

Co-Sponsor and Support the Paycheck Fairness Act (S. 3220., H.R. 1519)

May 29, 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

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
District of Columbia 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
Los Angeles Chapter, Coalition of Labor Union Women
Metropolitan DC 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 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 Labor Committee Western Region
 Jewish Reconstructionist Federation
 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

Restaurant Opportunities Center, Chicago

Rodef Shalom Sister

Sargent Shriver National Center on Poverty Law

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 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