

March 31st, 2025

Dear Member of Congress,

The 112 undersigned organizations committed to strengthening women's economic security by closing gender and race-based pay gaps and promoting vigorous enforcement of anti-discrimination laws, strongly urge you to support the **Paycheck Fairness Act**.

The fight for equal pay has never been more urgent. In recent weeks, we've seen widespread attacks on workers' civil rights protections—including the rescission of affirmative action requirements for federal contractors, the unprecedented removal of EEOC commissioners, which weakened the agency, and the targeting and elimination of critical programs focused on promoting equity in the workplace and beyond. These attacks undermine efforts to combat workplace discrimination and dismantle barriers to equal employment opportunities for women, and especially for women of color and disabled women—all of which impacts women's economic security. Given these challenges, it is imperative that we work to strengthen equal pay protections and ensure all workers receive fair compensation.

The Paycheck Fairness Act would update and bolster the Equal Pay Act of 1963 to provide robust protections against sex-based pay discrimination. Among its key provisions:

- It bars retaliation against workers who discuss or disclose their wages, so employees can advocate for fair pay without fear of punishment.
- It ensures women can seek the same legal remedies for sex-based pay discrimination as those who face discrimination based on race or ethnicity.
- It prohibits employers from relying on salary history in setting pay, preventing past discrimination from following women from job to job.
- It closes loopholes that have allowed employers to justify paying women less than men for the same work, unless there is a legitimate business-related reason.
- It provides technical assistance and funding for data collection and research to better enforce pay equity laws.

The urgency of this legislation is clear. For the first time in 20 years, the pay gap widened in 2023. Women working full time, year-round were paid 83 cents for every dollar paid to men in 2023, compared to 84 cents in 2022, and this backslide was even worse for Black women. The loss of 17 cents on the dollar adds up to nearly \$462,000 over the course of a 40-year career.

When we compare the median earnings of all employed women with the median earnings of all employed men—regardless of how many hours or weeks they worked—the pay gap is even worse, with women being typically paid just **75 cents for every dollar** paid to men. For disabled women, and women of color, the disparities are even starker:

- Disabled women: **56 cents** per dollar paid to white, non-Hispanic men
- Latinas: **51 cents** per dollar paid to white, non-Hispanic men
- Native women: **52 cents** per dollar paid to white, non-Hispanic men
- Native Hawaiian and Pacific Islander women: **61 cents** per dollar paid to white, non-Hispanic men

- Black women: **64 cents** per dollar paid to white, non-Hispanic men
- Asian American, Native Hawaiian, and Pacific Islander women (AANHPI): **83 cents per dollar paid to white, non-Hispanic men when considered as one group**, though women in many AANHPI communities face significantly wider pay gaps.

Working mothers and LGBTQI+ women are also subjected to unfair wage disparities, further compounding economic inequalities.

Passing the Paycheck Fairness Act is not just about fairness—it's an economic necessity. The wage gap costs our economy nearly \$1.7 trillion a year. When women are underpaid, families have less income for necessities like housing, healthcare, education, or retirement, and fewer opportunities, if any, to build wealth. Pay equity would also boost employee retention and consumer spending and strengthen the economy, benefiting businesses, communities, and future generations.

We urge you to prioritize the Paycheck Fairness Act in the 119th Congress by co-sponsoring and urging swift 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, Katie Sandson at the National Women's Law Center at ksandson@nwlc.org, Michelle Feit at the National Partnership for Women & Families at mfeit@nationalpartnership.org, or Jessica Stender at the Equal Rights Advocates at jstender@equalrights.org.

Sincerely,

10000 Women Louisiana
 A Better Balance
 Advocates for Trans Equality
 AFL-CIO
 AFT
 American Association of People with Disabilities
 American Association of University Women (AAUW)
 American Federation of Government Employees, AFL-CIO
 American Federation of State, County and Municipal Employees (AFSCME)
 Americans for Democratic Action (ADA)
 Association of Flight Attendants-CWA
 Association of People Supporting Employment First (APSE)
 Autistic Women & Nonbinary Network
 California Women's Law Center
 Center for American Progress
 Center for LGBTQ Economic Advancement & Research (CLEAR)
 Center for Parental Leave Leadership
 Coalition Of Labor Union Women
 Philadelphia CLUW (Coalition of Labor Union Women)
 Coalition on Human Needs

Communications Workers of America (CWA)
Congregation of Our Lady of Charity of the Good Shepherd, U.S. Provinces
Economic Opportunity Institute
Economic Policy Institute
Equal Rights Advocates
Family Equality
Family Values @ Work
Family Values@Work Action
Gender Equality Law Center
HOPE'S DOOR
In Our Own Voice: National Black Women's Reproductive Justice Agenda
Indiana Community Action Poverty Institute
Institute for Women's Policy Research
Justice for Migrant Women
Labor Council for Latin American Advancement
League of Women Voters of St. Lawrence Co., NY
Legal Momentum, The Women's Legal Defense and Education Fund
MANA, A National Latina Organization
Methodist Federation for Social Action
Michigan Pay Equity Network
MomsRising
Movement Advancement Project (MAP)
MS Black Women's Roundtable
National Advocacy Center of the Sisters of the Good Shepherd
National Asian Pacific American Women's Forum
National Association for the Advancement of Colored People
National Black Worker Center
National Center for Law and Economic Justice
National Coalition on Black Civic Participation
National Council of Jewish Women
National Disability Rights Network (NDRN)
National Education Association
National Employment Law Project
National Employment Lawyers Association
National Immigration Law Center
National Organization for Women
 California NOW
 Charlottesville NOW
 Florida NOW
 Montgomery County, MD, Chapter of NOW
 South Jersey NOW—Alice Paul Chapter
 Virginia NOW
National Partnership for Women & Families
National Women's Law Center

National Women's Political Caucus
NBJC
NETWORK Lobby for Catholic Social Justice
New America, Center on Education & Labor
New York State Coalition Against Domestic Violence
Oxfam America
Paid Leave for All
PowHer New York
Reproductive Freedom for All (formerly NARAL Pro-Choice America)
Service Employees International Union (SEIU)
She Leads Justice
Shriver Center on Poverty Law
Southern Poverty Law Center
The Leadership Conference on Civil and Human Rights
The Restaurant Opportunities Center United (ROC United)
 The Restaurant Center of Michigan (ROC Michigan)
 The Restaurant Opportunities Center of New Orleans (ROC NOLA)
 The Restaurant Opportunities Center of Pennsylvania (ROC PA)
U.S. Women's Chamber of Commerce
UnidosUS
Union for Reform Judaism
United for Respect
Washington Premier Group
Women Employed
Women of Reform Judaism
Women's Fund of Rhode Island
Women's Law Project
Women's Rights and Empowerment Network
WorkLife Law
Workplace Fairness
YWCA USA
 YWCA Allentown
 YWCA Champaign County
 YWCA Clinton
 YWCA Columbus
 YWCA Duluth
 YWCA Great Falls
 YWCA High Point
 YWCA Kalamazoo
 YWCA Kauai
 YWCA McLean County
 YWCA South Hampton Roads
 YWCA Southwestern Illinois
 YWCA Tri-County Area

Zonta USA Caucus

Zonta Club of Austin

Zonta Club of Brownsville

Zonta Club of Dallas