



HELP CLOSE THE AGE GAP
SUPPORT THE PAYCHECK FAIRNESS ACT

March 5

- 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 2012 and 2014, the bill came back to the Senate floor, but again failed to overcome procedural votes, in spite of the support of a majority of Senators.
- The fight is not over. The bill was reintroduced by Sen. Barbara Mikulski and Rep. Rosa DeLauro in the 114th Congress. It enjoyed bipartisan co-sponsorship in the House in the last Congress. Their tireless leadership has been critical. Momentum continues to build for this bill.

Why the Paycheck Fairness Act is Necessary

- The Paycheck Fairness Act would be a much needed update to the Equal Pay Act of 1963. President Kennedy’s signing of the Equal Pay Act half a century ago signified our nation's commitment to ensuring that women are paid as much as their male coworkers for doing the same work. Upon signing the bill, President Kennedy proclaimed that the bill “affirms our determination that when women enter the labor force they will find equality in their pay envelope.”
 - Unfortunately, over time, loopholes and weak remedies have made that law less effective in combating wage discrimination than Congress originally intended. As the Equal Pay Act recently celebrated its 50th anniversary, there should be little doubt that additional improvements are still necessary. The Paycheck Fairness Act would finally enable us to fully realize President Kennedy’s vision of equal pay for equal work.
 - According to the U.S. Census Bureau, women who work full time still earn, on average, only 78 cents for every dollar men earn. The statistics are even worse for women of color. In 2010, Black women earned only 64 cents for every dollar men earned, and Hispanic women earned only 62 cents for every dollar men earned. The statistics are even worse for women of color. In 2010, Black women earned only 64 cents for every dollar men earned, and Hispanic women earned only 62 cents for every dollar men earned.
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breadwinners or co-breadwinners. Especially in this economic climate, we need concrete and