

Congress of the United States
Washington, DC 20515

January 21, 2016

The Honorable Thomas E. Perez
Secretary
United States Department of Labor
200 Constitution Avenue, NW
Washington, DC 20210

Dear Secretary Perez:


We applaud the Department of Labor's recent release of a final rule implementing the President's executive order prohibiting federal contractors from retaliating against employees who discuss their pay. As President Obama and the Department of Labor have rightly recognized, women and people of color continue to face significant pay disparities in the United States. Women in every age group, at every level of educational achievement, and in every industry are underpaid compared with their male counterparts.¹ We are concerned, however, that the executive order may not achieve its full impact unless the related rule on the federal contractors compensation data collection tool, or "Equal Pay Report" (RIN 1250-AA03), is finalized. Accordingly, we ask that the Department move quickly to release a robust final rule to ensure that contractors pay their employees fairly.

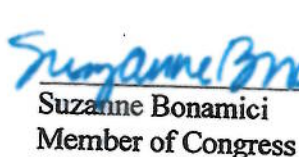
In 2014, women working full time in the United States were typically paid just 79 percent of what men were paid – and it's even worse for mothers and women of color.² African-American and Latina women are at a particular disadvantage: they earn only 63 cents and 54 cents for year-round, full-time work, respectively, for every dollar paid to white men.³ The troubling consistency and perniciousness of these statistics underscore the need for scrutiny of federal contractors' pay practices, and the Equal Pay Report will help us do just that. Transparency helps reduce the gender pay gap and is an important step in our collective efforts to ensure equal pay for equal work.

The Equal Pay Report is a critical data collection tool that will specifically require federal contractors to report summary compensation data based on gender and race to the Office of Federal Contract Compliance Programs (OFCCP). This information will help ensure that the more than \$450 billion in taxpayer dollars spent on federal contracts each year are awarded to companies that do not engage in pay discrimination. President Obama's April 8, 2014 Presidential Memorandum took a strong stance against pay discrimination in the federal contracting workforce. The Department of Labor has already moved forward with the anti-retaliation regulations and this quick action provides workers with the resources they need to help combat pay discrimination. The proposed regulation for the Equal Pay Report is a critical component of this effort to end pay discrimination and we urge you to finalize the rule for this compensation data collection tool.

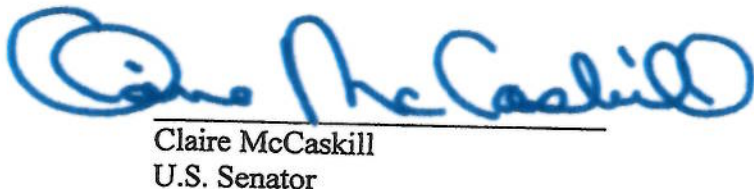
Thank you for consideration of our request to quickly finish the rulemaking process for the Equal Pay Report.

