Dear Senator

I am writing to seek your support for the passage of the New York State Fair Pay Act during the 2006 Legislative session.

As I am sure you are aware, The New York State Fair Pay Act, if enacted, would amend the New York State Labor Law by prohibiting an employer from paying job titles where minorities and women predominate lower wages than comparable jobs evaluated to be of equal value.

The provisions of the Fair Pay Act require that employers, both public and private, use job comparison methods already in place in most personnel systems. For more than 70 years, the primary tool used to compare jobs and establish equitable salaries has been the job evaluation system. This method assesses the responsibilities and skill requirements of each job title to determine a fair and consistent evaluation of pay. Pay equity is just good personnel policy.

Traditionally, job titles disproportionately held by women and minorities 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 compensated for the work required by their job titles.

In addition, the Fair Pay Act would allow employees in the private sector to freely and without fear of repercussions from the 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. It is important to view pay equity as a bi-partisan issue and, therefore, one that requires the support of both legislative houses and the Governor.

Thank you very much for your attention to this matter and that I can count on your support during the 2005 Legislative session.

Sincerely