

# Preventing Pay Discrimination Act

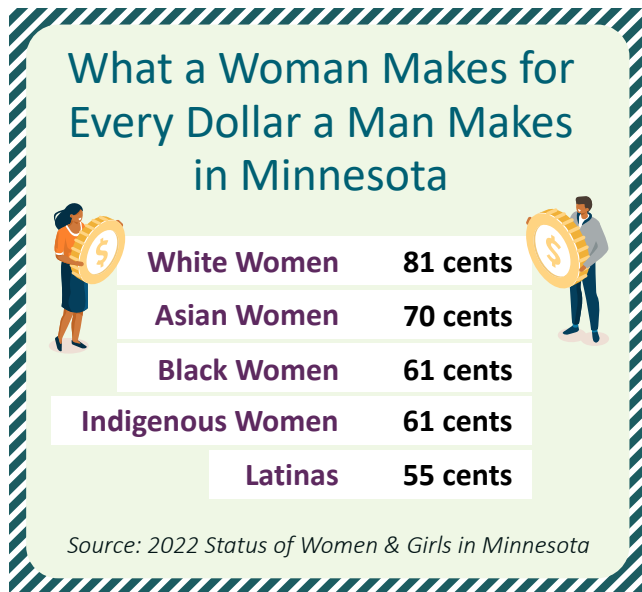
(HF 1625/SF 1885)

Pay discrimination has no business in Minnesota.

## Ending the pay history question will help close the racial and gender pay gap in Minnesota.

The Preventing Pay Discrimination Act will help close Minnesota's pay gap by preventing employers from asking a prospective employee about their pay history when they apply for a job.

The wage gap exists across occupations and education levels. It harms families, children, and communities. Being paid less makes it difficult to afford housing, healthcare, and education.



In states that have already ended the pay history question, pay is up 8% for all women and 13% for Black workers.<sup>1</sup>

## This bill helps break the pay discrimination cycle.

Pay inequities persist when Minnesotans have future salaries anchored to their past pay. This locks someone into a cycle of unequal pay that will impact them throughout their lives.

Minnesota thrives when women -- including women of color, trans women, and women with disabilities -- are compensated based on their skills, experience, and education and not on their identities.

## Minnesota will join 21 states that have ended the pay history question.<sup>2</sup>

1. Bessen, James E. and Meng, Chen and Denk, Erich, Perpetuating Inequality: What Salary History Bans Reveal About Wages (June 1, 2020). Available at SSRN: <https://ssrn.com/abstract=3628729>

2. <https://www.hrdiver.com/news/salary-history-ban-states-list/516662/>

For more information and to get involved, contact [Government.Relations.Mdhr@state.mn.us](mailto:Government.Relations.Mdhr@state.mn.us).