



## **HELP CLOSE THE WAGE GAP: SUPPORT THE PAYCHECK FAIRNESS ACT** **January 2013**

- In 2009, the Lilly Ledbetter Fair Pay Act became law. The Ledbetter Act was an important victory, however the Paycheck Fairness Act, a bill intended to finally secure equal pay for equal work for all American workers, is still necessary.
- The Ledbetter Act was a court “access” case – it restored the law to ensure that the time limit for bringing Title VII and other pay discrimination cases would renew with each discriminatory paycheck. The Paycheck Fairness Act, on the other hand, would help close some of the loopholes in the Equal Pay Act that have made it less effective over time. So while the Ledbetter Act gives employees back their day in court to challenge a wage gap; it is the Paycheck Fairness Act that would give employees the legal tools they need to challenge the wage gap itself. Together, these acts can help to create a climate where wage discrimination is no longer tolerated.
- In January 2009, the House of Representatives overwhelmingly passed the Paycheck Fairness Act with bipartisan support. Unfortunately, on a procedural vote in the Senate, the bill fell just two votes short of moving forward. In June 2012, the bill came back to the Senate floor, but again failed to move forward on a procedural vote, in spite of the support of a majority of Senators.
- The fight is not over. The bill has been reintrodu

•