



## **ACTION ALERT**

**DATE:** March 1, 2018  
**TO:** Concerned Parties  
**FROM:** Hilary O. Shelton, Director, NAACP Washington Bureau

### **SUPPORT EQUAL PAY FOR EQUAL WORK**

**“PAYCHECK FAIRNESS ACT” WILL HELP CLOSE THE GAP BETWEEN MEN’S AND WOMEN’S WAGES**

#### **THE ISSUE:**

According to the U.S. Census Bureau, women who work full time still earn, on average, only 77 cents for every dollar men earn. The statistics are even worse for women of color. African-American women make only 62 cents, and Hispanic women only 54 cents, for every dollar earned by white, non-Hispanic men. These gaps translate into a loss of almost \$20,000 a year for African-American women and almost \$24,000 annually for Hispanic women.

In 2011, 7% of African-American and Hispanic women worked in jobs that paid at or below the federal minimum wage, compared to less than 4% of white men. It should come as no surprise that in 2008, women were 35% more likely to live in poverty than men, and in 2010, a Hispanic woman who was a relatively low-wage earner for her ethnic group and sex did not earn enough to bring a family of four above the Federal Poverty Level. However, a white, non-Hispanic man who was a relatively low-wage earner for his racial group and sex earned \$34,770 per year, sufficient to bring a family of four well above the poverty line. In one study conducted before the current recession, 20% of African-American women, and 23% of Hispanic women, reported being very worried about having enough food for their families, compared to 10% of white women. In addition, 48% of African-American women, and 42% of Hispanic women, reported not having enough money to pay a bill on time, compared to 26% of white women.

The Equal Pay Act of 1963, mandates that employers pay equal wages to men and women who perform substantially the same work. While the Equal Pay Act has helped to narrow the wage gap between men and women in our workforce, significant disparities remain and must be addressed. To eliminate these continuing disparities, Senator Patty Murray (WA) and Congresswoman Rosa DeLauro (CT) have introduced S.819 / H.R. 1869, the *Paycheck Fairness Act*. The *Paycheck Fairness Act* closes loopholes in the Equal Pay Act of 1963 that have diluted its effectiveness in combating unfair and unequal pay.

Especially in today’s economy, more women work outside of the home and their paycheck is a necessary part of their households’ resources. Yet all too often women are forced to raise their families on incomes lower than that of male colleagues performing the same jobs.

**THE NAACP STRONGLY SUPPORTS THE *PAYCHECK FAIRNESS ACT*  
AND URGES ITS IMMEDIATE ENACTMENT.**

**More...**

## **THE ACTION WE NEED YOU TO TAKE:**

Contact your Representative and both your Senators and **URGE THEM TO SUPPORT AND CO-SPONSOR S. 819 / H.R. 1869, THE PAYCHECK FAIRNESS ACT.** To contact your Senators and Representative, you may:

✓ **Make a Phone Call:**

Call your Senators and your Representative in Washington by dialing the Capitol Switchboard and asking to be transferred to your Senators'/Congressman's offices. The switchboard phone number is **(202) 224-3121** (see message section, below).

✓ **Write a Letter**

To write letters to your Senators, send them to:  
The Honorable (name of Senator)  
U.S. Senate  
Washington, D.C. 20510

To write a letter to your Representative, send it to:  
The Honorable (name of Representative)  
U.S. House of Representatives  
Washington, D.C. 20515

**A SAMPLE  
LETTER IS  
ATTACHED**

✓ **Send a Fax**

If you would like to send a fax, call your Senators' or Representative's offices (through the Capitol switchboard) and ask for their fax numbers (you can use either the attached sample letter or the message box, below).

✓ **Send an E-Mail**

To send an e-mail to your Senators, go to [www.senate.gov](http://www.senate.gov); click on "*Find Your Senators*". Look up your Senators by state; go to their web sites for e-mail addresses. To send an e-mail to your Representative, go to [www.house.gov](http://www.house.gov), and click on "*Write Your Representative*" (on the left hand side, just under "find your Representative"). This will help you identify who your congressman is and how to contact him/her.

## **REMEMBER TO CONTACT BOTH YOUR SENATORS!!!!**

### **THE MESSAGE**

- Women who work full time still earn, on average, only 77 cents for every dollar men earn. The statistics are even worse for women of color. African-American women make only 62 cents, and Hispanic women only 54 cents, for every dollar earned by white, non-Hispanic men. These gaps translate into a loss of almost \$20,000 a year for African-American women and almost \$24,000 annually for Hispanic women.
- As a result, women were 35% more likely to live in poverty than men.
- While the Equal Pay Act of 1963 has helped to narrow the wage gap between men and women in our workforce, significant disparities remain and must be addressed.
- **The NAACP strongly supports the Paycheck Fairness Act and urges its immediate passage.**

**THANK YOU FOR YOUR ATTENTION TO THIS IMPORTANT MATTER!!!**

If you have any questions, call Hilary Shelton at the Washington Bureau at (202) 463-2940.

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To become an NAACP member or to sign up for e-mail legislative and press updates, visit [www.naacp.org](http://www.naacp.org)

## Sample Letter

(date)

The Honorable \_\_\_\_\_  
United States Senate  
Washington, D.C. 20510

**RE: STRONG SUPPORT FOR S. 819 / H.R. 1869, THE *PAYCHECK FAIRNESS ACT***

Dear Senator / Representative \_\_\_\_\_;

As your constituent, I strongly urge you to support S. 819 / H.R. 1869, the *Paycheck Fairness Act*. This critical legislation, which was introduced by Senator Murray (WA) and Congresswoman Rosa DeLauro (CT), would update and strengthen the Equal Pay Act of 1963, which mandated that employers pay equal wages to men and women who perform substantially the same work. The *Paycheck Fairness Act* closes loopholes in the Equal Pay Act which have diluted its effectiveness in combating unfair and unequal pay. While the Equal Pay Act has helped to narrow the wage gap between men and women in our workforce, significant disparities remain and must be addressed.

Especially in today's economy, more women work outside of the home and their paycheck is a necessary part of their households' resources. Yet all too often women are forced to raise their families on incomes lower than that of male colleagues performing the same jobs. According to the U.S. Census Bureau, women who work full time still earn, on average, only 77 cents for every dollar men earn. In 2008, women were 35 percent more likely to live in poverty than men. The statistics are even worse for women of color. According to data collected by the American Association of University Women, in the United States today, a typical African American woman working full time is paid \$31,658 per year; a similar white man is paid \$50,767 per year; a gap of almost \$20,000.

The *Paycheck Fairness Act* would help remedy this inequity and close this unacceptable gap. I again urge you to do all you can to see that this important legislation is brought up and passed by the Senate as quickly as possible so that women can begin to have some parity for a day's work. This in turn will help hard working American women, their children and their families gain the economic stability they deserve. Please support the *Paycheck Fairness Act* and work to eliminate this unacceptable gap in pay. I look forward to hearing from you and to learning what more I can do to alleviate this inequity.

Sincerely,

(sign and print your name and  
remember to include your address)

***Remember to contact your  
Representative and BOTH  
your Senators.***