

Co-sponsor and Support the Paycheck Fairness Act (S. 3772)

November 9, 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. 3772, 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 Atlanta Working Women

9to5 Bay Area

9to5 Colorado

9to5 Los Angeles

9to5 Milwaukee

Air Force Enlisted Village, Inc.

AFL-CIO

African American Ministers In Action (AAMIA)

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
Bazelon Center
Best Consultant
A Better Balance
Blacks in Government, Seattle Chapter
Beyt Tikkun Synagogue
Bucks County Commissioners Advisory Council for Women
Business and Professional Women's Foundation
Business and Professional Women of Maine
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 on Human Needs

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
Community Action Partnership
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
Disciples Justice Action Network (Disciples of Christ)
Downers Grove Public Library
The Emily Program
Equal Pay Coalition NYC
Equal Rights Advocates
Equality Now
ERA Campaign Network

Family Focus Aurora
Federally Employed Women
Feminist Majority
Finger Lakes Women's Bar Association
FREE! Families Rally for Emancipation and Empowerment
Friends Committee on National Legislation
Frontera Women Organization
Gender Action
Girls Inc.
Group LTC Services, LLC
Hadassah, The Women's Zionist Organization of America, Inc.
Holy Family Memorial Sexual Assault Resource Center
Homeday Care
Hope United
Idaho Community Action Network (ICAN)
Idaho Women's Network
Independent Alaskans
International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists
and Allied Crafts, AFL-CIO, CLC, (I.A.T.S.E.)
Local 8 Philadelphia
Local 893 Indianapolis-Bloomington
The Insight Center for Community Economic Development
Interfaith Worker Justice
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
Louisiana Library Association
Maggie's Poetic Delights
Maine Women's Health Campaign
Maine Women's Lobby
Maternity Care Coalition
MomsRising
Montgomery County Commission for Women
MS ASPIRE
Myra Sadker Foundation

NAACP

NAACP Legal Defense & Educational Fund, Inc.

National Advocacy Center of the Sisters of the Good Shepherd

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 Center on Domestic and Sexual Violence

National Coalition Against Domestic Violence

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

NJCW Southern Maine Section

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 Gay and Lesbian Task Force Action Fund

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- Mid Suffolk Chapter, Stony Brook, NY
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

National Youth Advocacy Coalition (NYAC)

Network of Spiritual Progressives

New York Women's Agenda

N Street Village

Northwestern Mutual - The Lexington Group

Oregon Tradeswomen, Inc.

OWL - The Voice of Midlife and Older Women

Paso del Norte Civil Rights Project

Paterson Public Library

PathWaysPA

Pennsylvania Council of Churches

People For the American Way

Phoenix Women's Commission

PR One Stop Career Center of PR Inc.

Pride and a Paycheck News

Pride At Work, AFL-CIO

Progressive Leadership Alliance of Nevada (PLAN)

Project Kid Smart

Project Single Moms Worldwide, Inc.

Quad County Urban League

Rabbinical Assembly

Rights for All People

Robin H. Thompson & Associates

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
South Dakota Women Work
Southeast Technical Institute
St. John's School
Transport Workers Union
Unid@s - National Latina/o Lesbian, Gay, Bisexual & Transgender Human Rights
Organization
United Food and Commercial Workers International Union, Local 23
United Methodist Church, General Board of Church & Society
United States Student Association
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
Tikkun Magazine
The WAGE Project, Inc.
West Virginia Library Association
Westchester County Office for Women
Wider Opportunities for Women
Winning Strategies
Women At Work
Women At Work, Pasadena
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 Law Project
Women's League for Conservative Judaism
Women's Research & Education Institute (WREI)
Women's Resource Center

Women's Sports Foundation
Workmen's Circle/Arbeter Ring
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