

## **Co-sponsor and Support the Paycheck Fairness Act (S. 182)**

April 20, 2010

Dear Member of Congress:

On behalf of a broad coalition of organizations that promote economic opportunity for women and full enforcement of the antidiscrimination laws, we strongly urge you to move expeditiously to pass S. 182, the Paycheck Fairness Act. A companion bill to S. 182 was passed on a bipartisan basis by the House of Representatives on January 9, 2009.

Congress took an important step in passing the Lilly Ledbetter Fair Pay Act of 2009. That vital new 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 would deter wage discrimination by closing loopholes in the Equal Pay Act and barring retaliation against workers who disclose their wages. The bill updates and strengthens the Equal Pay Act of 1963 to ensure that it will provide effective protection against sex-based pay discrimination. Toward that end, the measure 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 national origin. This comprehensive bill also provides for much needed training and technical assistance as well as data collection and research.

Ensuring that women receive equal pay for equal work is a critical component of any effort to stimulate the economy and to ensure self-sufficiency for them and their families. More than four decades after Congress outlawed wage discrimination based on sex, 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. The Paycheck Fairness Act will help to better address the problem of wage discrimination and eliminate loopholes that have undermined the EPA's effectiveness.

It's time for the Senate to join the House and continue its efforts 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 (202/588-5180) or Lisa Maatz, Director of Public Policy and Government Relations at the American Association of University Women (202/785-7720).

Sincerely,

9to5, National Association of Working Women

9to5 Bay Area

9to5 Colorado

9to5 Milwaukee

Atlanta 9to5

Los Angeles 9to5

Air Force Enlisted Village, Inc.

AFL-CIO

Agenda for Children

Alliance for Justice

American Association of University Professors

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 Civil Liberties Union (ACLU)  
American Library Association-Allied Professional Association  
American Psychological Association  
American Society on Aging  
Arizona Library Association  
Asian American Justice Center  
Asian Pacific American Labor Alliance, AFL-CIO  
Association for Women in Science  
Bazelon Center  
Best Consultant  
A Better Balance  
Bucks County Commissioners Advisory Council for Women  
Business and Professional Women's Foundation  
Buying Influence, Inc.  
Campaign for Community Change  
Cause Cards, LLC  
Center for American Progress Action Fund  
Center for Inquiry Office of Public Policy  
Centro Santa Catalina  
Chicago Foundation for Women  
City of Takoma DV Program  
Clearinghouse on Women's Issues

Coalition for Equal Pay (SF Bay Area, CA)

Coalition of Labor Union Women

California Capital Chapter, Coalition of Labor Union Women

Chicago Chapter, Coalition of Labor Union Women

District of Columbia Metropolitan Chapter, Coalition of Labor Union Women

Fort Worth Chapter, Coalition of Labor Union Women

Greater Kansas City Chapter, Coalition of Labor Union Women

Metro Detroit Chapter, Coalition of Labor Union Women

Missouri State Organization, Coalition of Labor Union Women

Philadelphia Chapter, Coalition of Labor Union Women

South Florida Chapter, Coalition of Labor Union Women

Southwestern Pennsylvania Chapter, Coalition of Labor Union Women

St. Louis Metro Chapter, Coalition of Labor Union Women

Colorado Coalition for Girls

Colorado Progressive Coalition

Commission on the Status of Women, University of Mississippi

Communications Workers of America

Connecticut Permanent Commission on the Status of Women

Connecticut Women's Education and Legal Fund

Crittenton Women's Union

CT Permanent Commission on the Status of Women

CWEE: Center for Work Education and Employment

DC Employment Justice Center

DC Women's Agenda

Denver Area Labor Federation

The Department for Professional Employees, AFL-CIO

Downers Grove Public Library

Equal Pay Coalition NYC

Equal Rights Advocates

Equality Now

ERA Campaign Network

Family Focus Aurora

Federally Employed Women

Feminist Majority

Finger Lakes Women's Bar Association

Friends Committee on National Legislation

Frontera Women Organization

Gender Action

Girls Inc.

