

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
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