



City of Pittsburgh

510 City-County Building
414 Grant Street
Pittsburgh, PA 15219

Text File

Introduced: 1/6/2017

Bill No: 2017-1121, **Version:** 1

Committee: Committee on Human Resources

Status: Passed Finally

Ordinance supplementing the Pittsburgh Code of Ordinances, Title One: Administrative, Article XI: Personnel, Chapter 181: General Provisions, by adding a new Section, "Section 181.13: Ensuring Wage Equity"

WHEREAS, in Pennsylvania, women are paid 79 cents for every dollar paid to men; and,

WHEREAS, women in the United States are paid 80 cents for every dollar paid to men, losing out on a combined total of more than \$840 billion every year; and,

WHEREAS, among women who hold full-time, year-round jobs in the United States, African American women are typically paid 63 cents, Latinas are paid just 54 cents, and Asian women are paid 85 cents for every dollar paid to white, non-Hispanic men; and,

WHEREAS, more than 15 million family households in the United States are headed by women, 29 percent of which fall below the poverty line. Eliminating the wage gap would provide income to women whose wages sustain their households; and,

WHEREAS, basing a worker's salary offer on a wage from a previous job can perpetuate the current wage inequity; and,

WHEREAS, wages should be based on job responsibilities and level of experience of the applicant rather than wages from prior wages earned; and,

WHEREAS, City Council encourages private companies to create policies matching those of the City of Pittsburgh.

The Council of the City of Pittsburgh hereby enacts as follows:

Section 1. The Pittsburgh Code of Ordinances, Title One: Administrative, Article XI: Personnel, Chapter 181: General Provisions, is hereby supplemented by adding a new section 181.13 as follows:

181.13 - Ensuring Wage Equity

A. Definitions

"*Applicant*" means any person considered for, or who requests to be considered for, employment by the City of Pittsburgh.

"*City*" means the City of Pittsburgh or any division, department, agency or office thereof, unless specifically excluded by this section.

"*Employment*" means any occupation, vocation, job, or work for pay, including temporary or seasonal work, contracted work, contingent work and work through the services of a temporary or other employment agency; or any form of vocational or educational training with or without pay. Employment shall not, for the purposes of this section, include any sworn position.

"*To inquire*" means to ask a job applicant in writing or otherwise.

"*Wages*" means all earnings of an employee, regardless of whether determined on time, task, piece, commission or other method of calculation and including fringe benefits, wage supplements, or other compensation whether payable by the employer from the employer funds or from amounts withheld from the employee's pay by the employer.

B. The City shall refrain from the following:

1. Inquiring about an applicant's wage history, require disclosure of wage history, or condition employment or consideration for an interview or employment on disclosure of wage history, or retaliate against an applicant for failing to comply with any wage history inquiry or for otherwise opposing any act made unlawful by this Section.

2. Relying on the wage history of an applicant from any current or former employer of the individual in determining the wages for such individual at any stage in the employment process, including the negotiation or drafting of any employment contract, unless such applicant knowingly and willingly disclosed his or her wage history to the City.