

Override the Governor's veto of "No Salary History"

Strengthen the Illinois Equal Pay Act to prevent employers from asking job applicants about their previous salary history.

The "No Salary History" bill (HB 2462) passed through the Illinois House and Senate with bi-partisan support before it was vetoed by the governor. HB 2462 will strengthen the Illinois Equal Pay Act by preventing employers from inquiring about a job applicant's previous salary history.

Learn more and take action to urge your legislators to show up and vote to override the governor's veto this fall legislative session: <https://womenemployed.org/equalpay>.

Help Close the Gender Wage Gap

FACT:

Women in Illinois make up almost half the workforce, but earn 79% of what men earn. This is even worse for many women of color.

For every dollar that White men in Illinois earn...



Black and African-American women earn **63 cents**



Hispanic and Latina women earn **48 cents**



(Data source: U.S. Census Bureau, 2011-2015 ACS, median earnings in 2015 inflation-adjusted dollars, for full-time, year-round adults.)

A salary offer should be based on a person's qualifications and the responsibilities of the job. Since women earn on average less than men, basing wages on a worker's previous pay only **perpetuates wage inequality.**

MYTH: The Governor supports wage equality.

FACT: The Governor's proposal to put forth a bill more closely modeled after the Massachusetts law would allow an employer to ask about an applicant's previous salary once a salary offer has been made to the applicant – thus undermining the intent of the law as the employer could then adjust the amount.

MYTH: Illinois law should be modeled after the Massachusetts law.

FACT: HB2462 was already amended to be like Massachusetts by allowing an employer to get wage history if it is a matter of public record or the applicant is applying with the same employer.

MYTH: HB2462 will prevent an applicant and an employer from negotiating salary.

FACT: An employer can ask applicants what their salary requirement is or share the salary range if the employer does not want to waste time interviewing an applicant who might have too high a salary requirement.

MYTH: Employers need to ask applicants what they previously earned to determine the going-rate salary to offer.

FACT: The growth of online salary research sites allows even the smallest employers instant access to the pay rate of jobs.

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