



March 26, 2019

United States House of Representatives
Washington, DC 20515

Dear Representative:

On behalf of our three million members and the 50 million students they serve, we urge you to VOTE YES on the Paycheck Fairness Act of 2019 (H.R. 7). Votes associated with this issue may be included in NEA's Report Card for the 116th Congress.

Equal pay for equal work is NOT today's reality

- The U.S. Bureau of Labor Statistics reports that in 2017, the median weekly earnings of full-time, salaried female workers were 82 percent of those of full-time, salaried male workers.
- According to AAUW, the pay gap is even bigger for women of color with African Americans earning 61 cents, American Indian/Alaskan natives 58 cents, and Latinas 53 cents for every dollar paid to white men.
- The gender pay gap exists in all demographics, all parts of the country, and nearly all occupations — including female-dominated professions like teaching and nursing.
- The Institute for Women's Policy Research reports that closing the pay gap would cut the poverty rate for working single mothers in half and lift 2.5 million children out of poverty.

The Paycheck Fairness Act of 2019 would help by:

- Requiring employers to demonstrate that gender is NOT the reason they pay employees different amounts to perform the same jobs.
- Prohibiting employers from asking job candidates about their salary histories.
- Protecting employees from retaliation if they discuss their pay with colleagues.
- Strengthening enforcement of equal pay laws by requiring employers to provide to the Equal Employment Opportunity Commission (EEOC) data on salaries, promotions, and dismissals, broken down by race and gender.
- Putting in place robust remedies for discrimination.

For all of these reasons, we urge you to VOTE YES on H.R. 7.

Sincerely,

Marc Egan
Director of Government Relations
National Education Association