

CO-SPONSORSHIP MEMORANDUM

To: All House Members

From: Representative MaryLouise Isaacson

Date: December 10, 2020

Subject: Pay Range Disclosure on Job Postings

All workers deserve just and equal pay. For workers to know their wages are equitable, they need to know the pay range for the job they are seeking. When this information is kept secret, workers can be exploited. Case-in-point, often women are paid less because they are unaware of the salaries of their colleagues.

My legislation will require employers with fifteen employees or more to disclose the pay range on job postings for each position offered or the minimum compensation for the position when a pay range does not exist. This system will promote equal pay and ensure equitable salaries for workers.

Additionally, pay range disclosures on job postings will ensure the job meets the salary needs of the applicant up front, prior to applying for the position. This saves time and money for both the job applicant and the employer conducting interviews.

Equality in the wages of Pennsylvania workers is vital. I hope you will join me in standing up for the hardworking people of this Commonwealth.