

## **Co-Sponsor and Support the Paycheck Fairness Act (S. 797, H.R. 1519)**

May 25, 2012

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 112th 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) 715-0816.

Sincerely,

**9to5, National Association of Working Women**

9to5 Atlanta Working Women

9to5 Bay Area (CA)

9to5 Colorado

9to5 Los Angeles

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  
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  
A Better Balance: The Work & Family Legal Center  
Catalyst

**Center for American Progress Action Fund**

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  
District of Columbia Chapter, Coalition of Labor Union Women  
Florida State Chapter, 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  
Los Angeles Chapter, Coalition of Labor Union Women  
Metropolitan DC 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  
 Washington State Chapter, Coalition of Labor Union Women  
 Colorado Association of Libraries  
 Communications Workers of America  
 Delta Kappa Gamma Society International  
 Denton Public Library  
 Dialogue on Diversity  
 Disciples Justice Action Network  
 Equal Pay Coalition NYC  
 Equal Rights Advocates  
 Federally Employed Women (FEW)  
**Feminist Majority**  
 Hadassah, The Women's Zionist Organization of America, Inc.  
 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 Brotherhood of Teamsters  
 International Union, United Auto Workers  
 Jewish Women International  
 Kentucky Library Association  
 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  
 Massachusetts Library Association  
 Michigan Pay Equity Network  
 Minnesota Library Association  
 Mississippi Library Association  
**MomsRising**  
 National Asian Pacific American Women's Forum  
 National Association of Collegiate Women Athletics Administrators  
 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  
Bellefonte, Pennsylvania Chapter NOW  
Blue Mountain Chapter NOW  
Brooklyn NOW  
Bucks County NOW  
Cincinnati, Ohio NOW  
Contra Costa, CA NOW  
Davison, Michigan Chapter NOW  
Des Moines NOW  
Disability Right Committee  
East End NOW  
Florida KEYS NOW  
Genesee County NOW  
Greater Grand Rapids Chapter NOW  
Greater New Haven Chapter NOW  
Greater Rochester NOW  
Islandia, NY NOW  
Maryland Chapter NOW  
Middlesex County Chapter NOW  
Mid-Suffolk Chapter NOW  
Minnesota NOW  
Miracle Mile, LA Chapter NOW  
Montgomery County, Maryland NOW  
Montgomery County, Pennsylvania Chapter NOW  
Nevada NOW  
New Mexico NOW  
North Dallas Chapter NOW  
Northern New Jersey Chapter NOW  
Oakland County Chapter NOW  
Omaha, Nebraska NOW  
Pacific Shore NOW  
Seattle NOW  
Palm Beach County NOW  
Palm Beach, FL Chapter NOW  
Pittsburgh 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  
 St. Joseph Valley NOW  
 Squirrel Hill Chapter NOW  
 Sun City, Arizona Chapter NOW  
 Syracuse, NY NOW  
 Tampa Chapter NOW  
 Thurston County Chapter NOW  
 Tompkins County, NY NOW  
 Utah Chapter NOW  
 Virginia Chapter NOW  
 Washington County NOW  
 Washington State Chapter NOW  
 Wayne County Chapter NOW  
 West Suburban Chapter NOW  
 Wetumpka, Alabama NOW  
 Williamsport, Pennsylvania Chapter NOW  
**National Partnership for Women & Families**  
**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**  
 Pickens Co. Library System  
 Prince George's County Memorial Library System  
 Project Single Moms Worldwide, Inc.  
 Region XI Council Blacks in Government  
 Rodef Shalom Sister  
 Screen Actors Guild — American Federation of Television and Radio Artists  
**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  
**Union for Reform Judaism**  
 Unitarian Universalist Association

United Auto Workers  
United Food and Commercial Workers International Union (UFCW)  
United Methodist Women  
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  
The Workmen's Circle/Arbeter Ring  
YP4 Action  
YWCA USA