

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

March 14, 2023

Dear Member of Congress:

The undersigned 98 organizations committed to closing gender and race-based pay gaps, advancing economic security for women, and promoting vigorous enforcement of anti-discrimination laws, strongly urge you to support the Paycheck Fairness Act.

Sixty years after the passage of the Equal Pay Act, sexist, racist pay gaps continue to persist, underscoring the need to strengthen the law and provide new tools to help ensure fair pay and challenge discrimination. Women working full-time, year round are typically paid only 84 cents for every dollar paid to men. The loss of 16 cents on the dollar adds up over a month, a year, and a lifetime. Based on this wage gap, women would lose nearly \$400,000 over the course of a 40-year career. When we compare the median earnings of all women who worked with the median earnings of all men who worked—regardless of how many hours or weeks they worked—the pay gap is even worse: women are typically paid just 77 cents for every dollar paid to a man. Women of color, who face both race and sex discrimination in the workplace, experience the most significant losses within this group. Black women are paid 64 cents for every dollar paid to a white, non-Hispanic man, Latinas are paid 54 cents, and Native women are paid just 51 cents. While Asian American, Native Hawaiian and Pacific Islander (AANHPI) women make 80 cents for every dollar paid to white, non-Hispanic men, women in many AANHPI communities experience drastically wider pay gaps.

These losses directly harm women by limiting their ability to meet basic needs, plan for a financial emergency, or save for retirement, and reducing their total Social Security and pension benefits. And even when controlling for factors, such as education and experience, pay gaps persist, 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 employers are provided with effective incentives and technical assistance to comply with the law.

The Paycheck Fairness Act would update and strengthen 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.

The COVID-19 pandemic and systemic racism have exposed how the work performed primarily by women, and particularly Black and brown women, has long been and continues to be undervalued and underpaid, even as the rest of the country is newly recognizing the essential nature of this work. Three years into the pandemic, as women and their families continue to recover from massive job loss, face an ongoing care crisis, and navigate increasing restrictions on reproductive rights, it remains imperative that Congress help create an economy that works for everyone by ensuring that all women can work with equality, safety, and dignity, starting with pay equity.

It's time to take the next step toward achieving equal pay. We urge you to prioritize the Paycheck Fairness Act in the 118th Congress by pushing for passage of this legislation. If you have any questions, please do not hesitate to contact Meghan Kissell at the American Association of University Women at [kissellm@aauw.org](mailto:kissellm@aauw.org), Gaylynn Burroughs at the National Women's Law Center at [gburroughs@nwlrc.org](mailto:gburroughs@nwlrc.org), Michelle Feit at the National Partnership for Women & Families at [mfeit@nationalpartnership.org](mailto:mfeit@nationalpartnership.org), or Jessica Stender at Equal Rights Advocates at [jstender@equalrights.org](mailto:jstender@equalrights.org).

Sincerely,

10,000 Women Louisiana  
A Better Balance  
American Association of University Women  
AnitaB.org  
Black Women's Roundtable  
California Women's Law Center  
Center for American Progress  
Clearinghouse on Women's Issues  
Coalition of Labor Union Women, AFL-CIO  
Connecticut Women's Education and Legal Fund (CWEALF)  
Equal Rights Advocates  
ERA Coalition  
Family Values @ Work  
Fayetteville Police Accountability Community Taskforce  
Feminist Majority Foundation  
Gender Equality Law Center, Inc.  
Independent Women's Organization of Greater New Orleans  
Institute for Women's Policy Research  
Jewish Women International  
Justice for Migrant Women  
KWH Law Center for Social Justice and Change  
Labor Council for Latin American Advancement  
League of Women Voters of New Orleans  
Legal Aid at Work  
Legal Momentum, The Women's Legal Defense and Education Fund  
Legal Voice  
Louisiana Progress  
Methodist Federation for Social Action  
Michigan Pay Equity Network (P.E.N.)  
Mississippi Black Women's Roundtable  
MomsRising  
National Action Network  
National Committee on Pay Equity  
National Council of Jewish Women  
National Education Association

National Employment Law Project  
National Employment Lawyers Association  
National Immigration Law Center  
National Network to End Domestic Violence  
National Organization for Women  
    Baltimore Metro NOW  
    Baton Rouge NOW  
    Brooklyn-Queens Chapter NOW  
    California NOW  
    Central New York Chapter NOW  
    Charlottesville NOW  
    Chicago NOW  
    Clean County NOW  
    Columbia Area NOW  
    FL0365 Pasco County NOW, Inc.  
    GLHS Chapter NOW  
    Greater Portland Chapter NOW  
    Hollywood Chapter NOW  
    Illinois NOW  
    Indiana NOW  
    Indianapolis NOW  
    KY 0040 Chapter NOW  
    McHenry County NOW  
    Missouri NOW  
    Montgomery County MD Chapter NOW  
    Morris County NJ NOW  
    NE Indiana NOW  
    NJ NOW  
    North Carolina NOW  
    Northern New Jersey NOW  
    Northwest Indiana NOW  
    NYC NOW  
    Ohio NOW  
    Ohio NOW Education and Legal Fund  
    Oregon NOW  
    Raleigh NOW  
    Rochester NOW  
    Shore Area NOW  
    Virginia NOW  
    Will County NOW  
National Partnership for Women and Families  
National Women's Law Center  
New Jersey Tenants Organization  
Oxfam America  
Philly CLUW  
PowHer New York  
Prosperity Now  
Restaurant Opportunities Centers United  
Service Employees International Union (SEIU)

Sexual Violence Prevention Association  
The National Domestic Violence Hotline  
The Ohio Women's Public Policy Network (WPPN)  
Union for Reform Judaism  
United Food and Commercial Workers International Union  
USOW  
Women Employed  
Women of Reform Judaism  
Women's Rights and Empowerment Network  
Women's Law Project  
Workplace Fairness  
YWCA USA  
    YWCA Tri-County Area  
Zioness Movement