



NATIONAL FEDERATION OF REPUBLICAN WOMEN MAGA **ACTION ALERT**

Calling Women to Action on Pending Issues

MARCH 25, 2019

Paycheck Fairness Act Is Not for Women

The U.S. House of Representatives is scheduled to take up H.R. 7, the so-called "Paycheck Fairness Act" on Wednesday, March 27.

Republicans on the House Education and Labor Committee unanimously opposed this measure when it was considered earlier this month. Democrats will try to frame opposition as anti-woman. It is important that you know the facts.

- **Equal Pay for Equal Work is already the law in America.**
- **This legislation is little-more than partisan grand-standing by the Democrats.**
- **H.R. 7 is not for women - it is for trial lawyers looking to score unlimited paydays while dragging working women through never-ending legal battles.**

An Economy that **EMPOWERS Women**

- Of the 2.8 million jobs created in the past year, more than 58 percent have gone to women.
- The number of working women in the United States – 74.9 million – is higher than ever before.
- 1 in 5 employer businesses nationwide is owned by women.

CALL 202-224-3121 and Ask for Your Congressman

TALKING POINTS ON H.R. 7* **(What the Democrats don't want you to know about the "Paycheck Fairness Act")**

Equal pay for equal work, regardless of the sex of the employee, is the law. In 1963, Congress passed the Equal Pay Act (EPA), legislation that made it illegal to pay different wages to women for equal work. The following year, Congress enacted even broader nondiscrimination laws, making it illegal for employers to discriminate on the basis of race, color, national origin, religion, and sex in Title VII of the Civil Rights Act.

H.R. 7, the Paycheck Fairness Act, is a hyper-partisan Democrat bill that offers no new protections against pay discrimination in the workplace. Instead, it makes it easier for trial lawyers to score unlimited paydays while dragging working women through never-ending legal dramas.

H.R. 7 directly benefits trial lawyers at the expense of working women by:

- Making it much harder, if not impossible, for job creators to defend against frivolous lawsuits, even when a difference in pay is the result of legitimate factors other than sex;
- Requiring job creators to prove that 100 percent of a pay difference between employees of different sexes is the result of business necessity – an impossible standard to meet;
- Allowing trial lawyers to pursue unlimited compensatory damages, even when the alleged discrimination is entirely unintentional, in addition to unlimited punitive damages.
- Changing EPA class action lawsuits from an opt-in system to a mandatory opt-out system, tying more women up in long-running employment lawsuits and limiting their legal options, while providing a financial windfall to trial lawyers.

H.R. 7 places new and unprecedented restrictions on job creators during the hiring process by prohibiting them from inquiring about the wage history of a prospective employee. A similar provision in a Philadelphia city ordinance was recently found to violate the First Amendment by a federal district court.

H.R. 7 also requires employers to submit thousands of new elements of worker pay data to the government, broken down by race, sex, and national origin. The bill also directs the EEOC to collect additional hiring, termination, and promotion data from businesses. These mandates pose a **serious threat to workers' confidentiality** and their right to pay data privacy.

*Prepared by the Committee on Education and Labor Republicans

The NFRW believes equal work deserves equal pay, regardless of the sex of the employee. H.R. 7 offers no new protections for women - it is a boondoggle for lawyers. Working women deserve better than empty partisan promises in pretty pink packages.

Please call or write your Congressman now and urge them to vote "No" on H.R. 7.

- You can call the Switchboard at 202-224-3121 and ask to be connected to your Member's office.
- Click on the link for a directory of [Representatives](#).

National Federation of Republican Women

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