

Co-Sponsor and Support the Paycheck Fairness Act (S. 84, H.R. 377)

April 2, 2014

Dear Member of Congress:

On behalf 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, which was reintroduced in the 113th Congress. The Paycheck Fairness Act has twice passed the U.S. House of Representatives, and it fell just two votes short of a Senate vote on its merits in the 111th Congress.

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 just one of many tools needed to address unfair wage disparities.

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. Toward that end, the comprehensive bill bars retaliation against workers who voluntarily discuss or disclose their wages. It allows women to receive the same remedies for sex-based pay discrimination that are currently available to those subject to discrimination based on race and ethnicity. And it also provides much needed training and technical assistance as well as data collection and research.

In this tough economy, more and more families are counting on women's earnings. Unfair pay practices make things even harder, especially for those families who rely solely on female earnings. Women continue to be paid, on average, only 77 cents for every dollar paid to men. This persistent wage gap can be addressed only if women and all other workers 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 fair pay. We urge you to co-sponsor and work to swiftly pass the Paycheck Fairness Act. If you have any questions, please do not hesitate to contact Fatima Goss Graves, Vice President for Education and Employment at the National Women's Law Center, at (202) 588-5180, Lisa Maatz, Director of Public Policy and Government Relations at the American Association of University Women, at (202) 785-7720, or Deborah J. Vagins, Senior Legislative Counsel at the American Civil Liberties Union, at (202) 675-2335.

Sincerely,

9to5, National Association of Working Women

9to5 Atlanta

9to5 California

9to5 Colorado

9to5 Milwaukee

African American Ministers in Action (AAMIA) American Federation of State, County, and
Municipal Employees (AFSCME)

American Federation of State, County and Municipal Employees (AFSCME) 2626

American Federation of Teachers

Alcorn State University Library

Alliance for Justice

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

AFL-CIO

American Civil Liberties Union (ACLU)

American Federation of Government Employees (AFGE)
American Library Association-Allied Professional Association
American Postal Workers Union
American Psychological Association
American Secular Census
Arizona Library
Asian Pacific American Labor Alliance & APALA Education Fund
Association for Women in Science (AWIS)
Association of Pennsylvania State College & University Faculty
Shippensburg University Chapter
Association of Title IX Administrators
Atlanta Urban Business and Professional Women
A Better Balance: The Work & Family Legal Center
Business and Professional Women's Foundation
Business and Professional Women of New Jersey
Catalyst

Center for American Progress Action Fund

Clearinghouse on Women's Issues
Clergy and Laity United for Economic Justice
Coalition on Human Needs

Coalition of Labor Union Women (CLUW)

California Capital Chapter, Coalition of Labor Union Women
Central California Chapter, Coalition of Labor Union Women
Central Indiana Chapter, Coalition of Labor Union Women
Chicago Chapter, Coalition of Labor Union Women
East Bay (California) Chapter, Coalition of Labor Union Women
Florida State, Coalition of Labor Union Women
Genesee County Chapter, Coalition of Labor Union Women
Greater Kansas City Chapter, Coalition of Labor Union Women
Greater New Jersey Chapter, Coalition of Labor Union Women
Las Vegas Chapter, Coalition of Labor Union Women
Laurel Highlands (Pennsylvania) Chapter, Coalition of Labor Union Women
Los Angeles Chapter, Coalition of Labor Union Women
Metropolitan DC Chapter, Coalition of Labor Union Women

Metro-Detroit Chapter, Coalition of Labor Union Women
Michigan Capital Area Chapter, Coalition of Labor Union Women
Mile High (Denver) Chapter, Coalition of Labor Union Women
Northern Virginia (NOVA) Chapter, Coalition of Labor Union Women
Philadelphia Chapter, Coalition of Labor Union Women
Southwestern PA Chapter, Coalition of Labor Union Women
Texas State, Coalition of Labor Union Women
 Austin Chapter, Coalition of Labor Union Women
 Dallas Chapter, Coalition of Labor Union Women
 Fort Worth Area Chapter, Coalition of Labor Union Women
 Houston Chapter, Coalition of Labor Union Women
 Northeast Texas Chapter, Coalition of Labor Union Women
Tri County Area (Michigan) Chapter, Coalition of Labor Union Women
Washington State, Coalition of Labor Union Women

