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**THE LEAGUE  
OF WOMEN VOTERS**  
*of New York State*

**MEMORANDUM IN SUPPORT OF:**  
**A.3911/John**

**TO: ASSEMBLY LABOR COMMITTEE**  
**DATE: MARCH 6, 2009**

*Subject: An act to amend the labor law, in relation to enacting the New York State Fair Pay Act to ensure that employers pay job titles, where women and people of color predominate, wages that are comparable to those paid to other job titles evaluated to require equivalent skill and responsibility levels.*

*The League of Women Voters of New York State strongly supports the above referenced legislation which provides that it shall be an unlawful employment practice for an employer to discriminate between employees on the basis of sex, race and/or national origin by paying different wages for work of comparable skill, effort and responsibility.*

Traditionally, job titles disproportionately held by women and people of color have been undervalued and have been paid less than comparable jobs with the same level of skill and responsibility. The tenets of the Fair Pay Act embody the notion that all employees should be fully and fairly paid for the work required by their job titles.

The provisions of the NYS Fair Pay Act (A.3911) require that employers use job comparison methods already in place in most personnel systems. For more than 70 years, the primary tool used to compare job titles and establish equitable salaries has been the job evaluation system. Some employers, however, use different job evaluation systems for jobs where women and people of color predominate. These systems undervalue important skills and responsibilities. Using the same job evaluation system to assess all job title assures fair and consistent pay. *Pay equity is just good personnel policy.*

In addition, the Fair Pay Act would allow employees to freely and without fear of repercussions from their employer, share information concerning their salaries. Without salary information, the vast majority of workers employed in the private sector cannot establish that they are receiving equal pay. This renders the State and Federal equal-pay for equal-work laws useless.

Pay equity is an important social/economic justice issue that deserves bi-partisan support in both legislative houses.

***For the above reasons, the League of Women Voters of New York State strongly urges your support of A.3911***