Group LTC Services, LLC

Holy Family Memorial Sexual Assault Resource Center

Homeday Care

Hope United

Idaho Community Action Network (ICAN)  
Idaho Women's Network  
Independent Alaskans  
The Insight Center for Community Economic Development  
International Union, United Automobile, Aerospace & Agricultural Implement Workers of America (UAW)  
Iowa Commission on the Status of Women  
Jackson Free Press  
Jewish Council for Public Affairs  
Keystone Research Center  
Labor Project for Working Families  
Latina Initiative  
Lawyers' Committee for Civil Rights Under Law  
League of United Latin American Citizens  
Legal Momentum  
Local 8 IATSE Philadelphia  
Louisiana Library Association  
Maggie's Poetic Delights  
Maine Women's Lobby  
Maternity Care Coalition  
MomsRising  
Montgomery County Commission for Women  
MS ASPIRE  
Myra Sadker Foundation  
NAACP  
National Alliance for Partnerships in Equity  
National Asian Pacific American Women's Forum  
National Association of Commissions for Women  
National Association of Mothers' Centers  
National Association of Nurse Practitioners in Women's Health  
National Association of Social Workers  
National Capital Area Union Retirees  
National Committee on Pay Equity  
National Congress of Black Women, Inc.  
National Council of Jewish Women  
    NCJW Colorado State Public Affairs  
    NCJW Connecticut State Public Affairs  
    NCJW Illinois State Public Affairs  
    NCJW New Jersey State Public Affairs  
    NCJW Ohio State Public Affairs  
    NCJW Texas State Public Affairs  
    NCJW Virginia State Public Affairs  
National Council of La Raza

National Council of Women's Organizations  
National Education Association  
National Employment Law Project  
National Employment Lawyers Association  
National Organization for Women  
    Akron Area National Organization for Women  
    Alabama NOW  
    Arizona NOW  
    Arkansas NOW  
    The Beaver County PA Chapter of NOW  
    Brooklyn-Queens NOW  
    Chicago Chapter of the National Organization for Women  
    Detroit Chapter, National Organization for Women  
    First Pittsburgh Chapter, National Organization for Women  
    Greater Boston Chapter of the National Organization for Women  
    Greater New Haven Chapter of NOW  
    Iowa City Area NOW  
    Kansas National Organization for Women  
    Macomb County Chapter of the National Organization for Women  
    Madison National Organization for Women  
    Middlesex County NOW-NJ  
    New York City NOW  
    North Dallas Chapter of National Organization of Women  
    NOW, Charlotte Chapter  
    NOW, Connecticut Chapter  
    NOW, Rochester Chapter  
    Orange County National Organization for Women  
    PA Montgomery County NOW Chapter  
    Palm Springs Area NOW  
    Peoria Chapter of NOW  
    South Palm Beach County NOW  
    South Shore NOW  
    Tallahassee National Organization for Women  
    Tucson Chapter, National Organization for Women  
    West Virginia National Organization for Women  
National Partnership for Women & Families  
National Women's Conference Committee  
National Women's Law Center  
National Women's Political Caucus  
New York Women's Agenda  
N Street Village  
Northwestern Mutual- The Lexington Group  
Older Women's League

