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# California State Senate

SENATOR  
**JEFF STONE, PHARM.D.**  
TWENTY-EIGHTH SENATE DISTRICT



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September 20, 2017

The Honorable Jerry Brown  
Governor, State of California  
State Capitol, First Floor  
Sacramento, CA 95814

RE: Requested Veto of AB 1209 (Gonzalez-Fletcher)

Dear Governor Brown:

I would like to respectfully request that you veto AB 1209 (Gonzalez-Fletcher) that would force the Secretary of State to keep and publish salary data of large California companies for the purpose of identifying gender wage differentials.

Existing law already prevents gender-based wage discrimination, but this legislation goes the extra mile by creating a presumption that companies unfairly discriminate based on gender. This bill absolutely fails to recognize that wage disparity does not automatically translate into wage discrimination. By forcing the publication of wage data, the Secretary of State becomes the *de facto* master list for trial attorneys who make their living filing wage discrimination lawsuits.

Similarly, this measure invades the privacy of employers and employees alike. In many companies (including those with more than 500 employees), there may be only a select few individuals who perform a specific job. A company's competitors (in addition to other employees at the company) are likely to figure out the specific salary of a specific person based on the information published by the Secretary of State thereby creating a violation of privacy.

I would respectfully ask that you join me, the California Chamber of Commerce, the California Farm Bureau, the National Federation of Independent Business, and many other leading industry groups in opposing AB 1209. Thank you for your consideration, and please feel free to contact me with any questions.

Sincerely,

A handwritten signature in black ink that reads "Jeff Stone".

Jeff Stone  
State Senator, 28<sup>th</sup> District