

## **Co-sponsor and Support the Paycheck Fairness Act (S. 182)**

April 27, 2009

Dear Member of Congress:

On behalf of a broad coalition of organizations that promote economic opportunity for women and full enforcement of the antidiscrimination laws, we strongly urge you to move expeditiously to pass S. 182, the Paycheck Fairness Act. A companion bill to S. 182 was passed on a bipartisan basis by the House of Representatives on January 9, 2009.

Congress took an important step in passing the Lilly Ledbetter Fair Pay Act of 2009. That vital new 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 would deter wage discrimination by closing loopholes in the Equal Pay Act and barring retaliation against workers who disclose their wages. The bill updates and strengthens the Equal Pay Act of 1963 to ensure that it will provide effective protection against sex-based pay discrimination. Toward that end, the measure 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 national origin. This comprehensive bill also provides for much needed training and technical assistance as well as data collection and research.

Ensuring that women receive equal pay for equal work is a critical component of any effort to stimulate the economy and to ensure self-sufficiency for them and their families. More than four decades after Congress outlawed wage discrimination based on sex, women continue to be paid, on average, only 78 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. The Paycheck Fairness Act will help to better address the problem of wage discrimination and eliminate loopholes that have undermined the EPA's effectiveness.

It's time for the Senate to join the House and continue its efforts 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 Jocelyn Samuels, Vice President for Education and Employment at the National Women's Law Center (202/588-5180) or Lisa Maatz, Director of Public Policy and Government Relations at the American Association of University Women (202/785-7720).

Sincerely,

9to5, National Association of Working Women

9to5 Bay Area

9to5 Colorado

9to5 Milwaukee

Atlanta 9to5

Los Angeles 9to5

Air Force Enlisted Village, Inc.

AFL-CIO

Agenda for Children

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 Civil Liberties Union  
American Library Association-Allied Professional Association  
American Psychological Association  
American Society on Aging  
Asian American Justice Center  
Asian Pacific American Labor Alliance, AFL-CIO  
Association for Women in Science  
Bazelon Center  
Best Consultant  
Bucks County Commissioners Advisory Council for Women  
Business and Professional Women/USA  
    Arizona Federation of Business and Professional Women  
    Business and Professional Women/Florida  
    Business and Professional Women/Hawaii  
    Business & Professional Women/Indiana  
    Business and Professional Women/Maine  
    Business and Professional Women/New Jersey  
    Business and Professional Women Minnesota  
    Business and Professional Women New Mexico  
    Business and Professional Women of Iowa  
    Business and Professional Women of New York State  
    Business and Professional Women Oregon

Colorado Business and Professional Women  
Louisiana Federation of Business and Professional Women  
Maryland Federation of Business and Professional Women  
Massachusetts Federation of Business and Professional Women  
Michigan Federation of Business and Professional Women.  
Montana Business and Professional Women's Organization  
Ohio Federation of Business and Professional Women  
Texas Federation of Business and Professional Women  
Utah Federation of Business and Professional Women  
Buying Influence, Inc.  
Cause Cards, LLC  
Center for American Progress Action Fund  
Center for Inquiry Office of Public Policy  
Centro Santa Catalina  
Chicago Foundation for Women  
City of Takoma DV Program  
Clearinghouse on Women's Issues  
Coalition for Equal Pay (SF Bay Area, CA)  
Coalition of Labor Union Women  
    Chicago Chapter, Coalition of Labor Union Women  
    District of Columbia Metropolitan Chapter, Coalition of Labor Union Women  
    Fort Worth Chapter, Coalition of Labor Union Women  
    Greater Kansas City Chapter, Coalition of Labor Union Women  
    Metro Detroit Chapter, Coalition of Labor Union Women  
    Philadelphia Chapter, Coalition of Labor Union Women  
Commission on the Status of Women, University of Mississippi  
Communications Workers of America  
CT Permanent Commission on the Status of Women  
DC Employment Justice Center  
DC Women's Agenda  
The Department for Professional Employees, AFL-CIO  
Equal Pay Coalition NYC  
Equal Rights Advocates  
Equality Now  
ERA Campaign Network  
Family Focus Aurora  
Federally Employed Women  
Feminist Majority  
Friends Committee on National Legislation  
Frontera Women Organization  
Gender Action  
Girls Inc.  
Group LTC Services, LLC

