

# The Paycheck Fairness Act

OCTOBER 2012

Enactment of the Paycheck Fairness Act would be a critical step forward in the fight for fair pay for women. Women working full time are paid only 77 cents for every dollar paid to men. The gap is even larger for women of color; African American women are paid only 64 cents and Latina women are paid just 55 cents for every dollar paid to non-Hispanic white men. In this economy, women and families cannot afford to bear the burden of this discrimination. Passage of the Paycheck Fairness Act would be an important step in helping women challenge and eliminate discriminatory pay practices in the workplace.

## Key Provisions in the Paycheck Fairness Act

### For employees, the Paycheck Fairness Act would:

- ▶ Protect against retaliation for discussing salaries with colleagues;
- ▶ Require employers to prove that pay disparities exist for legitimate, job-related reasons;
- ▶ Remove an inequality in wage discrimination law so remedies available to plaintiffs in Equal Pay Act claims would be the same as damages available to plaintiffs who file wage discrimination claims under other laws;
- ▶ Remove obstacles in the Equal Pay Act to facilitate plaintiffs' participation in class action lawsuits that challenge systemic pay discrimination; and
- ▶ Create a negotiation skills training program for women and girls.

### For employers, the Paycheck Fairness Act would:

- ▶ Recognize excellence in pay practices; and
- ▶ Provide assistance to all businesses to help them with their equal pay practices.

### For enforcement agencies the Paycheck Fairness Act would:

- ▶ Ensure the Department of Labor (DOL) utilizes the full range of investigatory tools to uncover wage discrimination, including collecting wage data from federal contractors;
- ▶ Direct the Equal Employment Opportunity Commission to conduct a survey of available wage information to assist federal agencies in enforcing discrimination laws and creating a system to collect wage data; and
- ▶ Instruct DOL to conduct studies and review available research and data to provide information on how to identify, correct and eliminate illegal wage disparities.

The National Partnership for Women & Families is a nonprofit, nonpartisan advocacy group dedicated to promoting fairness in the workplace, access to quality health care and policies that help women and men meet the dual demands of work and family. More information is available at [www.NationalPartnership.org](http://www.NationalPartnership.org).  
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