

Co-Sponsor and Support the Paycheck Fairness Act (H.R. 1869)

April 7, 2017

Dear Representative:

As members of a broad coalition of organizations that promote economic opportunity for women and full enforcement of antidiscrimination laws, we strongly urge you to support and co-sponsor the Paycheck Fairness Act (H.R. 1869). The Paycheck Fairness Act has twice passed the U.S. House of Representatives, and it fell just four votes short of a passage in a Senate vote on its merits in the 112th Congress.

Eight years ago, Congress took an important step in passing the Lilly Ledbetter Fair Pay Act of 2009. That vital law reverses the Supreme Court's decision in *Ledbetter v. Goodyear Tire & Rubber Co.* and helps to ensure that individuals subjected to unlawful compensation discrimination are able to effectively assert their rights under the federal anti-discrimination 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.

The Paycheck Fairness Act updates and strengthens the Equal Pay Act (EPA) of 1963 to ensure that it will provide effective protection against sex-based pay discrimination. The 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 purpose related to the job. It ensures women can receive the same robust remedies for sex-based pay discrimination that are currently available to those subject to discrimination based on race and ethnicity, so that it doesn't pay to discriminate. It prohibits employers from relying on salary history in determining future pay, so that pay discrimination doesn't follow women from job to job. And it also provides much needed training and technical assistance as well as data collection and research.

Families today are counting on women's earnings. Discriminatory pay practices make things harder, especially for those families who rely solely on female earnings. Women continue to be paid, on average, only 80 cents for every dollar paid to men, and when we compare women of color to white, non-Hispanic men, the wage gaps are even larger. Moms are even paid less than dads. These persistent wage gaps can be addressed only if women are armed with the tools necessary to challenge discrimination against them, and employers are provided with effective incentives and technical assistance to comply with the law.

It's time to make real progress on equal pay. We urge you to co-sponsor and work to pass the Paycheck Fairness Act (H.R. 1869). If you have any questions, please do not hesitate to contact Lisa Maatz, Vice President of Government Relations and Advocacy at the American Association of University Women, at (202) 785-7720, Emily Martin, General Counsel and Vice President for Workplace Justice at the National Women's Law Center, at (202) 588-5180, and Vicki Shabo, Vice President at the National Partnership for Women and Families at (202) 238-4832.

Sincerely,

9to5, National Association of Working Women

9to5 California

9to5 Colorado

9to5 Georgia

9to5 Wisconsin

African American Ministers in Action (AAMIA)

American Association of University Women (AAUW)

AAUW of Alabama

AAUW of Alaska

AAUW of Arizona

AAUW of Arkansas

AAUW of California

AAUW of Colorado

AAUW of Connecticut

AAUW of Delaware

AAUW of District of Columbia

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 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 Federation of Labor-Congress of Industrial Organizations (AFL-CIO)  
American Civil Liberties Union (ACLU)  
American Federation of State, County, and Municipal Employees (AFSCME)  
American Federation of Teachers  
American Postal Workers Union, Baltimore Local 181  
American Psychological Association  
Americans for Democratic Action (ADA)  
Anti-Defamation League  
Asian Pacific American Labor Alliance, AFL-CIO (APALA)  
Atlanta Women for Equality  
Bend the Arc Jewish Action  
A Better Balance  
California Employment Lawyers Association  
California Women's Law Center  
Casa de Esperanza: National Latin@ Network  
Catalyst  
The Center for Frontline Retail  
Center for Law and Social Policy (CLASP)  
Center for WorkLife Law, UC Hastings College of the Law  
Central Conference of American Rabbis  
Citizen Action of New York  
Clearinghouse on Women's Issues  
Coalition of Labor Union Women (CLUW)  
    Baltimore Chapter, Coalition of Labor Union Women  
    California Capital Chapter, Coalition of Labor Union Women  
    Derby City, Coalition of Labor Union Women  
    Genesee County Chapter, Coalition of Labor Union Women  
    Greater New Jersey Chapter, Coalition of Labor Union Women  
    Lansing, Michigan Capital Area Chapter, Coalition of Labor Union Women  
    Lorain County Chapter, Coalition of Labor Union Women  
    Los Angeles Chapter, Coalition of Labor Union Women  
    Maryland State, Coalition of Labor Union Women  
    Metropolitan DC Chapter, Coalition of Labor Union Women  
    Neshaminy Bucks Chapter, Coalition of Labor Union Women

New Jersey State, Coalition of Labor Union Women  
New York City Chapter, Coalition of Labor Union Women  
Northwest Ohio Chapter, Coalition of Labor Union Women  
Ohio State, Coalition of Labor Union Women  
Philadelphia Chapter, Coalition of Labor Union Women  
Rochester-Finger Lakes Chapter, Coalition of Labor Union Women  
San Francisco Chapter, Coalition of Labor Union Women  
Southwestern PA Chapter, Coalition of Labor Union Women  
St. Louis Chapter, Coalition of Labor Union Women  
Texas State, Coalition of Labor Union Women

Common Sense Kids Action

Connecticut Women's Education and Legal Fund

Disciples Center for Public Witness (Disciples of Christ)

Disciples Women

Equal Pay Today!

Equal Rights Advocates

ESPU/The ESPLER Project

Family Values @ Work

Feminist Majority

For Our Future Fund

Gender Justice

Girls Inc.

Hadassah, The Women's Zionist Organization of America, Inc.

