

Co-Sponsor and Support the Paycheck Fairness Act (S. 84, H.R. 377)

February 1, 2013

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, which was reintroduced in the 113th Congress. The Paycheck Fairness Act has twice passed the U.S. House of Representatives, and it fell just two votes short of a Senate vote on its merits in the 111th 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 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.

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 Fatima Goss Graves, Vice President for Education and Employment at the National Women's Law Center, at (202) 588-5180, Lisa Maatz, Director of Public Policy and Government Relations at the American Association of University Women, at (202) 785-7720, or Deborah J. Vagins, Senior Legislative Counsel at the American Civil Liberties Union, at (202) 675-2335.

Sincerely,

9to5, National Association of Working Women

9to5 Atlanta
9to5 California
9to5 Colorado

9to5 Milwaukee

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

AFL-CIO

American Civil Liberties Union (ACLU)

American Federation of Government Employees (AFGE)
American Library Association-Allied Professional Association
American Postal Workers Union
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

Coalition of Labor Union Women (CLUW)

California Capital Chapter, Coalition of Labor Union Women
Central California Chapter, Coalition of Labor Union Women
Central Indiana Chapter, Coalition of Labor Union Women
Chicago Chapter, Coalition of Labor Union Women
District of Columbia Chapter, Coalition of Labor Union Women
Florida State, Coalition of Labor Union Women
Genesee County Chapter, Coalition of Labor Union Women
Greater Kansas City Chapter, Coalition of Labor Union Women
Greater New Jersey Chapter, Coalition of Labor Union Women
Las Vegas Chapter, Coalition of Labor Union Women
Los Angeles Chapter, Coalition of Labor Union Women
Metropolitan DC Chapter, Coalition of Labor Union Women
Michigan Capital Area Chapter, Coalition of Labor Union Women

Mile High (Denver) 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
Tri County Area (Michigan) 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 Pay Coalition NYC
Equal Rights Advocates
Federally Employed Women (FEW)
Feminist Majority
Hadassah, The Women's Zionist Organization of America, Inc.
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 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 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 Gay and Lesbian Task Force Action Fund

National Organization for Women

Alexandria County NOW

Anne Arundel County Chapter NOW

Beaver Valley Chapter NOW

Bellefonte, Pennsylvania Chapter NOW

Blue Mountain Chapter NOW

Brooklyn NOW

Bucks County NOW

Cincinnati, Ohio NOW

Contra Costa, CA NOW

Davison, Michigan Chapter NOW

Des Moines NOW

Disability Right Committee

East End NOW

Florida KEYS NOW

Genesee County NOW

Greater Grand Rapids Chapter NOW

Greater New Haven Chapter NOW

Greater Rochester NOW

Islandia, NY NOW

Maryland Chapter NOW

Middlesex County Chapter NOW

Mid-Suffolk Chapter NOW

Minnesota NOW

Miracle Mile, LA Chapter NOW

Montgomery County, Maryland NOW

Montgomery County, Pennsylvania Chapter NOW

Nevada NOW
New Mexico NOW
North Dallas Chapter NOW
Northern New Jersey Chapter NOW
Oakland County Chapter NOW
Omaha, Nebraska NOW
Pacific Shore NOW
Seattle NOW
Palm Beach County NOW
Palm Beach, FL Chapter NOW
Pittsburgh 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
St. Joseph Valley NOW
Squirrel Hill Chapter NOW
Sun City, Arizona Chapter NOW
Syracuse, NY NOW
Tampa Chapter NOW
Thurston County Chapter NOW
Tompkins County, NY NOW
Utah Chapter NOW
Virginia Chapter NOW
Washington County NOW
Washington State Chapter NOW
Wayne County Chapter 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
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
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
Union for Reform Judaism
Unitarian Universalist Association
United Food and Commercial Workers International Union (UFCW)
United Methodist Women
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
The Workmen's Circle/Arbeter Ring
YP4 Action
YWCA USA