

National Organization for Women

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January 8, 2009

Dear Representative,

The National Organization for Women (NOW), with members and supporters all across the nation and in your district, urges you to support the Paycheck Fairness Act (H.R.12) and the Lilly Ledbetter Fair Pay Act (H.R.11) when they come before you – which could be as early as this week.

~ Two years ago, **The Lilly Ledbetter Fair Pay Act** was passed by the House on July 31, 2007, 225 to 199. In the Senate, the Fair Pay Restoration Act got 57 votes, not enough to break the filibuster.

~ Last year, **The Paycheck Fairness Act** was passed by the House on July 31, 2008, 247 to 178. In the Senate, the bill had 24 cosponsors but time ran out before a committee and floor vote could occur.

NOW believes that 2009 ~ with a new Administration and a Congress committed to bipartisan efforts to end wage discrimination and pay inequities faced by women workers ~ is the right time to restore fair pay and promote paycheck fairness. In these times of financial crisis and economic instability, it is more important than ever to close the wage gap and help women workers receive the wages that they deserve. When women earn less than men in the same or similar job, this undermines the economic survival of their families and directly affects women's retirement security down the road.

The Ledbetter Fair Pay Act will rectify the Supreme Court's ruling in *Ledbetter v. Goodyear*, which sanctioned lower pay for women and gave the green light to employers to discriminate as long as they weren't caught in the first six months after the onset of their illegal actions.

The Paycheck Fairness Act addresses the persistent wage gap between men and women, updates the Equal Pay Act of 1963 and improves the law's effectiveness. The bill ensures that women can obtain the same remedies as those who have been subjected to discrimination based on race or national origin, and requires the U.S. Department of Labor to reinstate long held practices and activities that promote equal pay, such as presenting educational programs, providing technical assistance to employers, positively recognizing businesses that address the wage gap, and promote programs that provide salary negotiation training for women and girls so that they have some tools to help them get employed full time and paid what they are worth.

We ask that you support BOTH of these bills when they come before you in the days ahead. Women and their families in your district and all across the country are counting on you.

Sincerely

President