

SUPPORTING TRUE EQUAL PAY

WHEREAS, the Equal Pay Act of 1963 has proven to be ineffective at remedying the vast disparity between men's and women's pay; and

WHEREAS, the fourth affirmative defense allows "any other factor other than sex" to be a reason for the pay disparity, allowing employers to give numerous reasons for the unequal pay that prevents women from being paid commensurate with their talents and with their male coworkers;

THEREFORE BE IT RESOLVED, that the National Organization for Women (NOW) supports the passage of the Paycheck Fairness Act (H.R. 7 and S. 270); and

BE IT FURTHER RESOLVED, that NOW supports any bill that removes the fourth affirmative defense to a complaint of unequal pay under the Equal Pay Act.