

Dear Chamber Member,

As you know, the Cincinnati USA Regional Chamber stands strongly committed to growing the economic prosperity and vibrancy of the entire region. The work you do everyday in your business helps us make progress toward that goal. That's why we wanted to share a proposed ordinance under consideration by Cincinnati City Council that would affect how you screen, interview and hire candidates for positions in your company.

Under the proposed "Prohibited Salary Inquiry and Use" ordinance, businesses with 15 employees or more in the City of Cincinnati would be prohibited from:

- 1) Inquiring about the salary history for any applicant to a job at your business;
- 2) Screening applicants based on their prior salary history;
- 3) Relying on salary history to make hiring decisions or to set an applicant's compensation for a job; and
- 4) Refusing to hire an applicant for not disclosing their salary history.

If an applicant believes any of these prohibitions were violated, they would have the right to sue the employer for compensatory damages, legal fees and other relief determined by a court. Additionally, any employer would be required to disclose their pay scales for the position to which the applicant is applying.

As we have negotiated with members of City Council, we have secured some employer protections, such as liability shields if applicants voluntarily disclose their salary history. But this ordinance still mandates new legal liabilities for businesses in the City for an important aspect of any business— hiring their employees.

Here at the Chamber, we work to model diversity and inclusion in everything we do. We share the broad vision of a more equitable region with opportunities for all and we welcome collaboration with policymakers, community partners and, most importantly, our nearly 4,000 member businesses throughout the region. Specifically, we support efforts to collaboratively eliminate compensation disparities for women and minorities. While we appreciate the intent behind the proposed ordinance, we believe the legislation takes the wrong approach to achieve the stated goal. We are opposing the ordinance on behalf of our member businesses.

If you would like to learn more information about the proposal or how you can be involved in advocating for better solutions that protect your business, please reach out immediately to Katie Eagan at keagan@cincinnati-chamber.com or Carrie Pastor at cpastor@cincinnati-chamber.com.