

Congress of the United States

Washington, DC 20515

November 29, 2016

President Barack Obama
The White House
1600 Pennsylvania Avenue
Washington, DC 20500

Dear Mr. President:

We appreciate all that you have done to fight for equal pay during your time in the White House, both through legislative initiatives and executive actions. We write to urge you to consider taking executive action to prohibit federal contractors from seeking the salary history of prospective employees.

Earlier this year, we introduced H.R. 6030, the Pay Equity for All Act, which aims to eliminate the gender and racial wage gap by prohibiting employers from seeking the salary history of job applicants as a condition of employment or continued employment. Even though employers may not intentionally discriminate against applicants or employees based on gender, race or ethnicity, setting wages based on salary history reinforces the wage gap. Members of historically disadvantaged groups often start out their careers with unfair and artificially low wages compared to their white male counterparts, allowing any disparities to be compounded from job to job.

Our bill is still pending, and some states are considering similar salary history legislation. However, executive action is needed at the federal level and would reinforce the important initiatives you have already taken to eliminate the wage gap and promote equal pay.

Thank you for considering our request, and we look forward to hearing from you.

Sincerely,



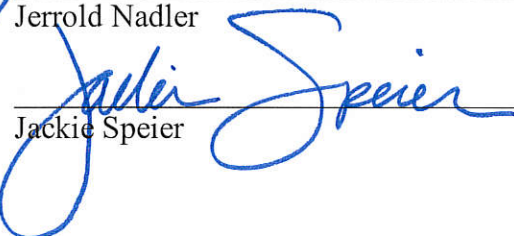
Eleanor Holmes Norton



Rosa DeLauro



Jerrold Nadler



Jackie Speier