

# YWCA IS ON A MISSION

May 13, 2019

## YWCA's Across Illinois Urge Senate Passage of The No Salary History Act (H.B. 834)

Dear Senator:

On behalf of the undersigned organizations, representing 10 YWCA associations across the state of Illinois, **we urge you to vote “Yes” on The No Salary History Act (H.B. 834)**. This legislation would help support those looking for gainful employment in Illinois and represents an important step towards racial and gender pay equity in our state.

As community-based nonprofit organizations, we serve hundreds of thousands of women in Illinois each year. While each YWCA association offers a unique set of programs and services relevant to its specific community, we share a common, overarching mission: to eliminate racism, empower women, and promote peace, justice, freedom and dignity for all. In doing this type of work in the community, we are keenly aware that requesting job applicants to disclose their pay history is one way that the racial and gender wage gap is being perpetuated in Illinois. According to the most recent census data available, *for every \$1 men make in Illinois women make 78 cents*, and that gap is even wider in certain districts and for women of color and working mothers across Illinois.<sup>1</sup> The No Salary History Act (H.B. 834) would prohibit employers from requesting a job prospect's wage history, nixing an employer's ability to low-ball employees based on this irrelevant information. As such, the bill represents an important step towards racial and gender pay equity in Illinois.

The No Salary History Act has already received bipartisan support from colleagues across the political spectrum in Illinois, including Chief Co-Sponsorship by Representative David Welter (R-75<sup>th</sup>), and has passed the full General Assembly with overwhelming community and lawmaker support several times in years past.<sup>2</sup> **We call upon you today to join those colleagues, and the hundreds of citizens and community groups in support of this bill,<sup>3</sup> and vote “Yes” on The Illinois No Salary History Act (H.B. 834).**

Thank you in advance for your consideration of this important legislation. If you have any questions, please feel free to contact Leslie Lina Paluch, Policy and Advocacy Manager at YWCA Evanston/North Shore, at (847) 864-8445 or [lpaluch@ywca-ens.org](mailto:lpaluch@ywca-ens.org).

Sincerely,

YWCA Evanston/North Shore  
YWCA of the Sauk Valley

YWCA Kankakee  
YWCA Metropolitan Chicago  
YWCA Lake County  
YWCA Canton IL  
YWCA Elgin  
YWCA of Alton  
YWCA McLean County  
YWCA of the Quad Cities

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<sup>1</sup> See “The Fight for Pay Equity: A State Road Map for Illinois.” *AAUW*. Last Updated February 2019.

[https://www.aauw.org/aauw\\_check/pdf\\_download/show\\_pdf.php?file=Gender\\_Pay\\_Gap\\_Illinois](https://www.aauw.org/aauw_check/pdf_download/show_pdf.php?file=Gender_Pay_Gap_Illinois).

<sup>2</sup> See Illinois House Vote 087-024-000 for H.B. 4163 (2018) (passing the Illinois House 87-24).

[http://www.ilga.gov/legislation/votehistory/100/house/10000HB4163\\_02282018\\_013000T.pdf](http://www.ilga.gov/legislation/votehistory/100/house/10000HB4163_02282018_013000T.pdf). See also Illinois Senate Vote 031-016-001 for H.B. 4163 (2018) (passing the Illinois Senate 31-16).

[http://www.ilga.gov/legislation/votehistory/100/senate/10000HB4163\\_05292018\\_025000T.pdf](http://www.ilga.gov/legislation/votehistory/100/senate/10000HB4163_05292018_025000T.pdf). See also

Illinois Vote 091-024-000 for H.B. 2462 (2017) (passing the Illinois House 91-24).

[http://www.ilga.gov/legislation/votehistory/100/house/10000HB2462\\_04262017\\_014000T.pdf](http://www.ilga.gov/legislation/votehistory/100/house/10000HB2462_04262017_014000T.pdf). See also Illinois Vote 035-018-001 for H.B. 2462 (2017) (passing the Illinois Senate 35-18).

[http://www.ilga.gov/legislation/votehistory/100/senate/10000HB2462\\_05302017\\_011000T.pdf](http://www.ilga.gov/legislation/votehistory/100/senate/10000HB2462_05302017_011000T.pdf).

<sup>3</sup> See “Witness Slips For HB0834.” 101st General Assembly. Accessed May 9, 2019.

<http://www.ilga.gov/legislation/witnessslip.asp?DocNum=834&DocTypeID=HB&LegID=115119&GAID=15&SessionID=108&GA=101&SpecSess=>.