

Talking Points

Paycheck Fairness Act

National Council of Jewish Women's (NCJW) Message

NCJW has long supported equal pay, from working to pass the landmark 1963 Equal Pay Act to advocating for the 2009 Lilly Ledbetter Fair Pay Act — rooted in the Jewish value of *Kavod Ha Bri'ot*, respect and dignity for all human beings. The Paycheck Fairness Act, introduced by Representative Rosa DeLauro (D-CT) and Senator Patty Murray (D-WA), would deter gender wage discrimination by updating and strengthening the Equal Pay Act. **Congress must pass the Paycheck Fairness Act to close the gender wage gap.**

- **The wage gap affects all women, especially women of color.** On average, women earn only 83 cents for every dollar earned by white, non-Hispanic men, with the gap even wider for women of color — with Black women paid 64 cents, indigenous women paid 55 cents, Latina women paid 58 cents, and some Asian American women earning as little as 49 cents. Women of color are more likely than white women to hold low-paying, hourly jobs, lead single-parent households, and experience substantial caregiving burdens, making pay inequality particularly devastating. Women are still estimated to lose \$406,280 throughout a 40-year career in comparison to men and the number rises to over \$1 million for women of color. This loss is especially detrimental to families as mothers are the primary or sole breadwinners in over half of households with children.
- **Laws have been passed to promote equal pay, but further action is needed to close the wage gap.** The 1963 Equal Pay Act requires men and women to be paid equally for equal work and the 2009 Lilly Ledbetter Fair Pay Act made it easier for employees to seek legal action to remedy unequal pay. But a significant gap still remains and more must be done, including protecting employees who discuss compensation, prohibiting prospective employees from using past salary to determine future salary, and collecting pay data at the federal level by gender, race, and ethnicity to better identify pay discrimination.
- **The Paycheck Fairness Act would deter wage discrimination by updating and strengthening the Equal Pay Act.** This critical legislation would provide tools and protections for women to dispute pay discrimination in the workplace, strengthen anti-retaliation protections for employees who confer with their colleagues about salaries, require better data reporting and collection about pay discrimination, and help facilitate legal recourse against employers by removing barriers preventing employees from asserting their legal rights.