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June 8, 2021

U.S. Senate
Washington, DC 20510

Dear Senator:

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). Votes on this issue 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 Hispanic women, who earn 54 cents for every dollar White men earn, Indigenous women, who earn 57 cents for every dollar, and Black women, who earn 63 cents for every dollar. The gender pay gap exists in nearly all occupations — including female-dominated professions such as education.

This lack of parity affects women's ability to provide for themselves and their families, and to contribute to their communities, and it limits their choices. On average, women earn approximately \$900,000 less than men over their lifetimes, affecting Social Security and pension benefits.

The [Institute for Women's Policy Research](#) estimates that closing the gender pay gap would cut the number of children with working mothers living in poverty nearly in half, lifting 2.5 million children out of poverty. The **Paycheck Fairness Act of 2021** would help close this pay gap 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;
- Requiring employers to provide the Equal Employment Opportunity Commission with salary, promotion, and dismissal data by race and gender; and
- Putting in place robust remedies for discrimination.

Without the Paycheck Fairness Act, the economic damage women experienced during the pandemic will continue to be compounded by pay discrimination—setting them back even further over the course of their careers. We believe the Paycheck Fairness Act is critical to bringing about parity in the workplace for all, and also in underscoring—especially to young girls—that fairness is a deeply held American value. We urge you to vote YES on H.R. 7.

Sincerely,

Marc Egan
Director of Government Relations
National Education Association