

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

February 1, 2013

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, National Association of Working Women**

9to5 Atlanta  
9to5 California  
9to5 Colorado

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  
American Postal Workers Union  
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  
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 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.  
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 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 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 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  
**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  
Turning Anger into Change  
**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  
Women's Social Policy and Research Center  
The Workmen's Circle/Arbeter Ring  
YP4 Action  
YWCA USA