half of California's workforce, yet women still make about 79 cents for every dollar a man earns. This inequality directly affects the pocket books of California women and families because California women are losing \$39 billion in income every year due to unequal pay. In many situations an employee's salary is based on past salary information he or she has provided on a job application, which can perpetuate the unequal pay between men and women.

In an effort to give women more bargaining power when negotiating their salaries, Assemblymember Campos introduced AB 1676 that would amend California Labor Code Section 432.3 to prohibit an employer, including state and local government employers, from seeking salary history information, including compensation and benefits, from a job applicant. This bill would also require that an employer, upon reasonable request, provide the pay scale for a position to an applicant applying for employment. A violation of these provisions would result in a misdemeanor. AB 1676 passed the Assembly in June 2016 and was ordered to a third reading in the Senate.


In June 2016, the City Council adopted Resolution (Martinez-Bonin)(C.F. 15-0002-S140) to support AB 1676 (Campos). The Resolution states that AB 1676 encourages gender pay equity by prohibiting employers from seeking salary history information from a job candidate. The Resolution also states that AB 1676 will target a practice that perpetuates discriminatory wages by basing workers' new wages on their old wage instead of basing it on their qualifications, experience and training or the value of the position itself.

In further support of a change to the State law regarding salary history information, the City of Los Angeles should also take immediate steps to eliminate salary history information from its employment application. Furthermore, the City should determine the feasibility of prohibiting all employers within the City and those outside the City who do business within the City limits from seeking salary history information from their applicants. The City should strive to empower women to negotiate a fair salary and move closer to achieving equal pay in California.

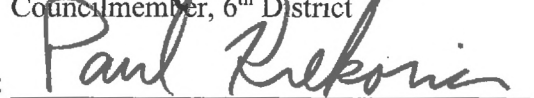
I THEREFORE MOVE that the City Council instruct the Personnel Department, and any other pertinent City departments, to report on the feasibility of eliminating salary history information from the City's employment applications and any costs that may be associated with making this change to the paper and online applications.

I FURTHER MOVE that the City Council request the Office of the City Attorney to report on the feasibility of prohibiting all employers within the City and those outside the City who do business within the City limits from seeking salary history information from their applicants.

PRESENTED BY:


NURY MARTINEZ
Councilmember, 6th District

SECONDED BY:



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