

## 2019 WCOE Legislative Issue Sheet

As of February 27, 2019

### Issue: Women's Pay Equity: Equal Pay for Equal Work

**Background:** Despite passage of the Equal Pay Act in 1963, substantial pay inequities persist. Full time working women earn only 79 cents for every dollar a man receives. This gap increases for Latina and African American women (56 and 64 cents), respectively. Women make up nearly half the population and many are the sole providers for their families. This makes gender pay discrimination a family issue. The Paycheck Fairness Act is a comprehensive bill that strengthens the Equal Pay Act by taking meaningful steps to create incentives for employers to follow the law, empower women to negotiate for equal pay, and strengthen federal outreach and enforcement efforts. All working women deserve equal pay for equal work.

*Position: WCOE supports the passage of an Equal Pay bill.*

#### **Key Points**

- ***It's been 56 years since the Equal Pay Act became law but American women still make less money than men***
- ***Using median annual income of women who work full-time compared to men, or using weekly or hourly earnings, the gender gap is real and harmful to women's economic security***
- ***The gender gap is partially due to occupational segregation***
- ***Employer practices of using prior salary history compounds the problem***
- ***Gender pay gap occurs across almost all occupations and industries***
- ***Research shows in occupations with at least 50,000 men and 50,000 women, 107 out of 114 had statistically significant gaps in pay that favored men***
- ***H.R. 7 and S. 270 would enhance enforcement, provide protectiona from retaliation, require training, require studies, and require collection of pay data***

**Status: Senate & House bills introduced**

**S. 270 – Paycheck Fairness Act:** To amend the Fair Labor Standards Act of 1938 to provide more effective remedies to victims of discrimination in the payment of wages on the basis of sex.

*Referred to: Senate Health, Education ,Labor and Pensions Committee (HELP)*

**Sponsored by: Senator Patty Murray (D-WA)**

**Cosponsors: [46](#) (44 D/2 I)**

**H.R. 7 – Paycheck Fairness Act:** To amend the Fair Labor Standards Act of 1938 to provide more effective remedies to victims of discrimination in the payment of wages on the basis of sex.

*Passed: House Education & Labor Committee 2-26-19 (27Y – 19N)/Awaiting Floor Action*

**Sponsored by: Rosa DeLauro (D-3-CT)**

**Cosponsors: [239](#) (238 Ds/1 R)**

*(See cosponsors on the following pages)*

*Cosponsors S. 270 (Murray)*

[Baldwin, Tammy \[D-WI\]](#) (joined Jan 30, 2019)

[Bennet, Michael \[D-CO\]](#) (joined Jan 30, 2019)

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[Brown, Sherrod \[D-OH\]](#) (joined Jan 30, 2019)

[Cantwell, Maria \[D-WA\]](#) (joined Jan 30, 2019)

[Cardin, Benjamin \[D-MD\]](#) (joined Jan 30, 2019)

[Carper, Thomas \[D-DE\]](#) (joined Jan 30, 2019)

[Casey, Robert "Bob" \[D-PA\]](#) (joined Jan 30, 2019)

[Coons, Chris \[D-DE\]](#) (joined Jan 30, 2019)

[Cortez Masto, Catherine \[D-NV\]](#) (joined Jan 30, 2019)

[Duckworth, Tammy \[D-IL\]](#) (joined Jan 30, 2019)

[Durbin, Richard \[D-IL\]](#) (joined Jan 30, 2019)

[Feinstein, Dianne \[D-CA\]](#) (joined Jan 30, 2019)

[Gillibrand, Kirsten \[D-NY\]](#) (joined Jan 30, 2019)

[Harris, Kamala \[D-CA\]](#) (joined Jan 30, 2019)

[Hassan, Margaret "Maggie" \[D-NH\]](#) (joined Jan 30, 2019)

[Heinrich, Martin \[D-NM\]](#) (joined Jan 30, 2019)

[Hirono, Mazie \[D-HI\]](#) (joined Jan 30, 2019)

[Jones, Doug \[D-AL\]](#) (joined Jan 30, 2019)

[Kaine, Timothy "Tim" \[D-VA\]](#) (joined Jan 30, 2019)

[Klobuchar, Amy \[D-MN\]](#) (joined Jan 30, 2019)

[Leahy, Patrick \[D-VT\]](#) (joined Jan 30, 2019)

[Manchin, Joe \[D-WV\]](#) (joined Jan 30, 2019)

[Markey, Edward "Ed" \[D-MA\]](#) (joined Jan 30, 2019)

