

Co-Sponsor and Support the Paycheck Fairness Act (H.R. 1869)

April 7, 2017

Dear Representative:

As members 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 (H.R. 1869). The Paycheck Fairness Act has twice passed the U.S. House of Representatives, and it fell just four votes short of a passage in a Senate vote on its merits in the 112th Congress.

Eight years ago, 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 only one step on the path to ensuring women receive equal pay for equal work.

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. The comprehensive bill bars retaliation against workers who voluntarily discuss or disclose their wages. It closes loopholes that have allowed employers to pay women less than men for the same work without any important business purpose related to the job. It ensures women can receive the same robust remedies for sex-based pay discrimination that are currently available to those subject to discrimination based on race and ethnicity, so that it doesn't pay to discriminate. It prohibits employers from relying on salary history in determining future pay, so that pay discrimination doesn't follow women from job to job. And it also provides much needed training and technical assistance as well as data collection and research.

Families today are counting on women's earnings. Discriminatory pay practices make things harder, especially for those families who rely solely on female earnings. Women continue to be paid, on average, only 80 cents for every dollar paid to men, and when we compare women of color to white, non-Hispanic men, the wage gaps are even larger. Moms are even paid less than dads. These persistent wage gaps can be addressed only if women 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 equal pay. We urge you to co-sponsor and work to pass the Paycheck Fairness Act (H.R. 1869). If you have any questions, please do not hesitate to contact Lisa Maatz, Vice President of Government Relations and Advocacy at the American Association of University Women, at (202) 785-7720, Emily Martin, General Counsel and Vice President for Workplace Justice at the National Women's Law Center, at (202) 588-5180, and Vicki Shabo, Vice President at the National Partnership for Women and Families at (202) 238-4832.

Sincerely,

9to5, National Association of Working Women

9to5 California

9to5 Colorado

9to5 Georgia

9to5 Wisconsin

African American Ministers in Action (AAMIA)

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 State, County, and Municipal Employees (AFSCME)
American Federation of Teachers
American Postal Workers Union, Baltimore Local 181
American Psychological Association
Americans for Democratic Action (ADA)
Anti-Defamation League
Asian Pacific American Labor Alliance, AFL-CIO (APALA)
Atlanta Women for Equality
Bend the Arc Jewish Action
A Better Balance
California Employment Lawyers Association
California Women's Law Center
Casa de Esperanza: National Latin@ Network
Catalyst
The Center for Frontline Retail
Center for Law and Social Policy (CLASP)
Center for WorkLife Law, UC Hastings College of the Law
Central Conference of American Rabbis
Citizen Action of New York
Clearinghouse on Women's Issues
Coalition of Labor Union Women (CLUW)
 Baltimore Chapter, Coalition of Labor Union Women
 California Capital Chapter, Coalition of Labor Union Women
 Derby City, Coalition of Labor Union Women
 Genesee County Chapter, Coalition of Labor Union Women
 Greater New Jersey Chapter, Coalition of Labor Union Women
 Lansing, Michigan Capital Area Chapter, Coalition of Labor Union Women
 Lorain County Chapter, Coalition of Labor Union Women
 Los Angeles Chapter, Coalition of Labor Union Women
 Maryland State, Coalition of Labor Union Women
 Metropolitan DC Chapter, Coalition of Labor Union Women
 Neshaminy Bucks Chapter, Coalition of Labor Union Women

New Jersey State, Coalition of Labor Union Women
New York City Chapter, Coalition of Labor Union Women
Northwest Ohio Chapter, Coalition of Labor Union Women
Ohio State, Coalition of Labor Union Women
Philadelphia Chapter, Coalition of Labor Union Women
Rochester-Finger Lakes Chapter, Coalition of Labor Union Women
San Francisco Chapter, Coalition of Labor Union Women
Southwestern PA Chapter, Coalition of Labor Union Women
St. Louis Chapter, Coalition of Labor Union Women
Texas State, Coalition of Labor Union Women

Common Sense Kids Action

Connecticut Women's Education and Legal Fund

Disciples Center for Public Witness (Disciples of Christ)

Disciples Women

Equal Pay Today!

Equal Rights Advocates

ESPU/The ESPLER Project

Family Values @ Work

Feminist Majority

For Our Future Fund

Gender Justice

Girls Inc.

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

Pacific Northwest Region, Hadassah

Southern Region, Hadassah

Upper Midwest Region, Hadassah

Indiana Institute for Working Families

Institute for Science and Human Values

Interfaith Worker Justice

International Brotherhood of Teamsters

International Federation of Professional and Technical Engineers (IFPTE)

International Union, United Automobile, Aerospace & Agricultural Implement Workers of

America (UAW)
UAW Local 180
UAW LOCAL 450
UAW Local 2213 Professional Registered Nurses
UAW Local 3212
UAW Region 4 Civil & Human Rights
JALSA: The Jewish Alliance for Law & Social Action
Jewish Council For Public Affairs
Jewish Women International
Labor Council for Latin American Advancement
Labor Project for Working Families
The Leadership Conference on Civil and Human Rights
Legal Aid at Work
Legal Voice
Lift Louisiana
Main Street Alliance
Maine Women's Lobby
Make it Work
Meiklejohn Civil Liberties Institute
Methodist Federation for Social Action
MomsRising.org
NAACP
National Advocacy Center of the Sisters of the Good Shepherd
National Center for Lesbian Rights
National Center for Transgender Equality
National Committee on Pay Equity
National Council of Jewish Women
National Education Association
National Employment Law Project
National Employment Lawyers Association
National Hispanic Council on Aging (NHCOA)
National Hispanic Leadership Agenda
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
Delaware County, PA 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
Southwest Pennsylvania Chapter 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 Resource Center on Domestic Violence
National Women's Law Center
National Women's Political Caucus
NETWORK Lobby for Catholic Social Justice
New York Paid Leave Coalition
North Dakota Women's Network
Ohio Association of Public School Employees, Northeast District Local 4/AFL-CIO
OPEIU
OPEIU Local 8
PA Religious Coalition for Reproductive Justice
PathWays PA
People For the American Way
Philadelphia United for Change
Philly Women Rally
Planned Parenthood PA Advocates
PowHer New York
Pride at Work
Progress For All
Project IRENE
Public Citizen
Restaurant Opportunities Centers United
Service Employees International Union
SiX Action
Southern Poverty Law Center
Southwest Women's Law Center
Transport Workers Union of America
Ultraviolet
Union for Reform Judaism
Unitarian Universalist Pennsylvania Legislative Advocacy Network (UUPLAN)
Unitarian Universalist Women's Federation

United Church of Christ, Justice and Witness Ministries
The United State of Women
United Steelworkers (USW)
URGE: Unite for Reproductive & Gender Equity
Uri L'Tzedek: Orthodox Social Justice
U.S. Women's Chamber of Commerce
The Voter Participation Center
Voto Latino
Women Employed
Women of Reform Judaism
Women's Law Project
Women's Voices. Women Vote Action Fund
YWCA USA