

March 25, 2019

Dear Members of Congress:

As one of the oldest and first fully integrated women's organizations in the country, YWCA USA proudly supports H.R. 7, the Paycheck Fairness Act. On behalf of the 210 local YWCAs in 46 states and the District of Columbia, I urge you to vote in favor of this momentous legislation so that we may continue to make progress on equity in women's pay.

eliminating racism
empowering women

ywca

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The fight for pay equity is at the core of YWCA's mission to eliminate racism and empower women. For 160 years, YWCA has been at the forefront of social justice movements: we marched for civil and voting rights, pushed for access to housing and fair labor practices, and continue to advocate for policies to eliminate gender-based violence at home and in the workplace. We know that when women succeed, our country thrives and the Paycheck Fairness Act takes another step to ensure economic security for working women.

As you know, women comprise nearly 47 percent of the U.S. workforce, and women's engagement in the workforce has been steadily increasing for almost 50 years. The Equal Pay Act of 1963 provided initial tools to address disparities and discrimination in pay between men and women, yet women are still left earning 80 cents for every dollar made by men – and even less for women of color. To address the ongoing inequities, the Paycheck Fairness Act will at a minimum:

- ensure that workers are protected against gender-based pay discrimination;
- prevent retaliation against those who voluntarily discuss wage;
- eliminate loopholes which allow institutional discrimination in pay;
- equalize remedies for gender-based pay discrimination; and
- prohibit salary history from dictating a future pay.

The Paycheck Fairness Act is a welcome addition to existing civil rights legislation, and we encourage you to think of the millions of working women as you consider your support for this legislation.

Should you have additional questions, please contact Catherine Beane, Vice President of Public Policy and Advocacy, at cbeane@ywca.org or 202-467-0801.

Sincerely,



Alejandra Y. Castillo
CEO, YWCA USA