



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

Dear Senator,

On behalf of our 500,000 members nationwide, Concerned Women for America Legislative Action Committee (CWALAC) wishes to express our opposition to the Paycheck Fairness Act (S.2199). This legislation introduces more government regulations and provides less freedom for women in the workforce.

First, instead of providing flexibility for women to make the choices that are best for their specific work/life balance, this bill eliminates flexibility and merit pay by making a one-size-fits-all approach that is harmful to women in the workforce.

Secondly, Paycheck Fairness introduces more laborious government control in the free market by creating additional oversight by the Equal Employment Opportunity Commission (EEOC) and Department of Labor. If signed into law, this legislation would sidetrack businesses from their primary mission by implementing more regulation to track discrimination that is already illegal under the Equal Pay Act of 1963 and Title VII of the Civil Rights Act of 1964.

Lastly, this legislation is a trial lawyer's dream. By changing current law for employees to have to agree to be included in a class action suit, now employees would have to opt-out. This gives lawyers the ability to take advantage of an increased lawsuit size and leaves employers vulnerable. Since each employee would represent another potential lawsuit, business would have less incentive to employ additional workers, especially women.

Women want the ability to negotiate appropriate contracts with their employers. President Obama's "77 cent myth" ignores the variables that are unique to the choices women make, which differ from men, in their work/life balance. Those variables affect how women are compensated, including women's decisions regarding education, industry, area of expertise, experience and how much time is taken off.

If the end goal is to help women, good policy should recognize that women want working circumstances that will allow them flexibility. Instead of the current bill being offered, there should be language that loosens up existing workplace regulations and gives hourly workers the option to receive comp time, instead of extra pay, for hours worked in excess of a 40-hour week.



CWALAC urges you to oppose S. 2199, the Paycheck Fairness Act. If this legislation is considered on the Senate floor, CWALAC will score against it and will include the vote in our annual scorecard.

Sincerely,

Penny Young Nance  
Chief Executive Officer and President  
Concerned Women for America Legislative Action Committee