

**SENATOR ISADORE HALL, III**  
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**SB 1063 (Hall) Wage Equality Act of 2016**  
**FACT SHEET**

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**ISSUE**

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Despite being the most diverse and prosperous state in the nation, many California workers continue to suffer from a chronic racial and ethnic wage gap. A 2013 study revealed that Asian American women make 90 cents, African American women make 64 cents, and Hispanic or Latina women make just 54 cents for every dollar that a Caucasian man earns. The wage gap isn't only between men and women, as African American men earn just 75% of the average salary of a Caucasian male worker.

Last year, SB 358 (Jackson) began to address wage inequality by prohibiting employers from paying employees a wage rate less than the rates paid to employees of the opposite sex for substantially similar work. However, gaps in the law still persist. The 65 year old California Equal Pay Act fails to include one of the largest factors for wage inequity – race and ethnicity.

**SOLUTION**

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SB 1063 (Hall) would prohibit employers from paying employees a wage rate less than the rate paid to employees of a different race or ethnicity for substantially similar work.

As California continues to grow and diversify, large segments of our state's minority population are facing devastating economic inequality. No employee should be denied an equal wage for an equal day of work. SB 1063 builds upon the important steps California has taken to address wage inequality and will set a national standard to ensure that every worker is paid a fair and equitable wage.

**SUPPORT**

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California National Organization for Women (Sponsor)  
American Association of University Women (AAUW)  
American Civil Liberties Union (ACLU)  
California Democratic Party  
California Domestic Workers Coalition  
California Catholic Conference, Inc.  
California Employment Lawyers Association (CELA)

California Federation of Teachers  
California Labor Federation  
California Reinvestment Coalition  
California State Conference of the National Association for the Advancement of Colored People  
California Teachers Association  
City of Compton  
City and County of San Francisco  
Coalition for Humane Immigrant Rights of Los Angeles  
Centro Laboral de Graton  
Courage Campaign  
Equal Rights Advocates  
Greater Sacramento Urban League  
Legal Aid Society- Employment Law Center  
Los Angeles County Federation of Labor  
Los Angeles Professional Peace Officers Association  
National Coalition of 100 Black Women, Sacramento Chapter  
Rainbow Services  
Sacramento National Organization for Women  
San Diego County Court Employees Association  
San Luis Obispo County Employees Association  
Service Employees International Union (SEIU)  
SMUD Employees  
The Greenlining Institute  
UDW/AFSCME Local 3930  
Women's Foundation of California  
134 Individuals

(As amended 8/19/16)