Oregon Tradeswomen, Inc.  
Paso del Norte Civil Rights Project  
Paterson Public Library  
PathWaysPA  
Pennsylvania Council of Churches  
People For the American Way  
Phoenix Women's Commission  
Pride and a Paycheck News  
Pride At Work, AFL-CIO  
Progressive Leadership Alliance of Nevada (PLAN)  
Project Kid Smart  
Quad County Urban League  
Rabbinical Assembly  
Rights for All People  
Roundtable of Food Professionals-NYC inc  
Sargent Shriver National Center on Poverty Law  
Schreiber UE Rehab  
Service Employees International Union (SEIU)  
Sisters in the Building Trades  
Southeast Technical Institute  
St. John's School  
Transport Workers Union  
United Food and Commercial Workers International Union, Local 23  
United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and  
Service Workers International Union, Local 3657  
Union for Reform Judaism  
Univision Radio  
U.S. Women's Chamber of Commerce  
Utah Library Association  
The WAGE Project, Inc.  
West Virginia Library Association  
Westchester County Office for Women  
Wider Opportunities for Women  
Winning Strategies  
Women at Work  
Women Employed  
Women Lawyers Association of Michigan  
WomenNetworking in Southern Delaware, Inc.  
Women of Reform Judaism  
Women Thrive Worldwide  
The Women's Bureau  
Women's City Club  
Women's Commission - Jacksonville, FL

Women's Foundation of California  
Women's Information Network (WIN)  
Women's Intercultural Center  
Women's Law Center of Maryland, Inc.  
Women's Research & Education Institute (WREI)  
Women's Resource Center  
Women's Sports Foundation  
YWCA USA  
    Elyria/Lorain YWCA  
    Northeast Council of YWCA's  
    Young Women's Christian Association of Tampa Bay, Inc.  
    YWCA Adirondack Foothill  
    YWCA Anchorage  
    YWCA Aurora  
    YWCA Bergen County  
    YWCA Berkeley/Oakland  
    YWCA Binghamton and Broome County  
    YWCA Brooklyn  
    YWCA Bucks County  
    YWCA Carlisle  
    YWCA Central Alabama  
    YWCA Central New Jersey  
    YWCA City of New York  
    YWCA Clark County  
    YWCA Cortland  
    YWCA Darien and Norwalk  
    YWCA Eastern Union  
    YWCA Elmira and Twin Tiers  
    YWCA El Paso del Norte Region  
    YWCA Essex and West Hudson  
    YWCA Genesee County  
    YWCA Greater Baton Rouge  
    YWCA Greater Northern RI  
    YWCA Greenwich  
    YWCA Harbor Area and South Bay  
    YWCA Hartford Region  
    YWCA Jamestown  
    YWCA Lake County  
    YWCA Lower Cape Fear  
    YWCA Metropolitan Chicago  
    YWCA Mohawk Valley  
    YWCA Niagara  
    YWCA Northeast Indiana



YWCA of Bergen County  
YWCA of Binghamton and Broome County  
YWCA of Bogalusa, LA  
YWCA of Brunswick  
YWCA of Cortland, NY  
YWCA of Essex and West Hudson  
YWCA of Fort Dodge, IA  
YWCA of Greater Milwaukee  
YWCA of Greater Portland  
YWCA of Green Bay - DePere  
YWCA of Hanover  
YWCA of Jamestown  
YWCA of Medina County  
YWCA of Metropolitan Detroit  
YWCA of Quincy  
YWCA of St. Joseph County  
YWCA of the Adirondack Foothills  
YWCA of the Greater Baltimore Area, Inc.  
YWCA of the Greater Capital Region  
YWCA of the Hartford Region  
YWCA of the Mohawk Valley  
YWCA of the Sauk Valley  
YWCA of the Upper Lowlands, Inc.  
YWCA of Titusville (PA)  
YWCA Orange County  
YWCA Pasadena-Foothill Valley  
YWCA Princeton  
YWCA Queens  
YWCA Rochester and Monroe County  
YWCA Schenectady  
YWCA Sioux Falls  
YWCA Southeast Region  
YWCA Southeastern Massachusetts  
YWCA Syracuse and Onondaga County  
YWCA Tucson  
YWCA Tonawandas  
YWCA Trenton  
YWCA Troy-Cohoes  
YWCA Ulster  
YWCA Western Massachusetts  
YWCA Western New York  
YWCA Westfield  
YWCAs of the Northeast Region