

RESOLUTION RULES, ELECTIONS & INTERGOVERNMENTAL RELATIONS

WHEREAS, any official position of the City of Los Angeles with respect to legislation, rules, regulations, or policies proposed to or pending before a local, state, or federal governmental body or agency must first have been adopted in the form of a Resolution by the City Council with the concurrence of the Mayor; and

WHEREAS, the California Legislative Women's Caucus is sponsoring a legislative package of policy and budget priorities centered around four pillars: Equal pay and job opportunities, access to childcare, family-friendly workplaces and building economic security by addressing poverty; and

WHEREAS, women comprise almost half of California's workforce today, and families depend on women's income more than ever before. Estimates are that in the United States, 70 percent of mothers work and more than 40 percent of mothers are the sole or primary breadwinners for their families, earning at least half of their family's income; and

WHEREAS, gender inequality directly affects the pocket books of California women and families, as California women losing \$39 billion in income every year due to unequal pay; single mothers must spend 44 percent of their income on childcare; and two-thirds of low-wage earners in California are women; and

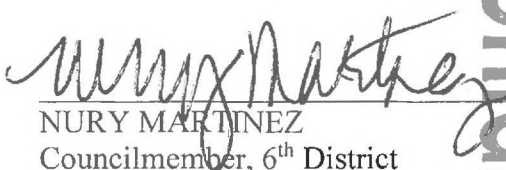
WHEREAS, one legislative measure proposed by the California Legislative Women's Caucus targets a practice that perpetuates discriminatory wages by basing workers' new wages on their old wage, not by their qualifications, experience, and training, nor by the value of the position itself; and

WHEREAS, Assembly Bill 1676 introduced by Assmemblymember Campos would encourage Gender Pay Equity by prohibiting employers from seeking job candidates' salary histories and by requiring that employers provide a salary range to a job applicant, upon reasonable request; and

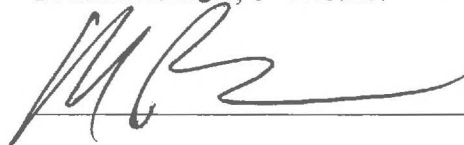
WHEREAS, if enacted, AB 1676 would remove past salary history from the hiring determination, require employers to be more transparent, and help ensure that employers will not use a history of low pay as justification for continuing to underpay women;

NOW, THEREFORE, BE IT RESOLVED, with the concurrence of the Mayor, that by adoption of this Resolution, the City of Los Angeles, hereby includes in its 2015-2016 State Legislative Program SUPPORT for AB 1676 (Campos) which would give women more bargaining power when negotiating their salaries by removing past salary history from a new salary determination.

PRESENTED BY:


NURY MARTINEZ
Councilmember, 6th District

SECONDED BY:



MAR 18 2016



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