

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

September 17, 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 the Paycheck Fairness Act 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 Bar Association**

**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

Bazon Center

Best Consultant

A Better Balance

Blacks in Government, Seattle Chapter

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  
Central Florida, Coalition of Labor Union Women  
Central Indiana 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  
Milehigh Chapter (Denver), Coalition of Labor Union Women  
Missouri State Organization, Coalition of Labor Union Women  
Philadelphia Chapter, Coalition of Labor Union Women  
Puget Sound Chapter, Coalition of Labor Union Women  
South Florida Chapter, Coalition of Labor Union Women  
Southern New Jersey 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 Foundation**  
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  
**Leadership Conference on Civil and Human Rights**  
League of United Latin American Citizens  
Legal Momentum  
Local 8 IATSE, (International Alliance of Theatrical State Employees, AFL-CIO, CLC)  
Philadelphia  
Local 893 IATSE, (International Alliance of Theatrical State Employees, AFL-CIO, CLC),  
Indianapolis-Bloomington  
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  
Women Networking 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