



BETTY T. YEE
California State Controller

September 3, 2015

The Honorable Edmund G. Brown Jr.
Office of the Governor
State Capitol Building
Sacramento, CA 95814

SUBJECT: SB 358 (Jackson) – REQUEST FOR SIGNATURE

Dear Governor Brown:

I write to respectfully request your signature on Senate Bill (SB) 358 (Jackson), as amended on July 9, 2015, which is currently on your desk awaiting your review.

SB 358 greatly improves the ability of California's Equal Pay Act (Act) to move the needle on gender pay disparity. Placed on the books in 1949, this law was intended to require employers to pay the same wage to men and women who perform the same work in the same establishment – but it has yet to level the playing field. As millions of California women are all far too aware, the simple words of the statute have not led to equal dollars in their paychecks when those checks are compared to their male counterparts.

SB 358 enhances the Act significantly by making it easier for woman to raise the issue of disparate compensation without fear of or actual retribution, removes antiquated restrictions that equal pay comparisons only apply to men and women working in the same building, and flips the burden of proof to the employer to justify gender based pay differences, reasonably allowing employers to vary a worker's pay for substantive reasons, such as experience and quality of work. Under SB 358, disparate compensation can no longer be based solely on a person's gender.

It is difficult to believe it has taken this long to address the realities of gender income disparity given the shameful statistics that support enactment of this bill. Women in California earn only 84 cents to every dollar earned by their male peers, African-American women are only paid 64 cents on the dollar, and Latinas in California earn only 44 cents for every dollar white, non-Hispanic men earn – the most significant Latina wage gap in the country.

This is occurring despite the reality that women make up nearly half of America's workforce, are equal to if not the main breadwinner for 40% of this country's families, and have more college and graduate degrees than their male counterparts. According to the Institute for Women's Policy Research, the gender wage gap is closing so slowly that if it continues at the same laconic

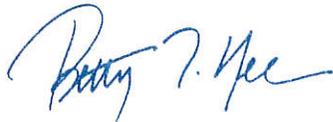
The Honorable Edmund G. Brown Jr.
September 3, 2015
Page 2 of 2

pace, women won't reach pay parity with their male counterparts until 2058 – a long 109 years after the adoption of California's Equal Pay Act.

SB 358 reflects the views of many women – and men – who believe these crucial changes have taken far too long.

Thank you for your consideration and support of this important legislation. If you have any questions about my own enthusiastic support for this bill, please feel free to contact me at (916) 445-2636 or you can have your staff contact my Deputy Controller for Legislative Affairs, Evan Goldberg, at (916) 327-1091 or egoldberg@sco.ca.gov.

Sincerely,

A handwritten signature in blue ink that reads "Betty T. Yee". The signature is written in a cursive style with a large initial "B" and a long, sweeping underline.

BETTY T. YEE

cc: The Honorable Hannah-Beth Jackson

BTY:elg:kgr