

To: House Committee on Business and Labor,

I urge you to pass HB 2005 (Fair Pay).

At least one time in my career in the health care field I experienced unequal pay for same responsibilities, so I have a keen interest in the possibility of law changes to prevent this unfairness. I understand that until the national law is passed, it is essential for individual states to address this issue.

In AAUW's Research about Fair Pay: [The Simple Truth about the Gender Pay Gap](#), it is clear that Pay inequality isn't just a women's issue; it is a family issue. Recent research has found that half of households with children include a mother who is either the sole or primary earner for her family. Pay equity is not just a matter of fairness but the key to families making ends meet. Wage discrimination also limits women's choices and has real consequences. It impairs their ability to buy homes and pay for a college education and limits their total lifetime earnings, thereby reducing their retirement savings and benefits.

Of importance in addressing the entire issue of Fair Pay, it is essential that past salaries of applicants NOT be used to determine the starting pay for the applicant.

AAUW has studied each of the states' laws relating to Fair Pay, and you may find the following chart of interest. It exhibits the need for this bill to pass in the current legislature.



Thank you for your diligent work on this important committee!

Joyce Zook

503-385-1607

[joycezook43@gmail.com](mailto:joycezook43@gmail.com)