



New Jersey Time to Care Coalition

Email: [info@njtimetocare.org](mailto:info@njtimetocare.org)

Website: [www.njtimetocare.org](http://www.njtimetocare.org)

March 22, 2016

Dear Governor Christie,

Wage inequity between men and women is a real problem in New Jersey, especially for black and Hispanic women, who earn about half what white men in our state earn. This has serious financial consequences for New Jersey women over the course of their entire lives, compromising their ability to financially support their families, afford homeownership, pay back student debt, and save for retirement.

Discrimination plays a substantial role in perpetuating this disparity, and we write to urge you to sign A2750 / S992, which would help to prevent gender based wage discrimination, and arm women with tools to rectify it when it does occur.

Current protections for women against wage discrimination do not do enough to remedy the problem of gender based wage discrimination. Under current law, women who are discriminated against have little ability to make that discovery. Further, women who do have evidence of discrimination and the means to take their case to court, face an uphill battle of proof as the existing legal standard is stacked against them. We are writing to you today to urge your support the entire bill, and to cleanly sign it without changes. The bill takes comprehensive steps to remedy wage discrimination in a number of ways which are important to women in our state, including it:

- Sets protections for employees willing to share information about their compensation, and prohibitions against employers gagging their employees from discussing their compensation with one another. This will make it possible for women to uncover wage discrimination.
- Requires that companies who get state contracts disclose their employee compensation by gender and race. This ensures state tax dollars are never invested in companies who engage in wage discrimination against women or people of color.
- Strengthens the legal standard upon which a women's wage discrimination case may be based. This will allow women to make their wage discrimination case based on the actual work they are doing, and not only by alleging that they are paid less than others with the same title. Titles have less meaning than actual work responsibilities and pay discrimination cases should be examined by the actual work duties performed.
- Extends the time in which a discrimination lawsuit can be taken (expands the statute of limitations) by making every paycheck a possible offense, thus restarting the clock on statute of limitations every time someone is paid. This will allow women to recover any rightfully earned wages lost over time, and shore up her previously lost economic security.
- Establishes triple damages to employers who violate the law and discriminate against women. This will serve as an important deterrent to ensure employers are diligently working to avoid wage discrimination.

As you can see from the substantial support that A2750 / S992 garnered from both Democrats and Republicans in both houses, Pay Equity in general and this bill in particular, is not a partisan issue. It is an

*"Providing families with time to care means strong families, strong workplaces, and strong communities."*



economic issue, women's issue and a family issue and we urge you to put your full support behind the bill and sign it into law.

Finally, we also want to underscore that closing the gender gap will strengthen New Jersey's reputation as a champion for employees' rights much like the Family Leave Insurance program, which has proven to be a popular benefit for both employees and employers. That program is now a major selling point for companies looking to attract talent to our state. The NJ Pay Equity Act has the same economic potential for New Jersey. This is an excellent opportunity to promote New Jersey as a favorable place to work and do business, and we hope you will act supportively and sign the bill without delay.

Signed ....

1199SEIU United Healthcare Workers East  
AFSCME Council 1  
Anti-Poverty Network of New Jersey  
Blue Wave NJ  
Family Voices NJ  
Health Professional and Allied Employees  
International Federation of Professional and Technical Engineers  
La Casa de Don Pedro  
League of Women Voters of New Jersey  
Lutheran Episcopal Advocacy Ministry  
NOW – NJ  
National Association of Social Workers-NJ  
New Jersey Citizen Action  
New Jersey Coalition to End Domestic Violence  
New Jersey Education Association  
New Jersey Main Street Alliance  
New Jersey Policy Perspectives  
New Jersey Tenants Organization  
New Jersey Work Environment Council  
New Jersey Working Families Alliance  
South Jersey National Organization of Women  
Statewide Parent Advocacy Network NJ  
Unitarian Universalist Legislative Ministry of NJ

*"Providing families with time to care means strong families, strong workplaces, and strong communities."*