

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

May 9, 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) 2626

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
Association for Women in Science (AWIS)
Association of Pennsylvania State College & University Faculty
Shippensburg University Chapter
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, Coalition of Labor Union Women
Chicago Chapter, Coalition of Labor Union Women
Genessee County Chapter, Coalition of Labor Union Women
Greater Kansas City Chapter, Coalition of Labor Union Women
Las Vegas Chapter, Coalition of Labor Union Women
Mile High Chapter, Coalition of Labor Union Women
Philadelphia Chapter, Coalition of Labor Union Women
Southwestern PA Chapter, Coalition of Labor Union Women

Colorado Association of Libraries

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
International Union, UAW Michigan
Kentucky Library Association
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 Coalition on Black Civic Participation Black Women's Roundtable (NCBCP)
National Council of Jewish Women
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 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 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
Region XI Council Blacks in Government
Rodef Shalom Sister
Service Employees International Union (SEIU)
SC State Library
Sisters of Mercy of the Americans Institute Justice Team
Temple Beth El
Temple Beth El Sisterhood
Temple Israel
Temple Israel Sisterhood
Tikkun/Network of Spiritual Progressives
Union for Reform Judaism
United Auto Workers-Ford Motor Co.
United Steelworkers
University of Delaware Library
US Women's Chamber of Commerce
The WAGE Project, Inc.
Wider Opportunities for Women
Women of Reform Judaism
Women's Law Project
Women's Research and Education Institute (WREI)
Women of Color Policy Network, NYU Wagner
The Workmen's Circle/Arbeter Ring