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THE PAYCHECK FAIRNESS ACT OF 2007

Background for the Paycheck Fairness Act of 2007

Nationally women earn only 77 cents for every \$1.00 earned by a man. This wage discrimination hurts the majority of American families, by lowering total lifetime earnings, reducing women's benefits from Social Security and pension plans and inhibiting their ability to save, not only for retirement, but for other lifetime goals such as buying a home and paying for a college education.

The Paycheck Fairness Act (**H.R. 1338** and **S.766**) was introduced March 6, 2007 by Senator Hillary Clinton and Representative Rosa DeLauro to strengthen the Equal Pay Act of 1963. This bill expands upon the original scope of the Equal Pay Act and will, among other things, allow individuals to sue for fair wages; force employers to explain wage gaps and develop training for women and girls on compensation negotiations.

**Equal pay for equal work** is a simple matter of justice for women. **AAUW strongly supports initiatives like the Paycheck Fairness Act** that seek to close the persistent and sizable wage gaps between men and women. We know that **Equity is Still an Issue** and equal pay is essential in eliminating wage discrimination.

The bill currently has 225 cosponsors, a majority of the members of the House. It is stalled in the House Education and Labor Committee. This bill would pass, if voted on, but it hasn't been scheduled for a vote.

Our **Call to Action** is for AAUW of MI members to urge their senators and representatives to support the Paycheck Fairness Act by asking the House and Senate leadership to **schedule this act and bring it to the floor for a vote.**