

Co-Sponsor and Support Swift Passage of the Paycheck Fairness Act

February 11, 2019

Dear Representative:

As members of a broad coalition of organizations that promote economic opportunity for women and vigorous enforcement of antidiscrimination laws, we strongly urge you to co-sponsor and push for swift passage of the Paycheck Fairness Act as a top priority of the 116th Congress. Despite federal and state equal pay laws, gender pay gaps persist. This legislation offers a much needed update to the Equal Pay Act of 1963 by providing new tools to battle the pervasive pay gaps and to challenge discrimination.

In January, we celebrated two major accomplishments. First, an historic number of women were sworn into the 116th Congress, many of whom – along with their male colleagues – ran and won on issues central to the economic well-being of families. Second, on January 29, 2019, we commemorated the tenth anniversary of the enactment of the Lilly Ledbetter Fair Pay Act. That vital law rectified the Supreme Court's harmful decision in *Ledbetter v. Goodyear Tire & Rubber Company*. The law helps to ensure that individuals subjected to unlawful compensation discrimination are able to have their day in court and effectively assert their rights under federal antidiscrimination laws. But the Lilly Ledbetter Fair Pay Act, critical as it is, is only one step on the path to ensuring women receive equal pay for equal work.

There is no more fitting way to begin this historic Congress than by making real, concrete progress in ensuring all women receive fair pay. The Paycheck Fairness Act updates and strengthens the Equal Pay Act of 1963 to ensure that it provides robust protection against sex-based pay discrimination. Among other provisions, this comprehensive bill bars retaliation against workers who voluntarily discuss or disclose their wages. It closes loopholes that have allowed employers to pay women less than men for the same work without any important business justification related to the job. It ensures women can receive the same robust remedies for sex-based pay discrimination that are currently available to those subjected to discrimination based on race and ethnicity. It prohibits employers from relying on salary history in determining future pay, so that pay discrimination does not follow women from job to job. And it also provides much needed training and technical assistance, as well as data collection and research.

Women are increasingly the primary or co-breadwinner in their families and cannot afford to be shortchanged any longer. Women working full-time, year-round are typically paid only 80 cents for every dollar paid to men, and when we compare women of color to white, non-Hispanic men, the pay gaps are even larger. Moms are paid less than dads. And even when controlling for factors, such as education and experience, the pay gaps persist and start early in women's careers and contribute to a wealth gap that follows them throughout their lifetimes. These pay gaps can be addressed only if workers have the legal tools necessary to challenge discrimination and when employers are provided with effective incentives and technical assistance to comply with the law.

It's time to take the next step toward achieving equal pay. We urge you to prioritize the Paycheck Fairness Act in the 116th Congress by co-sponsoring and urging swift passage of this legislation, taking up the cause of Lilly Ledbetter and all those who have fought for equal pay.

If you have any questions, please do not hesitate to contact Deborah J. Vagins, Senior Vice President of Public Policy and Research at the American Association of University Women at (202) 785-7720, Emily Martin, Vice President for Education & Workplace Justice at the National Women's Law Center at (202) 588-5180, and Vicki Shabo, Vice President for Workplace Policies and Strategies at the National Partnership for Women and Families at (202) 986-2600.

Sincerely,

9to5, National Association of Working Women

9to5 California

9to5 Colorado

9to5 Georgia

9to5 Wisconsin

A Better Balance

ACCESS Women's Health Justice

Advocacy and Training Center

AFL-CIO

PA AFL-CIO

African American Ministers In Action

American Association of University Women (AAUW)

AAUW of Alabama

AAUW of Alaska (AAUW Fairbanks (AK) Branch, AAUW Kodiak (AK) Branch)

AAUW of Arizona

AAUW of Arkansas

AAUW of California

AAUW of Colorado

AAUW of Connecticut

AAUW of Delaware

AAUW of District of Columbia (AAUW Washington (DC) Branch, AAUW Capitol Hill (DC) Branch)