Brooklyn Region, Hadassah

Boston Chapter, Hadassah

Baltimore Chapter, Hadassah

Central Pacific Coast Region, Hadassah

Connecticut Region, Hadassah

Desert-Mountain Region, Hadassah

Florida Broward Region, Hadassah

Florida Central Region, Hadassah

Greater Washington Area Chapter, Hadassah

Great Plains Region, Hadassah

Nassau Region, Hadassah

New York Region, Hadassah

Northern New England Region, Hadassah

Northern New Jersey Region, Hadassah

Pacific Northwest Region, Hadassah

Southern Region, Hadassah

Upper Midwest Region, Hadassah

Indiana Institute for Working Families

Institute for Science and Human Values

Interfaith Worker Justice

International Brotherhood of Teamsters

International Federation of Professional and Technical Engineers (IFPTE)

International Union, United Automobile, Aerospace & Agricultural Implement Workers of

America (UAW)  
UAW Local 180  
UAW LOCAL 450  
UAW Local 2213 Professional Registered Nurses  
UAW Local 3212  
UAW Region 4 Civil & Human Rights  
JALSA: The Jewish Alliance for Law & Social Action  
Jewish Council For Public Affairs  
Jewish Women International  
Labor Council for Latin American Advancement  
Labor Project for Working Families  
The Leadership Conference on Civil and Human Rights  
Legal Aid at Work  
Legal Voice  
Lift Louisiana  
Main Street Alliance  
Maine Women's Lobby  
Make it Work  
Meiklejohn Civil Liberties Institute  
Methodist Federation for Social Action  
MomsRising.org  
NAACP  
National Advocacy Center of the Sisters of the Good Shepherd  
National Center for Lesbian Rights  
National Center for Transgender Equality  
National Committee on Pay Equity  
National Council of Jewish Women  
National Education Association  
National Employment Law Project  
National Employment Lawyers Association  
National Hispanic Council on Aging (NHCOA)  
National Hispanic Leadership Agenda  
National Organization for Women  
Alexandria County NOW  
Anne Arundel County Chapter NOW  
Beaver Valley Chapter NOW  
Blue Mountain Chapter NOW  
Brooklyn NOW  
Bucks County NOW  
Cincinnati, Ohio NOW  
Columbia Area Now  
Contra Costa, CA NOW  
Davison, Michigan Chapter NOW  
Delaware County, PA Chapter NOW  
Des Moines NOW  
Disability Right Committee East End NOW

First Pittsburgh Now  
Florida NOW  
Florida KEYS NOW  
Genesee County NOW  
Greater Grand Rapids Chapter NOW  
Greater New Haven Chapter NOW  
Greater New Orleans NOW  
Greater Rochester NOW  
Islandia, NY NOW  
Louisiana NOW  
Maryland Chapter NOW  
Middlesex County Chapter NOW  
Mid-Suffolk Chapter NOW  
Minnesota NOW  
Miracle Mile, LA Chapter NOW  
Missouri NOW  
Montgomery County, Maryland NOW  
Montgomery County, Pennsylvania Chapter NOW  
Nevada NOW  
New Mexico NOW  
Ni-Ta-Nee NOW  
North Dallas Chapter NOW  
Northern New Jersey Chapter NOW  
Northern Virginia Chapter, NOW  
Northwestern Pennsylvania NOW  
NOW Combating Racism Committee  
Oakland County Chapter NOW  
Omaha, Nebraska NOW  
Pacific Shore NOW  
Pierce County, Washington NOW  
Palm Beach County NOW  
Palm Beach, FL Chapter NOW  
Phoenix/Scottsdale NOW  
Redford State, Michigan Chapter NOW  
San Gabriel Valley/Whittier NOW  
San Juan County NOW  
SC/SCW Peoria Chapter NOW  
Seattle Chapter NOW  
South Hills NOW  
South Jersey Alice Paul Chapter NOW  
Southern Nevada NOW  
Southwest Pennsylvania Chapter NOW  
Springfield, Illinois Chapter NOW  
Squirrel Hill NOW  
St. Joseph Valley NOW  
Squirrel Hill Chapter NOW

Sun City, Arizona Chapter NOW  
Syracuse, NY NOW  
Tallahassee NOW  
Tampa Chapter NOW  
Thurston County, Washington Chapter NOW  
Tompkins County, NY NOW  
Utah Chapter NOW  
Virginia Chapter NOW  
Washington County NOW  
Washington State Chapter NOW  
Wayne County Chapter NOW  
West Pinellas NOW  
West Suburban Chapter NOW  
Wetumpka, Alabama NOW  
Williamsport, Pennsylvania Chapter NOW  
National Partnership for Women & Families  
National Resource Center on Domestic Violence  
National Women's Law Center  
National Women's Political Caucus  
NETWORK Lobby for Catholic Social Justice  
New York Paid Leave Coalition  
North Dakota Women's Network  
Ohio Association of Public School Employees, Northeast District Local 4/AFL-CIO  
OPEIU  
OPEIU Local 8  
PA Religious Coalition for Reproductive Justice  
PathWays PA  
People For the American Way  
Philadelphia United for Change  
Philly Women Rally  
Planned Parenthood PA Advocates  
PowHer New York  
Pride at Work  
Progress For All  
Project IRENE  
Public Citizen  
Restaurant Opportunities Centers United  
Service Employees International Union  
SiX Action  
Southern Poverty Law Center  
Southwest Women's Law Center  
Transport Workers Union of America  
Ultraviolet  
Union for Reform Judaism  
Unitarian Universalist Pennsylvania Legislative Advocacy Network (UUPLAN)  
Unitarian Universalist Women's Federation

United Church of Christ, Justice and Witness Ministries  
The United State of Women  
United Steelworkers (USW)  
URGE: Unite for Reproductive & Gender Equity  
Uri L'Tzedek: Orthodox Social Justice  
U.S. Women's Chamber of Commerce  
The Voter Participation Center  
Voto Latino  
Women Employed  
Women of Reform Judaism  
Women's Law Project  
Women's Voices. Women Vote Action Fund  
YWCA USA