Colorado Association of Libraries

Communications Workers of America

 Communications Workers of America (CWA) Local 4108

Delta Kappa Gamma Society International

Denton Public Library

Dialogue on Diversity

Disciples Home Missions, Christian Church (Disciples of Christ)

Disciples Justice Action Network

Disciples Women, Christian Church (Disciples of Christ)

Equal Pay Coalition NYC

Equal Rights Advocates

Federally Employed Women (FEW)

Feminist Majority

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

 Boston Chapter, Hadassah

 Central Pacific Coast Region, Hadassah

 Connecticut Region, Hadassah

 Florida Broward Region, Hadassah

 Great Plains Region, Hadassah

 Nassau Region, Hadassah

 Northern New England Region, Hadassah

 Northern New Jersey Region, Hadassah

 Southern Region, Hadassah

 Upper Midwest Region, Hadassah

Independent Women's Organization

Institute for Science and Human Values

Interfaith Worker Justice

Interfaith Worker Justice Committee of Colorado

International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists
and Allied Crafts of the United States Local 893 (IATSE)

International Association of Machinists and Aerospace Workers (IAMAW)

International Brotherhood of Teamsters

International Union, United Auto Workers

Jewish Labor Committee Western Region

Jewish Reconstructionist Federation
Jewish Women International
Jobs With Justice
Kentucky Library Association
Labor Council for Latin American Advancement
Labor Project for Working-Families
Lakeshores Library System and Wisconsin Library Association
The Leadership Conference on Civil and Human Rights
Legal Momentum
Maine Women's Lobby
Maryland Commission for Women
Massachusetts Library Association
Media Equity Collaborative
Michigan Pay Equity Network
Minnesota Library Association
Mississippi Library Association
MomsRising
Montgomery County Commission for Women
National Advocacy Center of the Sisters of the Good Shepherd
National Asian Pacific American Women's Forum
National Association of Collegiate Women Athletics Administrators
National Association of Commissions for Women
National Association of Mothers' Centers
National Coalition on Black Civic Participation Black Women's Roundtable (NCBCP)
National Council of Jewish Women
National Council of Women's Organizations
National Conference of Puerto Rican Women, Inc
National Congress of Black Women
National Committee on Pay Equity
National Council of Women's Organizations
National Education Association
National Employment Law Project
National Employment Lawyers Association (NELA)
National Fastpitch Coaches Association
National Gay and Lesbian Task Force Action Fund
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
 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
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 Women's Conference Committee

National Women's Law Center

National Women's Political Caucus

NETWORK: A National Catholic Social Justice Lobby

New Moon Girls

New York Women's Agenda

OWL- The Voice of Midlife and Older Women (The Older Women's League)

Paterson Public Library

PathWays PA

Paul Pratt Memorial Library

People For the American Way

PHI - Quality Care through Quality Jobs

Pickens Co. Library System

Prince George's County Memorial Library System

Project Single Moms Worldwide, Inc.

Region XI Council Blacks in Government

Restaurant Opportunities Center, Chicago

Rodef Shalom Sister

Sargent Shriver National Center on Poverty Law

Screen Actors Guild — American Federation of Television and Radio Artists

Secular Woman

Service Employees International Union (SEIU)

SC State Library

Sisters of Mercy of the Americas Institute Justice Team

Temple Beth El

Temple Beth El Sisterhood

Temple Israel

Temple Israel Sisterhood

Tikkun/Network of Spiritual Progressives

Turning Anger into Change

Ultraviolet

Union for Reform Judaism

Unitarian Universalist Association

United Food and Commercial Workers International Union (UFCW)

United Methodist Women

United States Student Association

United Steelworkers
University of Delaware Library
US Women's Chamber of Commerce
The WAGE Project, Inc.
Washington Area Women's Foundation
Wider Opportunities for Women
Women Employed
Women of Color Policy Network, NYU Wagner
Women of Reform Judaism
Women's Foundation for a Greater Memphis
Women's Institute for a Secure Retirement (WISER)
Women's Law Project
Women's Research and Education Institute (WREI)
Women's Sports Foundation
Women's Social Policy and Research Center
The Workmen's Circle/Arbeter Ring
YP4 Action
YWCA USA