AAUW of Florida

AAUW of Georgia

AAUW of Hawaii

AAUW of Idaho

AAUW of Illinois

AAUW of Indiana

AAUW of Iowa

AAUW of Kansas

AAUW of Kentucky

AAUW of Louisiana

AAUW of Maine

AAUW of Maryland

AAUW of Massachusetts

AAUW of Michigan

AAUW of Minnesota

AAUW of Mississippi

AAUW of Missouri

AAUW of Montana

AAUW of Nebraska

AAUW of Nevada

AAUW of New Hampshire

AAUW of New Jersey

AAUW of New Mexico

AAUW of New York

AAUW of North Carolina

AAUW of North Dakota

AAUW of Ohio

AAUW of Oklahoma

AAUW of Oregon

AAUW of Pennsylvania

AAUW of Puerto Rico

AAUW of Rhode Island
 AAUW of South Carolina
 AAUW of South Dakota
 AAUW of Tennessee
 AAUW of Texas
 AAUW of Utah
 AAUW of Vermont
 AAUW of Virginia
 AAUW of Washington
 AAUW of West Virginia
 AAUW of Wisconsin
 AAUW of Wyoming
 American Civil Liberties Union
 American Federation of Government Employees (AFGE), AFL-CIO
 American Federation of State, County, and Municipal Employees (AFSCME)
 American Federation of Teachers, AFL-CIO
 American Psychological Association
 Americans for Democratic Action
 Anti-Defamation League
 Atlanta Women for Equality
 Bend the Arc: Jewish Action
 Bozeman Business & Professional Women
 California Employment Lawyers Association
 California Federation of Business & Professional Women
 Caring Across Generations
 Casa de Esperanza: National Latin@ Network for Healthy Families and Communities
 Center for Advancement of Public Policy
 Center for Law and Social Policy
 Citizen Action of New York
 Clearinghouse on Women's Issues
 Coalition of Labor Union Women
 California Capital Chapter, Coalition of Labor Union Women
 Chesapeake Bay Chapter, Coalition of Labor Union Women
 Chicago Chapter, Coalition of Labor Union Women
 Derby City Chapter, Coalition of Labor Union Women
 Grand Prairie/Arlington Chapter, Coalition of Labor Union Women
 Greater New Jersey Chapter, Coalition of Labor Union Women
 Greater Oklahoma City Chapter, Coalition of Labor Union Women
 Houston Chapter, Coalition of Labor Union Women
 Ohio Chapter, Coalition of Labor Union Women
 Kentucky State Chapter, Coalition of Labor Union Women
 Los Angeles Chapter, Coalition of Labor Union Women
 Metro Detroit Chapter, Coalition of Labor Union Women
 Michigan Capitol Area Chapter, Coalition of Labor Union Women
 Missouri State Chapter, Coalition of Labor Union Women
 Neshaminy Bucks Chapter, Coalition of Labor Union Women
 Philadelphia Chapter, Coalition of Labor Union Women
 Rhode Island Chapter, Coalition of Labor Union Women
 San Diego Chapter, Coalition of Labor Union Women
 Southwestern PA Chapter, Coalition of Labor Union Women

