

Co-Sponsor and Support Swift Passage of the Paycheck Fairness Act

March 14, 2023

Dear Member of Congress:

The undersigned 98 organizations committed to closing gender and race-based pay gaps, advancing economic security for women, and promoting vigorous enforcement of anti-discrimination laws, strongly urge you to support the Paycheck Fairness Act.

Sixty years after the passage of the Equal Pay Act, sexist, racist pay gaps continue to persist, underscoring the need to strengthen the law and provide new tools to help ensure fair pay and challenge discrimination. Women working full-time, year round are typically paid only 84 cents for every dollar paid to men. The loss of 16 cents on the dollar adds up over a month, a year, and a lifetime. Based on this wage gap, women would lose nearly \$400,000 over the course of a 40-year career. When we compare the median earnings of all women who worked with the median earnings of all men who worked—regardless of how many hours or weeks they worked—the pay gap is even worse: women are typically paid just 77 cents for every dollar paid to a man. Women of color, who face both race and sex discrimination in the workplace, experience the most significant losses within this group. Black women are paid 64 cents for every dollar paid to a white, non-Hispanic man, Latinas are paid 54 cents, and Native women are paid just 51 cents. While Asian American, Native Hawaiian and Pacific Islander (AANHPI) women make 80 cents for every dollar paid to white, non-Hispanic men, women in many AANHPI communities experience drastically wider pay gaps.

These losses directly harm women by limiting their ability to meet basic needs, plan for a financial emergency, or save for retirement, and reducing their total Social Security and pension benefits. And even when controlling for factors, such as education and experience, pay gaps persist, start early in women's careers, and contribute to a wealth gap that follows them throughout their lifetimes. These pay gaps can be addressed only if workers have the legal tools necessary to challenge discrimination and employers are provided with effective incentives and technical assistance to comply with the law.

The Paycheck Fairness Act would update and strengthen the Equal Pay Act of 1963 to ensure that it provides robust protection against sex-based pay discrimination. Among other provisions, this 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 justification related to the job. It ensures women can receive the same robust remedies for sex-based pay discrimination that are currently available to those subjected to discrimination based on race and ethnicity. It prohibits employers from relying on salary history in determining future pay, so that pay discrimination does not follow women from job to job. And it also provides much needed training and technical assistance, as well as data collection and research.

The COVID-19 pandemic and systemic racism have exposed how the work performed primarily by women, and particularly Black and brown women, has long been and continues to be undervalued and underpaid, even as the rest of the country is newly recognizing the essential nature of this work. Three years into the pandemic, as women and their families continue to recover from massive job loss, face an ongoing care crisis, and navigate increasing restrictions on reproductive rights, it remains imperative that Congress help create an economy that works for everyone by ensuring that all women can work with

equality, safety, and dignity, starting with pay equity.

It's time to take the next step toward achieving equal pay. We urge you to prioritize the Paycheck Fairness Act in the 118th Congress by pushing for passage of this legislation. If you have any questions, please do not hesitate to contact Meghan Kissell at the American Association of University Women at kissellm@aauw.org, Gaylynn Burroughs at the National Women's Law Center at gburroughs@nwl.org, Michelle Feit at the National Partnership for Women & Families at mfeit@nationalpartnership.org, or Jessica Stender at Equal Rights Advocates at jstender@equalrights.org.

Sincerely,

10,000 Women Louisiana
A Better Balance
American Association of University Women
AnitaB.org
Black Women's Roundtable
California Women's Law Center
Center for American Progress
Clearinghouse on Women's Issues
Coalition of Labor Union Women, AFL-CIO
Connecticut Women's Education and Legal Fund (CWEALF)
Equal Rights Advocates
ERA Coalition
Family Values @ Work
Fayetteville Police Accountability Community Taskforce
Feminist Majority Foundation
Gender Equality Law Center, Inc.
Independent Women's Organization of Greater New Orleans
Institute for Women's Policy Research
Jewish Women International
Justice for Migrant Women
KWH Law Center for Social Justice and Change
Labor Council for Latin American Advancement
League of Women Voters of New Orleans
Legal Aid at Work
Legal Momentum, The Women's Legal Defense and Education Fund
Legal Voice
Louisiana Progress
Methodist Federation for Social Action
Michigan Pay Equity Network (P.E.N.)
Mississippi Black Women's Roundtable
MomsRising
National Action Network
National Committee on Pay Equity

National Council of Jewish Women
National Education Association
National Employment Law Project
National Employment Lawyers
Association National Immigration Law
Center
National Network to End Domestic Violence
National Organization for Women
 Baltimore Metro NOW
 Baton Rouge NOW
 Brooklyn-Queens Chapter NOW
 California NOW
 Central New York Chapter NOW
 Charlottesville NOW
 Chicago NOW
 Clean County NOW
 Columbia Area NOW
 FL0365 Pasco County NOW, Inc.
 GLHS Chapter NOW
 Greater Portland Chapter NOW
 Hollywood Chapter NOW
 Illinois NOW
 Indiana NOW
 Indianapolis NOW
 KY 0040 Chapter NOW
 McHenry County NOW
 Missouri NOW
 Montgomery County MD Chapter
 NOW Morris County NJ NOW
 NE Indiana NOW
 NJ NOW
 North Carolina NOW
 Northern New Jersey NOW
 Northwest Indiana NOW
 NYC NOW
 Ohio NOW
 Ohio NOW Education and Legal
 Fund Oregon NOW
 Raleigh NOW
 Rochester NOW
 Shore Area NOW
 Virginia NOW
 Will County NOW
National Partnership for Women and Families
National Women's Law Center
New Jersey Tenants Organization

Oxfam America
Philly CLUW
PowHer New York
Prosperity Now
Restaurant Opportunities Centers United
Service Employees International Union
(SEIU)
Sexual Violence Prevention Association
The National Domestic Violence Hotline
The Ohio Women's Public Policy Network
(WPPN) Union for Reform Judaism
United Food and Commercial Workers International
Union USOW
Women Employed
Women of Reform Judaism
Women's Rights and Empowerment Network
Women's Law Project
Workplace Fairness
YWCA USA
 YWCA Tri-County Area
Zioness Movement