



#### **AAUW Florida Priority:**

The American Association of University Women of Florida has over 10,000 members and supporters statewide. We advance equity for women and girls through advocacy, education, and research.

## **Employee Leave and Wage and Salary History Talking Points 2023**

[Employee Leave and Wage and Salary History SB 576/HB 663](#) These bills have two aspects: first, to offer family leave to Career Service System employees of the state of Florida who have had a stillbirth, and second, to prohibit employers or employment agencies from requesting salary history from the candidate or a previous employer during job interviews for Career Service System positions. The candidate may offer prior salary history if they desire as part of negotiation. Bills also prohibit retaliation against a current, former, or prospective employee for not providing salary history or for filing a complaint concerning violation of the statute.

Why we should support these bills:

One of the main obstacles to pay equity is prospective employers' tendency to base salary offers on the candidate's previous earnings. While this is not good for any job candidate, it is particularly prejudicial for women who have had gaps in their employment history due to family duties.

Salary offers should be based on what the candidate can offer to the company. No useful purpose to the employer is served when the interviewer asks for salary history, except as an excuse for offering less money.

The bills apply only to Career Service employees of the state of Florida. But it is a good place to start. As a model, it could lead to more comprehensive legislation in the future. Career Service had over 80,000 positions in 2021 (the most recent comprehensive report) with 28 agencies and is the largest and lowest-paid category of state employees.

Despite the existence of salary schedules, which have been shown to reduce salary inequity among government employees, there is a noteworthy disparity between male and female employees within Career Services (females make \$4,369 less) and also by race. The salary schedules (called pay bands) are actually quite wide: Band 7, applying to the largest number of employees, has a minimum of \$28,000 and a maximum of \$95,000.

Average salaries within Career Services:

**Male** \$46,574

**Female** \$42,205

**White** \$46,720

**Black or African American** \$39,262

**Hispanic or Latino** \$41,831