St. Louis Metro Chapter, Coalition of Labor Union Women
 Western New York Chapter, Coalition of Labor Union Women
 Western Virginia Chapter, Coalition of Labor Union Women
 Congregation of Our Lady of the Good Shepherd, US Provinces
 Connecticut Women's Education and Legal Fund (CWEALF)
 Disciples Women
 Ecumenical Poverty Initiative
 Equal Pay Today
 Equal Rights Advocates
 Friends of the Delaware County Women's Commission
 Futures Without Violence
 Gender Equality Law Center
 Girls For Gender Equity
 Girls Inc.
 Grameen Development Society (GDS)
 Graphic Communications Conference/International Brotherhood of Teamsters Local 24M/9N
 Greater New York Labor Religion Coalition
 Hadassah, The Women's Zionist Organization of America, Inc.
 Holy Spirit Missionary Sisters - USA-JPIC
 Hope's Door
 Indiana Institute for Working Families
 Interfaith Worker Justice
 International Alliance of Theatrical Stage Employees
 International Association of Machinists and Aerospace Workers (IAMAW)
 International Association of Sheet Metal, Air, Rail and Transportation Workers (SMART) Local 20
 International Brotherhood of Electrical Workers – 3rd District
 International Brotherhood of Electrical Workers 29
 International Federation of Professional and Technical Engineers (IFPTE)
 International Union, United Automobile, Aerospace & Agricultural Implement Workers of America (UAW)
 JALSA: Jewish Alliance for Law and Social Action
 Jewish Women International
 Justice for Migrant Women
 Lambda Legal
 The Leadership Conference on Civil and Human Rights
 League of Women Voters of St. Lawrence County, NY
 Legal Aid At Work
 Main Street Alliance
 Maine Women's Lobby
 McCree Ndjatou, PLLC
 Methodist Federation for Social Action
 MomsRising
 Mississippi Black Women's Roundtable
 NAACP
 National Advocacy Center of the Sisters of the Good Shepherd
 National Asian Pacific American Women's Forum (NAPAWF)
 National Association of Letter Carriers (NALC), AFL-CIO
 National Center for Transgender Equality
 National Committee on Pay Equity
 National Council of Jewish Women
 National Domestic Workers Alliance

National Education Association
National Employment Law Project
National Employment Lawyers Association
NELA-Georgia
NELA-Houston
NELA-Indiana
NELA-New Jersey
NELA-New York
NELA-Pennsylvania
NELA-Texas
National Federation of Business and Professional Women Clubs
National LGBTQ Task Force Action Fund
National Organization for Women
Anne Arundel County NOW
Arlington NOW
Baton Rouge NOW
California NOW
Central Phoenix/ Inez Casiano NOW
Charlotte NOW
Chester County NOW
Connecticut NOW
DC NOW
East End NOW
Florida NOW
High Desert NOW
Hollywood NOW
Illinois NOW
Indianapolis NOW
Jacksonville NOW
Louisiana NOW
Maryland NOW
Miami NOW
Michigan NOW
Minnesota NOW
Montana NOW
Morris County NOW
North Carolina NOW
Nevada NOW
New Orleans NOW
New York City NOW
New York State NOW
Northern New Jersey NOW
Northwest PA NOW
Oregon NOW
Pennsylvania NOW
Philadelphia NOW
Seattle NOW
Seminole County NOW
South Jersey NOW — Alice Paul Chapter
Southwest ID NOW

Southwest PA NOW
Sun Cities/West Valley NOW
Texas State NOW
Washington County NOW
Washington NOW
Washtenaw County NOW
West Pinellas NOW
West Virginia NOW
Westchester NOW
Will County NOW
Williamsport NOW
Wisconsin NOW
Worcester NOW
National Partnership for Women & Families
National Resource Center on Domestic Violence
National Women's Law Center
NC Women United
NETWORK Lobby for Catholic Social Justice
New York Paid Leave Coalition
New York State Coalition Against Domestic Violence
North Carolina Justice Center
Oxfam America
PathWays PA
People For the American Way
Planned Parenthood Pennsylvania Advocates
PowHer NY
Progressive Maryland
Public Citizen
Restaurant Opportunities Centers United
Service Employees International Union (SEIU)
 SEIU Local 668
Southwest Women's Law Center
Texas Business Women Inc.
Transport Workers Union
U.S. Women and Cuba Collaboration
U.S. Women's Chamber of Commerce
UltraViolet
Union for Reform Judaism
Unitarian Universalist Women's Federation
UNITE HERE! Local 57
United Church of Christ Justice and Witness Ministries
United Mine Workers of America
 United Mine Workers of America District Two
United Nations Association of the United States
United State of Women
United Steelworkers (USW)
 United Steelworkers, District 10
 USW Local 1088
 L.U. #1088 USW
UN Women USNC Metro New York Chapter

Voter Participation Center
Westminster Presbyterian Church
Women Employed
WNY Women's Foundation
Women of Reform Judaism
Women's All Points Bulletin, WAPB
Women's Voices, Women Vote Action Fund
WomenNC
Women's Law Project
YWCA USA
Zonta Club of Greater Queens
Zonta Club of Portland