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

April 14, 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
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American Psychological Association
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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 Committee on Pay Equity
National Conference of Puerto Rican Women, Inc
National Congress of Black Women
National Council of Jewish Women
National Council of Women’s Organizations
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