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Long Island Women's Agenda

Long Island Progressive Coalition

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NY Women's Agenda

Founding Member

Women on the Job Task Force

The New York State Pay Equity Coalition

Dear Senator

I am writing to seek your support for the passage of the New York State Fair Pay Act during the 2008 Legislative session.

As you probably know, The New York State Fair Pay Act, if enacted, will amend the State Labor Law 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.

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 Bill (S3936) 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 in the private sector to freely and without fear of repercussions from their employer, share information concerning salary levels. Without salary information, the vast majority of workers employed in the private sector can not establish that they are receiving equal pay. This renders the State and Federal equal-pay for equal-work laws useless.

I strongly urge you to vote in support of the passage of the New York State Fair Pay Act to provide employees with protections against sexism and racism. Pay equity is an important social/economic justice issue that deserves bi-partisan support in both legislative houses.

Thank you very much for your attention to this matter. I hope that I can count on your support of S3936 during the 2008 Legislative session.

Sincerely,

NYSPEC c/o LIFWG
wojtf@optonline.net 516-396-9857 Ext. 9
or in Albany— 518-464-0991 haigner@nycap.rr.com