



Officers
Chair
Judith L. Lichtman
National Partnership for
Women & Families
Vice Chairs
Jacqueline Pata
National Congress of American Indians
Thomas A. Saenz
Mexican American Legal
Defense and Educational Fund
Hilary Shelton
NAACP
Secretary
Barry Rand
AARP
Treasurer
Lee A. Saunders
American Federation of State,
County & Municipal Employees

Board of Directors
Barbara Arnwine
Lawyers' Committee for
Civil Rights Under Law
Marcia D. Greenberger
National Women's Law Center
Chad Griffin
Human Rights Campaign
Linda D. Hallman
American Association of
University Women
Mary Kay Henry
Service Employees International Union
Sherrilyn Ifill
NAACP Legal Defense and
Educational Fund, Inc.
Michael B. Keegan
People for the American Way
Bob King
International Union, UAW
Elisabeth MacNamara
League of Women Voters of the
United States
Marc Morial
National Urban League
Mee Moua
Asian Americans Advancing Justice |
AAJC
Janet Murguía
National Council of La Raza
Debra Ness
National Partnership for
Women & Families
Mary Rose Oakar
American-Arab
Anti-Discrimination Committee
Terry O'Neill
National Organization for Women
Priscilla Ouchida
Japanese American Citizens League
Mark Perriello
American Association of
People with Disabilities
Anthony Romero
American Civil Liberties Union
David Saperstein
Religious Action Center
of Reform Judaism
Shanna Smith
National Fair Housing Alliance
Richard L. Trumka
AFL-CIO
Dennis Van Roekel
National Education Association
Randi Weingarten
American Federation of Teachers

**Policy and Enforcement
Committee Chair**
Michael Lieberman
Anti-Defamation League
President & CEO
Wade J. Henderson
Executive Vice President & COO
Karen McGill Lawson

September 9, 2014

Support the Paycheck Fairness Act, S. 2199 Vote in Favor of Cloture, Against any Amendments, and for Final Passage

Dear Senator:

On behalf of The Leadership Conference on Civil and Human Rights, a coalition charged by its diverse membership of over 210 national organizations to promote and protect the rights of all persons in the United States, we urge you to support the Paycheck Fairness Act (S. 2199), by **voting in favor of cloture, against any weakening amendments, and for final passage.** The Paycheck Fairness Act would help ensure that women workers are not shortchanged, thus promoting stable family incomes and preventing the kinds of home foreclosures and credit defaults that precipitated the recent recession.

The Paycheck Fairness Act would update and strengthen the Equal Pay Act of 1963 (EPA), which made it illegal for employers to pay unequal wages to men and women who perform substantially the same work. It closes loopholes in the EPA that have diluted its effectiveness in combating unfair and unequal pay. While the EPA has helped to narrow the wage gap between men and women in our workforce, significant disparities remain and need to be addressed.

Given the importance of this bill for millions of women and working families, we urge senators to not once again block this bill on procedural grounds.

The Paycheck Fairness Act would:

- Ensure that women can obtain the same remedies for sex-based pay discrimination as those available to victims of race-based and national origin discrimination;
- Eliminate unfair defenses to pay discrimination currently available to employers;
- Prohibit employer retaliation against employees who disclose or discuss their salaries;
- Improve wage data collection; and
- Make clear that individuals may compare themselves to similarly situated employees to determine whether wage discrimination exists, even if those employees do not work in the same physical location.

The Leadership Conference believes that in today's economic climate, women's wages are critical components of working families' struggle to make ends meet. Yet women are often forced to raise their families on incomes lower than male colleagues performing the same jobs. According to the U.S. Census Bureau, women who work full-time still earn, on



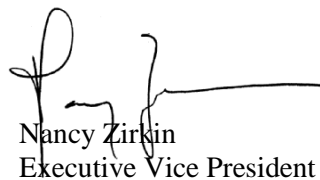
average, only 77 cents for every dollar men earn. African-American women were paid only 64 cents, and Latinas only 54 cents, for every dollar paid to white, non-Hispanic men.¹

We urge you to support economic security for working families by voting in favor of cloture, against any weakening amendments, and for final passage of the Paycheck Fairness Act. Please contact Lexer Quamie, Senior Counsel at (202) 466-3648 or quamie@civilrights.org, if you have any questions.

Sincerely,



Wade Henderson
President & CEO



Nancy Zirkin
Executive Vice President

¹ U.S. Census Bureau, Current Population Survey, 2013 Annual Social and Economic Supplement, Table PINC-05: Work Experience in 2012 – People 15 Years Old and Over by Total Money Earnings in 2012, Age, Race, Hispanic Origin, and Sex, *available at* http://www.census.gov/hhes/www/cpstables/032013/perinc/pinc05_000.htm (last visited April 7, 2014)