

## Vote for the Paycheck Fairness Act

March 25, 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 vote for the Paycheck Fairness Act when it comes to the House floor for a vote. 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 vote for the Paycheck Fairness Act and encourage your colleagues to do the same, 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 Sarah Fleisch Fink, General Counsel and Director of Workplace Policy 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

American Federation of Labor-Congress of Industrial Unions (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  
 Catalyst  
 Center for Advancement of Public Policy  
 Center for American Progress  
 Center for Law and Social Policy  
 Central Conference of American Rabbis  
 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  
 Feminist Majority Foundation  
 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  
 Hudson Law PLLC  
 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  
National Women's Political Caucus  
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  
SiX Action  
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  
UnidosUS  
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  
Women's Rabbinic Network  
YWCA USA  
    YWCA Allentown  
    YWCA Alliance  
    YWCA Asheville  
    YWCA Berkeley/Oakland  
    YWCA Billings  
    YWCA of Binghamton & Broome County  
    YWCA Brooklyn  
    YWCA Cambridge  
    YWCA Central Alabama  
    YWCA Central Massachusetts  
    YWCA Clark County  
    YWCA Contra Costa/Sacramento  
    YWCA Corpus Christi  
    YWCA Gettysburg & Adams County  
    YWCA Great Falls  
    YWCA Greater Austin  
    YWCA Greater Baton Rouge  
    YWCA Greater Cincinnati  
    YWCA Greater Harrisburg  
    YWCA Greater Miami-Dade  
    YWCA of Greater Portland  
    YWCA of Kauai  
    YWCA Mahoning Valley  
    YWCA McLean County  
    YWCA Metropolitan Phoenix  
    YWCA Mount Desert Island  
    YWCA New Hampshire  
    YWCA of the Niagara Frontier  
    YWCA Oklahoma City  
    YWCA Olympia  
    YWCA Orange County

YWCA Pasadena-Foothill Valley  
YWCA of the Sauk Valley  
YWCA Seattle | King | Snohomish  
YWCA South Hampton Roads  
YWCA Southeastern Massachusetts  
YWCA St. Paul  
YWCA of Syracuse and Onondaga County  
YWCA Tri-County Area  
YWCA of the University of Illinois  
YWCA of Van Wert County  
YWCA of Watsonville  
YWCA Western New York  
YWCA Westmoreland County  
YWCA Yakima  
Zonta Club of Greater Queens  
Zonta Club of Portland