



## **Take Action to Close the Pay Gap! Support the Paycheck Fairness Act (H.R.1519/ S. 797)**

In 2010 women who worked full-time earned about 77 cents for every dollar earned by men. For women of color the gap is wider—African-American women earned only 67 cents, and Latinas just 58 cents.

In 2009 a typical college-educated woman earned \$36,278/year for full-time work, while a comparably educated man made \$47,127 – a stark difference of \$10,849. (Source: US Census Bureau reports and data)

Wage inequalities are not simply a result of women's qualifications or choices. Wage discrimination continues despite women's increased education, greater level of experience in the workforce and decreased time spent raising children. (Source: GAO)

The wage gap has long-term effects on the economic security of women and families. When women are paid fairly, whole families win. A lifetime of lower wages means that women can save less for retirement and qualify for lower social security and pension payments. The median income of older women is just half of that of older men. (Source: AAUW).

**The Paycheck Fairness Act (H.R. 1519/ S. 797)** would eliminate loopholes that have undermined the effectiveness of the Equal Pay Act of 1963. It would:

- Clarify acceptable reasons for differences in pay and require employers to prove that wage gaps between men and women are not a result of gender discrimination.
- Strengthen penalties for equal pay violations
- Prohibit retaliation against workers who inquire about or disclose information about employers' wage policies.
- Make it easier to file class action lawsuits based on equal pay
- Require the EEOC to survey current pay data, issue regulations and oblige employers to submit pay data identified by race, sex and national origin of employees.

### **9to5, National Association of Working Women**

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**TAKE ACTION -- Call, e-mail, or fax your legislator today!**

- **WRITE** a letter to your Senators and Representatives. See the sample below and add any of your own personal experience and words.
- **CALL** the capitol Switchboard 202-224-3121 and ask to be connected with your Senators and Representative.
- **VISIT** [www.vote-smart.org](http://www.vote-smart.org) or [www.senate.gov](http://www.senate.gov) and [www.house.gov](http://www.house.gov) to find the names and contact information for your US Senators and US Representative.

**Sample Letter**

Date \_\_\_\_\_

Senator/ Representative \_\_\_\_\_

US Senate/ House of Representatives

Washington DC 20510

Dear Senator/Representative \_\_\_\_\_,

I am your constituent and a member of 9to5, the National Association of Working Women, a grassroots organization dedicated to strengthening women's ability to win economic justice with over 2,500 members across the nation. I am writing in support of the Paycheck Fairness Act, a necessary step in the continuing struggle for women's equality in the workplace.

In 2010, the annual gap between men and women's median annual wages was a staggering \$10,849. With more and more families relying on women's wages to support them in an ailing economy, to shortchange women nearly \$11,000 a year is inexcusable.

(Add your own experience of the pay gap, or that of your family, friends, and co-workers here.)

The Paycheck Fairness Act would take several steps towards closing this gap, including: clarifying acceptable reasons for differences in pay between men and women; prohibiting retaliation against workers who inquire about or disclose information about employers' wage policies; making it easier to file class action lawsuits based on equal pay; and requiring the EEOC to survey current pay data and obliging employers to submit pay data identified by race, sex and national origin of employees.

As your constituent, I urge you to support the Paycheck Fairness Act and work actively for its passage. I would appreciate knowing your position on this important piece of legislation.

Sincerely,

Your Name

Your Address