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March 23, 2021

Committee on Education and Labor
U.S. House of Representatives
Washington, DC 20515

Dear Representative:

On behalf of our 3 million members and the 50 million students they serve, we urge you to vote YES on the Paycheck Fairness Act (H.R. 7) and the Pregnant Workers Fairness Act (H.R. 1065). Votes on these issues may be included in the NEA Report Card for the 117th Congress.

According to [Equal Pay Today](#), women earn just 82 cents for every dollar White men earn, based on 2019 U.S. Census data. The pay gap is widest for Black women, who earn 63 cents for every dollar White men earn, Indigenous women, who earn 57 cents, and Hispanic women, who earn 54 cents. The gender pay gap exists in nearly all occupations — including female-dominated professions such as education. The **Paycheck Fairness Act of 2021 would help by:**

- Requiring employers to demonstrate that gender is NOT the reason they pay employees different wages to perform the same jobs;
- Prohibiting employers from asking job candidates about their salary histories and 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 data on salaries, promotions, and dismissals, by race and gender; and
- Putting in place robust remedies for discrimination.

More than three-quarters of women—half the American workforce and nearly 80 percent of educators—will be pregnant and employed at some point in their lives. All too often, pregnant women are pushed out of their jobs or forced to risk their health to continue earning a paycheck. The **Pregnant Workers Fairness Act of 2021 would help by:**

- Clarifying existing laws and creating a uniform national standard for reasonable accommodations for pregnancy, childbirth, and related conditions; and
- Providing reasonable accommodations to pregnant women to reduce health risks to them and their babies.

We believe both of these bills are critical to bringing about fairness in the workplace for all, and we urge you to vote YES on them.

Sincerely,

Marc Egan
Director of Government Relations
National Education Association