

Paycheck Fairness Act of 2019 (S. 270/H.R. 7)

Take Action to Close the Pay Gap

Women don't choose to earn less. But a significant pay gap exists for women and people of color. Women on average earn 80 cents for every dollar earned by white, non-Hispanic men. For women of color the gap is even wider – African American women earn only 61 cents and Latinas just 53 cents for every dollar earned by males, the highest earners.

Women lose hundreds of thousands of dollars in wages over their lifetimes. That means less money to make ends meet and achieve economic security for families today. It also means less retirement savings for tomorrow – earning less, there is less to save, and social security and pensions are based on earnings. The median income of older women is just half of that of older men.

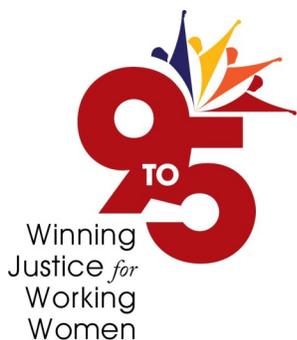
Wage inequalities are not simply a result of women's qualifications or choices. Wage discrimination continues despite women's increased education, greater level of experience in the workforce and decreased time spent raising children. (Source: GAO)

The wage gap has long term effects on the economic security of women and families. When women are paid fairly, whole families win.

In a 2016 nationwide survey, nearly 9 out of 10 voters support policies that would address pay discrimination, such as the Paycheck Fairness Act.

The Paycheck Fairness Act would eliminate loopholes that have undermined the effectiveness of the Equal Pay Act of 1963. It would:

- Require employers to prove that pay disparities exist for legitimate, job-related reasons.
- Prohibit employers from asking about salary history, to combat pay discrimination from previous employment.
- Strengthen penalties for equal pay violations.
- Protect against retaliation for discussing salaries with co-workers.
- Make it easier to file class action lawsuits based on equal pay.
- Direct the Equal Employment Opportunity Commission (EEOC) to conduct a survey of available wage information to assist federal agencies in enforcing wage discrimination laws and creating a system to collect wage data..



Take Action on the Paycheck Fairness Act (S. 270/H.R. 7)

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

1. Write a letter to your Senators and Representatives. See the sample below and add any of your own personal experience and words.
2. Call the capitol Switchboard 202-224-3121 and ask to be connected with your Senators and Representative.
3. Visit www.vote-smart.org or www.senate.gov and www.house.gov to find the names and contact information for your U.S. Senators and U.S. Representative.

Sample Letter

Date _____
Senator/ Representative _____
US Senate/ House of Representatives
Washington DC 20510

Dear Senator/Representative _____,

As your constituent and a member of 9to5, National Association of Working Women, I am writing in support of the **Paycheck Fairness Act (S. 270/H.R. 7)** a necessary step in the continuing struggle for women's equality in the workplace.

The annual gap between men and women's median annual wages is currently a staggering \$10,169. With more and more families relying on women's wages to support them in an ailing economy, to shortchange women by this amount 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

9to5 is building a movement to achieve economic justice, by engaging directly affected women to improve working conditions. For more about 9to5's Work Flexibility campaigns, contact the 9to5 Job Survival Helpline at 1-800-522-0925 or helpline@9to5.org or go to 9to5.org. Follow 9to5 on [facebook.com/9to5.org](https://www.facebook.com/9to5.org) and twitter.com/9to5org for updates and action alerts.