[Menendez, Robert "Bob" \[D-NJ\]](#) (joined Jan 30, 2019)

[Merkley, Jeff \[D-OR\]](#) (joined Jan 30, 2019)

[Murphy, Christopher \[D-CT\]](#) (joined Jan 30, 2019)

[Peters, Gary \[D-MI\]](#) (joined Jan 30, 2019)

[Reed, John "Jack" \[D-RI\]](#) (joined Jan 30, 2019)

[Rosen, Jacky \[D-NV\]](#) (joined Jan 30, 2019)

[Sanders, Bernard "Bernie" \[I-VT\]](#) (joined Jan 30, 2019)

[Schatz, Brian \[D-HI\]](#) (joined Jan 30, 2019)

[Schumer, Charles "Chuck" \[D-NY\]](#) (joined Jan 30, 2019)

[Shaheen, Jeanne \[D-NH\]](#) (joined Jan 30, 2019)

[Sinema, Kyrsten \[D-AZ\]](#) (joined Jan 30, 2019)

[Smith, Tina \[D-MN\]](#) (joined Jan 30, 2019)

[Stabenow, Debbie \[D-MI\]](#) (joined Jan 30, 2019)

[Tester, Jon \[D-MT\]](#) (joined Jan 30, 2019)

[Udall, Tom \[D-NM\]](#) (joined Jan 30, 2019)

[Van Hollen, Chris \[D-MD\]](#) (joined Jan 30, 2019)

[Warner, Mark \[D-VA\]](#) (joined Jan 30, 2019)

[Warren, Elizabeth \[D-MA\]](#) (joined Jan 30, 2019)

[Whitehouse, Sheldon \[D-RI\]](#) (joined Jan 30, 2019)

[Wyden, Ron \[D-OR\]](#) (joined Jan 30, 2019)

[King, Angus \[I-ME\]](#) (joined Feb 25, 2019)

*Cosponsors H.R. 7*

[Adams, Alma \[D-NC12\]](#) (joined Jan 30, 2019)

[Aguilar, Pete \[D-CA31\]](#) (joined Jan 30, 2019)

[Allred, Colin \[D-TX32\]](#) (joined Jan 30, 2019)

[Axne, Cynthia \[D-IA3\]](#) (joined Jan 30, 2019)

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[Bass, Karen \[D-CA37\]](#) (joined Jan 30, 2019)

[Beatty, Joyce \[D-OH3\]](#) (joined Jan 30, 2019)

[Bera, Ami \[D-CA7\]](#) (joined Jan 30, 2019)

[Beyer, Donald \[D-VA8\]](#) (joined Jan 30, 2019)

[Bishop, Sanford \[D-GA2\]](#) (joined Jan 30, 2019)

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[Blunt Rochester, Lisa \[D-DE0\]](#) (joined Jan 30, 2019)

[Bonamici, Suzanne \[D-OR1\]](#) (joined Jan 30, 2019)

[Boyle, Brendan \[D-PA2\]](#) (joined Jan 30, 2019)

[Brindisi, Anthony \[D-NY22\]](#) (joined Jan 30, 2019)

[Brown, Anthony \[D-MD4\]](#) (joined Jan 30, 2019)

[Brownley, Julia \[D-CA26\]](#) (joined Jan 30, 2019)

[Bustos, Cheri \[D-IL17\]](#) (joined Jan 30, 2019)

[Butterfield, George "G.K." \[D-NC1\]](#) (joined Jan 30, 2019)

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[Cartwright, Matthew \[D-PA8\]](#) (joined Jan 30, 2019)

[Case, Ed \[D-HI1\]](#) (joined Jan 30, 2019)

[Casten, Sean \[D-IL6\]](#) (joined Jan 30, 2019)

[Castor, Kathy \[D-FL14\]](#) (joined Jan 30, 2019)

[Castro, Joaquin \[D-TX20\]](#) (joined Jan 30, 2019)

[Chu, Judy \[D-CA27\]](#) (joined Jan 30, 2019)

[Cicilline, David \[D-RI1\]](#) (joined Jan 30, 2019)

[Cisneros, Gilbert \[D-CA39\]](#) (joined Jan 30, 2019)

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[Cleaver, Emanuel \[D-MO5\]](#) (joined Jan 30, 2019)

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[Cox, TJ \[D-CA21\]](#) (joined Jan 30, 2019)

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[Dingell, Debbie \[D-MI12\]](#) (joined Jan 30, 2019)

[Doggett, Lloyd \[D-TX35\]](#) (joined Jan 30, 2019)

