

From: Julie Mackaman [mailto:jmackaman@gmail.com]

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Subject: Follow-up to H.294 and S.275 Testimony

I'm writing to follow up on the question raised following my AAUW phoned-in testimony this morning regarding H.294 and S.275, to wit (paraphrasing):

Of those states [California, Delaware, Massachusetts, Oregon] that have already passed legislation banning employers from relying on prior salary to set future wages, are there any studies, data points, analyses of how it's worked out? Any unintended consequences?

I'll stand by my answer that there hasn't been sufficient time to analyze the consequences of passage as the laws have been in place for only a matter of months at most. But I'm forwarding links to several relevant articles from businesses and HR groups about the impact of these bills, as provided to me by national AAUW. May I ask you to share this information with the committee members and enter it into the record of my testimony?

[Forbes, The Salary Question Ban: Seven Ways to Change Your Hiring Approach](#)
[Society for Human Resource Management, Banning Salary History Questions: A Game Changer?](#)
[Slate, Equal Pay Legislation Banning Salary History Questions is Absolutely Based in Data](#)

I'll close by adding that in 2004, Boeing settled a class action law suit that had to do with salary history. They had a policy that set salaries of new hires based on their prior pay, plus a bonus that was a percentage of their past salary. While Boeing claimed that this was a gender-neutral policy, it resulted in a significant gender disparity in earnings, which compounded over time. Boeing settled the law suit for \$72.5 million.

Thanks,
Julie