



815 SIXTEENTH STREET, N.W.  
WASHINGTON, D.C. 20006

RICHARD L. TRUMKA  
PRESIDENT

ELIZABETH H. SHULER  
SECRETARY-TREASURER

ARLENE HOLT BAKER  
EXECUTIVE VICE-PRESIDENT

## **LEGISLATIVE ALERT!**

(202) 637-5057

November 17, 2010

Dear Senator:

On behalf of the AFL-CIO, I am writing to urge you to support the Paycheck Fairness Act (S. 3772), which would address the persistent wage gap between men and women by eliminating loopholes that hinder the effectiveness of current law, and to reject any weakening amendments.

The Equal Pay Act of 1963 made it illegal for employers to pay unequal wages to male and female employees who perform work requiring equal efforts, skill, and responsibility. Yet today wage disparities between women and men are evident at every educational level, and in both the private and public sectors. The Paycheck Fairness Act responds to the demonstrated inadequacies of the Equal Pay Act and provides targeted remedies designed to update the provisions of that historic law.

The Paycheck Fairness Act would require employers to demonstrate that wage gaps between men and women doing the same work are truly a result of factors other than gender. It also would prohibit retaliation against workers who share salary information or inquire about their employer's wage practices. S. 3772 also would bring the remedies and class action procedures of the Equal Pay Act into conformance with those available for other civil rights claims.

The Paycheck Fairness Act would also strengthen the government's ability to identify and remedy systematic wage discrimination. It would require the U.S. Department of Labor to reinstate critical activities that promote and enforce equal pay, such as collecting wage-related data and providing technical assistance to employers. In addition, S. 3772 would require the Equal Employment Opportunity Commission (EEOC) to issue regulations directing employers to collect wage data and report the race, sex, and national origin of employees and would authorize additional training for EEOC staff to better identify and handle wage disputes.

Working families have become increasingly dependent on women's earnings since 1980, and the impact of the recession on family incomes has made the need for equal pay even more apparent. We urge you to support speedy passage of the Paycheck Fairness Act (S. 3772).

Sincerely,

William Samuel, Director  
GOVERNMENT AFFAIRS DEPARTMENT