[Doyle, Michael "Mike" \[D-PA18\]](#) (joined Jan 30, 2019)

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[Kind, Ron \[D-WI3\]](#) (joined Jan 30, 2019)

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[Krishnamoorthi, Raja \[D-IL8\]](#) (joined Jan 30, 2019)

[Kuster, Ann \[D-NH2\]](#) (joined Jan 30, 2019)

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[Lee, Susie \[D-NV3\]](#) (joined Jan 30, 2019)

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[Levin, Mike \[D-CA49\]](#) (joined Jan 30, 2019)

[Lewis, John \[D-GA5\]](#) (joined Jan 30, 2019)

[Lieu, Ted \[D-CA33\]](#) (joined Jan 30, 2019)

[Lipinski, Daniel \[D-IL3\]](#) (joined Jan 30, 2019)

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[Lowey, Nita \[D-NY17\]](#) (joined Jan 30, 2019)

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[Luria, Elaine \[D-VA2\]](#) (joined Jan 30, 2019)

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[Maloney, Sean \[D-NY18\]](#) (joined Jan 30, 2019)

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[McAdams, Ben \[D-UT4\]](#) (joined Jan 30, 2019)

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[O'Halleran, Tom \[D-AZ1\]](#) (joined Jan 30, 2019)

[Pallone, Frank \[D-NJ6\]](#) (joined Jan 30, 2019)

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[Rouda, Harley \[D-CA48\]](#) (joined Jan 30, 2019)

[Roybal-Allard, Lucille \[D-CA40\]](#) (joined Jan 30, 2019)

[Ruiz, Raul \[D-CA36\]](#) (joined Jan 30, 2019)

[Ruppersberger, A. Dutch \[D-MD2\]](#) (joined Jan 30, 2019)

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[Scanlon, Mary \[D-PA5\]](#) (joined Jan 30, 2019)

[Schakowsky, Janice "Jan" \[D-IL9\]](#) (joined Jan 30, 2019)

[Schiff, Adam \[D-CA28\]](#) (joined Jan 30, 2019)

[Schneider, Bradley \[D-IL10\]](#) (joined Jan 30, 2019)

[Schrader, Kurt \[D-OR5\]](#) (joined Jan 30, 2019)

[Schrier, Kim \[D-WA8\]](#) (joined Jan 30, 2019)

[Scott, David \[D-GA13\]](#) (joined Jan 30, 2019)

[Scott, Robert "Bobby" \[D-VA3\]](#) (joined Jan 30, 2019)

[Serrano, José \[D-NY15\]](#) (joined Jan 30, 2019)

[Sewell, Terri \[D-AL7\]](#) (joined Jan 30, 2019)

[Shalala, Donna \[D-FL27\]](#) (joined Jan 30, 2019)

[Sherman, Brad \[D-CA30\]](#) (joined Jan 30, 2019)

[Sherrill, Mikie \[D-NJ11\]](#) (joined Jan 30, 2019)

[Sires, Albio \[D-NJ8\]](#) (joined Jan 30, 2019)

[Slotkin, Elissa \[D-MI8\]](#) (joined Jan 30, 2019)

[Smith, Adam \[D-WA9\]](#) (joined Jan 30, 2019)

[Smith, Christopher "Chris" \[R-NJ4\]](#) (joined Jan 30, 2019)

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[Stanton, Greg \[D-AZ9\]](#) (joined Jan 30, 2019)

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[Swalwell, Eric \[D-CA15\]](#) (joined Jan 30, 2019)

[Takano, Mark \[D-CA41\]](#) (joined Jan 30, 2019)

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[Thompson, Mike \[D-CA5\]](#) (joined Jan 30, 2019)

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[Trone, David \[D-MD6\]](#) (joined Jan 30, 2019)

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[Vela, Filemon \[D-TX34\]](#) (joined Jan 30, 2019)

[Velázquez, Nydia \[D-NY7\]](#) (joined Jan 30, 2019)

[Visclosky, Peter \[D-IN1\]](#) (joined Jan 30, 2019)

[Wasserman Schultz, Debbie \[D-FL23\]](#) (joined Jan 30, 2019)

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[Wexton, Jennifer \[D-VA10\]](#) (joined Jan 30, 2019)

[Wild, Susan \[D-PA7\]](#) (joined Jan 30, 2019)

[Wilson, Frederica \[D-FL24\]](#) (joined Jan 30, 2019)

[Yarmuth, John \[D-KY3\]](#) (joined Jan 30, 2019)