**SAMPLE LETTER:**

**YOUR LOGO(S)**

**Date/ Address of Legislator**

**Dear [City/County Elected Official]:**

As National Equal Pay Day approaches on April 10, 2018, we/**Name of Your Organization** urge(s) you to **take action to help close the wage and opportunity gap** which especially hurts women and their families.

One important, timely step would be to **demonstrate support for a key piece of legislation** being considered in the New York State Legislature - [**A.2040C**](https://www.nysenate.gov/legislation/bills/2017/a2040/amendment/c?utm_source=2017+NYS+Senate++%2B+Assembly&utm_campaign=2cda1ac5d8-EMAIL_CAMPAIGN_2018_03_12&utm_medium=email&utm_term=0_f482912607-2cda1ac5d8-)/[**S.6737A**](https://www.nysenate.gov/legislation/bills/2017/s6737/amendment/a?utm_source=2017+NYS+Senate++%2B+Assembly&utm_campaign=2cda1ac5d8-EMAIL_CAMPAIGN_2018_03_12&utm_medium=email&utm_term=0_f482912607-2cda1ac5d8-) - that would prohibit employers from relying on or inquiring about a job applicant’s salary history​. Employers often ask prospective employees to provide prior salary histories in order to set salary pay rates. This practice perpetuates discrimination against women who historically earn lower salaries than men throughout their careers.

As part of a statewide effort to advance equal pay, we ask you to consider

· passing a resolution in support of banning salary history.

· introducing a salary history ban bill for (name of city/county).

· issuing an Executive Order prohibiting using salary history in municipal hiring.

· becoming a Co-sponsor of [A.2040C](https://www.nysenate.gov/legislation/bills/2017/a2040/amendment/c?utm_source=2017+NYS+Senate++%2B+Assembly&utm_campaign=2cda1ac5d8-EMAIL_CAMPAIGN_2018_03_12&utm_medium=email&utm_term=0_f482912607-2cda1ac5d8-)/[S.6737A](https://www.nysenate.gov/legislation/bills/2017/s6737/amendment/a?utm_source=2017+NYS+Senate++%2B+Assembly&utm_campaign=2cda1ac5d8-EMAIL_CAMPAIGN_2018_03_12&utm_medium=email&utm_term=0_f482912607-2cda1ac5d8-).

Over 150 organizations signed a letter in support (<http://bit.ly/2018SalaryHistoryLetter>) and we are collaborating on this advocacy effort, coordinated by PowHer New York.

This sensible equal pay policy builds on national trends, as well as New York’s recent equal pay laws and the Executive Order Governor Cuomo signed in January 2017 requiring all New York State municipal entities to adopt salary history blind hiring. New York City law was enacted in October 2017, Albany County passed a bill in 2017, and a Westchester County bill will be voted on soon. ​In August 2016, Massachusetts became the first state to pass a law followed by California, Delaware, Oregon, Puerto Rico, Philadelphia, and San Francisco. Over 20 states are considering similar legislation. Business is also expanding its support with companies like Bank of America, American Express and Amazon adopting the salary history ban as a national hiring practice.

An applicant’s salary should be based on their job qualifications and the value of the job they are being hired to do, not what they made in the past. ​There are so many ways to evaluate a job candidate, from assessing their qualifications to their experience and expertise. This legislation will help employers recruit and retain talent. Furthermore, employers will still be able to ask candidates about their salary requirements.

We believe **if you take action now, it will help move forward the state bill, protecting all New Yorkers from this discriminatory practice.**

Thank you for your consideration and we look forward to speaking with you soon about this issue which affects the women and families of our community.

Sincerely,