

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

April 7, 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**

9to5 Atlanta  
9to5 California  
9to5 Colorado

9to5 Wisconsin

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 Committee on Pay Equity**  
National Conference of Puerto Rican Women, Inc.  
**National Congress of Black Women**  
National Consumer's League  
**National Council of Jewish Women**  
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**  
Alaska NOW  
Alexandria County NOW  
Anne Arundel County Chapter NOW  
Beaver Valley Chapter NOW  
Blue Mountain Chapter NOW  
Brevard 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  
Essex County 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 Orlando NOW  
Greater Rochester NOW  
Islandia, NY NOW  
Key West 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 Jersey 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  
Ocean County NOW  
Omaha, Nebraska NOW  
Pacific Shore NOW  
Palm Beach County NOW  
Palm Beach, FL Chapter NOW  
Pasco County NOW  
Phoenix/Scottsdale NOW  
Pierce County, Washington NOW  
Redford State, Michigan Chapter NOW  
Rhode Island 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  
Union County 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