Holy Family Memorial Sexual Assault Resource Center  
Homeday Care  
Idaho Community Action Network (ICAN)  
Idaho Women's Network  
Independent Alaskans  
International Union, United Automobile, Aerospace & Agricultural Implement Workers of  
America (UAW)  
Iowa Commission on the Status of Women  
Jackson Free Press  
Jewish Council for Public Affairs  
Keystone Research Center  
Lawyers' Committee for Civil Rights Under Law  
League of United Latin American Citizens  
Legal Momentum  
Maggie's Poetic Delights  
Maine Women's Lobby  
Maternity Care Coalition  
MomsRising  
Montgomery County Commission for Women  
MS ASPIRE  
Myra Sadker Foundation  
NAACP  
National Association of Commissions for Women  
National Committee on Pay Equity  
National Congress of Black Women, Inc.  
National Council of Jewish Women  
    NCJW Colorado State Public Affairs  
    NCJW Connecticut State Public Affairs  
    NCJW Illinois State Public Affairs  
    NCJW New Jersey State Public Affairs  
    NCJW Ohio State Public Affairs  
    NCJW Texas State Public Affairs  
    NCJW Virginia State Public Affairs  
National Council of La Raza  
National Council of Women's Organizations  
National Education Association  
National Employment Law Project  
National Employment Lawyers Association  
National Organization for Women  
    Akron Area National Organization for Women  
    Alabama NOW  
    Arizona NOW  
    Arkansas NOW

Brooklyn-Queens NOW  
Chicago Chapter of the National Organization for Women  
Detroit Chapter, National Organization for Women  
First Pittsburgh Chapter, National Organization for Women  
Greater Boston Chapter of the National Organization for Women  
Greater New Haven Chapter of NOW  
Iowa City Area NOW  
Kansas National Organization for Women  
Macomb County Chapter of the National Organization for Women  
Madison National Organization for Women  
Middlesex County NOW-NJ  
New York City NOW  
North Dallas Chapter of National Organization of Women  
NOW, Charlotte Chapter  
NOW, Connecticut Chapter  
NOW, Rochester Chapter  
Orange County National Organization for Women  
PA Montgomery County NOW Chapter  
Palm Springs Area NOW  
Peoria Chapter of NOW  
South Palm Beach County NOW  
South Shore NOW  
Tallahassee National Organization for Women  
Tucson Chapter, National Organization for Women  
West Virginia National Organization for Women  
National Partnership for Women & Families  
National Women's Conference Committee  
National Women's Law Center  
National Women's Political Caucus  
New York Women's Agenda  
N Street Village  
Older Women's League  
Paso del Norte Civil Rights Project  
PathWaysPA  
Pennsylvania Council of Churches  
Phoenix Women's Commission  
Pride and a Paycheck News  
Pride At Work, AFL-CIO  
Progressive Leadership Alliance of Nevada (PLAN)  
Project Kid Smart  
Quad County Urban League  
Rabbinical Assembly  
Sargent Shriver National Center on Poverty Law

Schreiber UE Rehab  
Service Employees International Union (SEIU)  
Sisters in the Building Trades  
Southeast Technical Institute  
Union for Reform Judaism  
Univision Radio  
U.S. Women's Chamber of Commerce  
The WAGE Project, Inc.  
West Virginia Library Association  
Westchester County Office for Women  
Wider Opportunities for Women  
Winning Strategies  
Women at Work  
Women Employed  
Women In Cable Telecommunications  
Women of Reform Judaism  
Women Thrive Worldwide  
Women Work!  
Women's Commission - Jacksonville, FL  
Women's Foundation of California  
Women's Intercultural Center  
Women's Law Center of Maryland, Inc.  
Women's Research & Education Institute (WREI)  
Women's Resource Center  
Women's Sports Foundation  
YWCA USA  
    Elyria/Lorain YWCA  
    Northeast Council of YWCA's  
    Young Women's Christian Association of Tampa Bay, Inc.  
    YWCA Anchorage  
    YWCA Aurora  
    YWCA Berkeley/Oakland  
    YWCA Bucks County  
    YWCA Carlisle  
    YWCA Central Alabama  
    YWCA Clark County  
    YWCA El Paso del Norte Region  
    YWCA Greater Baton Rouge  
    YWCA Greater Northern RI  
    YWCA Harbor Area and South Bay  
    YWCA Lake County  
    YWCA Lower Cape Fear  
    YWCA Metropolitan Chicago

YWCA Northeast Indiana  
YWCA of Bergen County  
YWCA of Binghamton and Broome County  
YWCA of Bogalusa, LA  
YWCA of Brunswick  
YWCA of Cortland, NY  
YWCA of Essex and West Hudson  
YWCA of Fort Dodge, IA  
YWCA of Greater Milwaukee  
YWCA of Greater Portland  
YWCA of Green Bay - DePere  
YWCA of Hanover  
YWCA of Jamestown  
YWCA of Medina County  
YWCA of Metropolitan Detroit  
YWCA of Quincy  
YWCA of St. Joseph County  
YWCA of the Adirondack Foothills  
YWCA of the Greater Baltimore Area, Inc.  
YWCA of the Hartford Region  
YWCA of the Mohawk Valley  
YWCA of the Sauk Valley  
YWCA of the Upper Lowlands, Inc.  
YWCA of Titusville (PA)  
YWCA Pasadena-Foothill Valley  
YWCA Princeton  
YWCA Schenectady  
YWCA Sioux Falls  
YWCA Southeastern Massachusetts  
YWCA Tucson  
YWCA's Southeast Region