

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

April 12, 2016

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. The Paycheck Fairness Act has twice passed the U.S. House of Representatives, and it fell just four votes short of a Senate vote on its merits in the 113th 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 79 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 Emily Martin, General Counsel and Vice President of Workplace Justice at the National Women's Law Center, at (202) 588-5180 and Lisa Maatz, Director of Public Policy and Government Relations at the American Association of University Women, at (202) 785-7720.

Sincerely,

9to5, National Association of Working Women

9to5 Atlanta

9to5 California

9to5 Colorado

9to5 Wisconsin

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
American Federation of Labor-Congress of Industrial Organizations (AFL-CIO)
American Civil Liberties Union (ACLU)
American Federation of Government Employees (AFGE)
American Library Association-Allied Professional Association
 American Postal Workers Union
 American Psychological Association
 American Secular Census
 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
Atlanta Women for Equality
Coalition of Labor Union Women (CLUW)
 California State, Coalition of Labor Union Women
 California Capital Chapter, Coalition of Labor Union Women
 Central California Chapter, Coalition of Labor Union Women
 East Bay (California) Chapter, Coalition of Labor Union Women
 Greater Fresno Area Chapter, Coalition of Labor Union Women
 Los Angeles Chapter, Coalition of Labor Union Women
 San Francisco Chapter, Coalition of Labor Union Women
 Upstate New York Chapter, Coalition of Labor Union Women
 Central Indiana Chapter, Coalition of Labor Union Women
 Chicago Chapter, Coalition of Labor Union Women

Florida State, Coalition of Labor Union Women
Greater Kansas City Chapter, Coalition of Labor Union Women
Las Vegas Chapter, Coalition of Labor Union Women
Laurel Highlands (Pennsylvania) Chapter, Coalition of Labor Union Women
Maryland State, Coalition of labor Union Women
Metropolitan DC Chapter, Coalition of Labor Union Women
Meiklejohn Civil Liberties Institute
Michigan State, Coalition of Labor Union Women
 Genesee County Chapter, Coalition of Labor Union Women
 Metro Detroit Chapter, Coalition of Labor Union Women
 Michigan Capital Area Chapter, Coalition of Labor Union Women
 Tri County Area (Michigan) Chapter, Coalition of Labor Union Women
Mile High (Denver) Chapter, Coalition of Labor Union Women
New Jersey State, Coalition of Labor Union Women
 Greater New Jersey Chapter, Coalition of Labor Union Women
New York City 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
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 Rights Advocates
Equal Pay Today, a Project of the Tides Center
Federally Employed Women (FEW)
Feminist Majority
Hadassah, The Women's Zionist Organization of America, Inc.
 Brooklyn Region, Hadassah
 Boston Chapter, Hadassah
 Baltimore Chapter, Hadassah
 Central Pacific Coast Region, Hadassah
 Connecticut Region, Hadassah
 Desert-Mountain Region, Hadassah

Florida Broward Region, Hadassah
Florida Central Region, Hadassah
Greater Washington Area Chapter, Hadassah
Great Plains Region, Hadassah
Nassau Region, Hadassah
New York Region, Hadassah
Northern New England Region, Hadassah
Northern New Jersey Region, Hadassah
Northern Seaboard Region, Hadassah
Pacific Northwest Region, Hadassah
Southern Region, Hadassah
Upper Midwest Region, Hadassah
Independent Women's Organization
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 Council for Latin American Advancement
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 Center for Law and Economic Justice
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 LGBTQ Task Force Action Fund
National Organization for Women
 Alexandria County NOW
 Anne Arundel County Chapter NOW
 Beaver Valley Chapter NOW
 Blue Mountain Chapter NOW
 Brooklyn NOW
 Bucks County NOW
 Cincinnati, Ohio NOW
 Columbia Area Now
 Contra Costa, CA NOW
 Davison, Michigan Chapter NOW
 Des Moines NOW
 Disability Right Committee East End NOW
 First Pittsburgh Now
 Florida NOW
 Florida KEYS NOW
 Genesee County NOW
 Greater Grand Rapids Chapter NOW
 Greater New Haven Chapter NOW
 Greater New Orleans NOW
 Greater Rochester NOW
 Islandia, NY NOW
 Louisiana NOW
 Maryland Chapter NOW
 Middlesex County Chapter NOW
 Mid-Suffolk Chapter NOW
 Minnesota NOW
 Miracle Mile, LA Chapter NOW
 Missouri NOW
 Montgomery County, Maryland NOW
 Montgomery County, Pennsylvania Chapter NOW
 Nevada NOW
 New Mexico NOW
 Ni-Ta-Nee NOW
 North Dallas Chapter NOW

Northern New Jersey Chapter NOW
Northern Virginia Chapter, NOW
Northwestern Pennsylvania NOW
NOW Combating Racism Committee
Oakland County Chapter NOW
Omaha, Nebraska NOW
Pacific Shore NOW
Pierce County, Washington NOW
Palm Beach County NOW
Palm Beach, FL 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
Squirrel Hill NOW
St. Joseph Valley NOW
Squirrel Hill Chapter NOW
Sun City, Arizona Chapter NOW
Syracuse, NY NOW
Tallahassee NOW
Tampa Chapter NOW
Thurston County, Washington Chapter NOW
Tompkins County, NY NOW
Utah Chapter NOW
Virginia Chapter NOW
Washington County NOW
Washington State Chapter NOW
Wayne County Chapter NOW
West Pinellas 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
PowHer NY Equal Pay Campaign
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
Secular Woman
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
Ultraviolet
Union for Reform Judaism
Unitarian Universalist Association
United Food and Commercial Workers International Union (UFCW)
United Methodist Women
United States Student Association 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
Women's Voices. Women Vote Action Fund
The Workmen's Circle/Arbeter Ring

YP4 Action
YWCA USA