



185 Berry Street
Suite 5000
San Francisco, CA 94107

June 6, 2017

Supervisors Jane Kim, Aaron Peskin, and London Breed
Government Audit and Oversight Committee
City and County of San Francisco
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

RE: SUPPORT – Parity in Pay Ordinance

Dear Committee Members,

Lyft writes in strong support of San Francisco's Parity in Pay legislation, which will prohibit employers from asking about a job candidate's previous pay during the application process.

This legislation will ensure that prospective employees will not have previous salary disparities held against them as they seek to rise in their careers. This is especially important for women, who earn 84 cents for every dollar a man makes in San Francisco, and people of color, whose average yearly household incomes trail significantly below those of white residents.

Lyft has joined the chorus of companies, local governments, and other private-sector employers who are taking proactive steps to prevent pay disparity based on gender or race. Our current policy dictates that we do not ask job applicants for their prior or current compensation.

We do this because we believe that basing decisions on prior pay inevitably continues entrenched disparities among impacted groups. Instead we look to align compensation with the qualifications of the applicant and the responsibilities of the position. This type of policy makes sense not only for workers but also for businesses who want to hire and retain a talented and diverse workforce.

For these reasons, we respectfully urge the San Francisco Board of Supervisors to adopt this vital legislation.

Sincerely,

A handwritten signature in black ink, appearing to read "TBurr".

Timothy Burr, Jr.
Director of Public Policy

cc Supervisor Mark Farrell
Supervisor Katy Tang
Supervisor Hillary Ronen
Supervisor Malia Cohen