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

January 22, 2019

Dear Senator:

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.

This month we are celebrating 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 will commemorate 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.

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
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 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 Ndjayou, 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 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 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