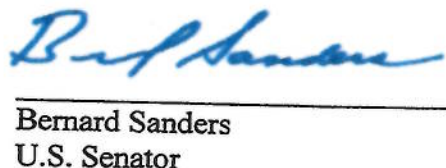
Sincerely,


Jared Polis
Member of Congress

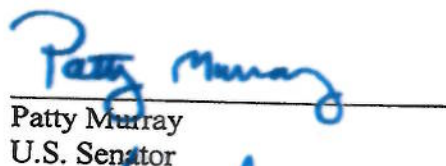

Suzanne Bonamici
Member of Congress

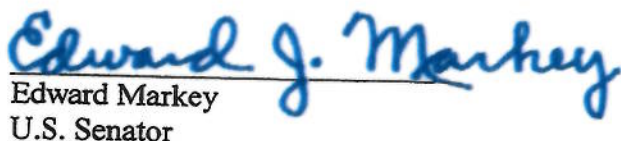

Kirsten Gillibrand
U.S. Senator

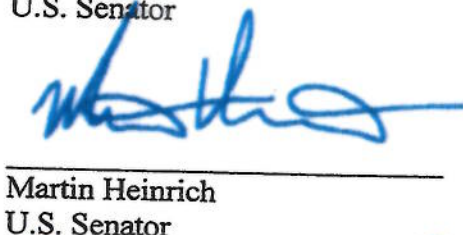

Claire McCaskill
U.S. Senator


Bernard Sanders
U.S. Senator

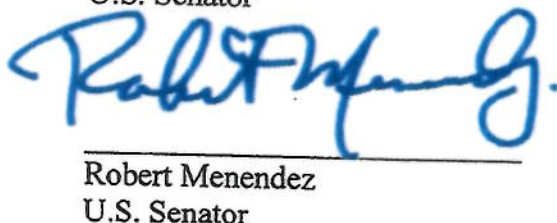

Richard Blumenthal
U.S. Senator

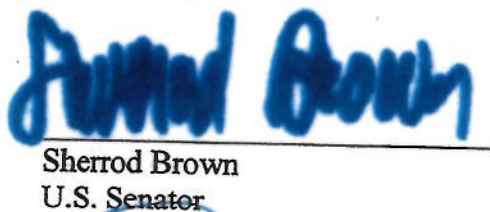

Patty Murray
U.S. Senator


Edward Markey
U.S. Senator

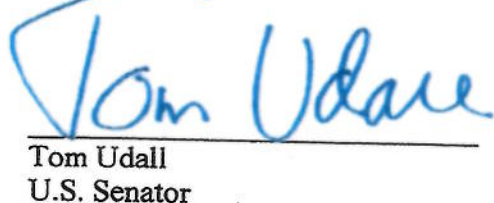

Martin Heinrich
U.S. Senator

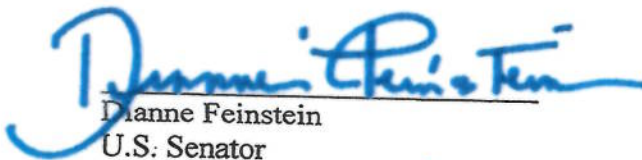

Barbara A. Mikulski
U.S. Senator


Robert Menendez
U.S. Senator

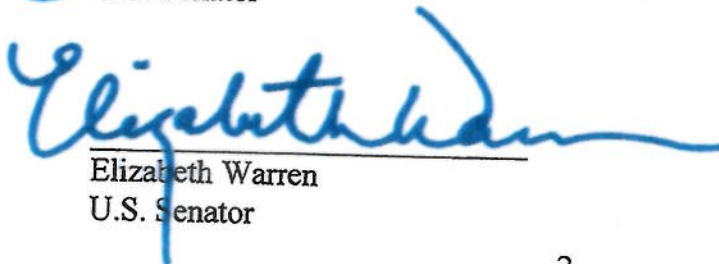

Sherrod Brown
U.S. Senator

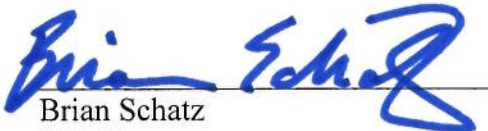

Jeanne Shaheen
U.S. Senator



Tom Udall
U.S. Senator



Dianne Feinstein
U.S. Senator

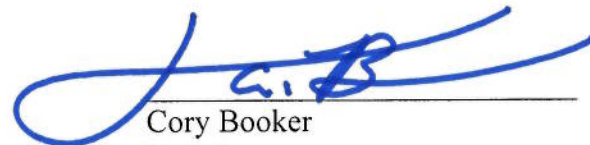

Al Franken
U.S. Senator

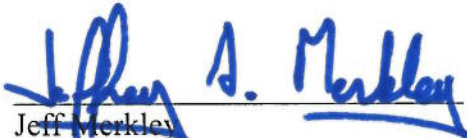

Elizabeth Warren
U.S. Senator



Brian Schatz
U.S. Senator

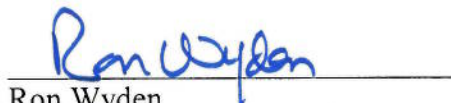

Chuck Schumer
U.S. Senator

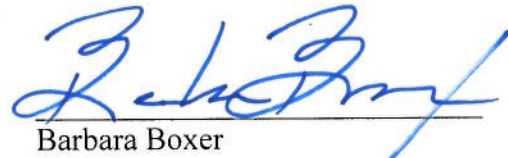

Benjamin L. Cardin
U.S. Senator

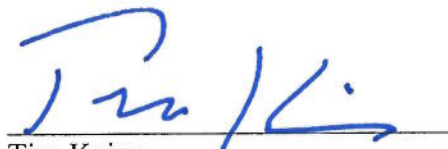

Cory Booker
U.S. Senator

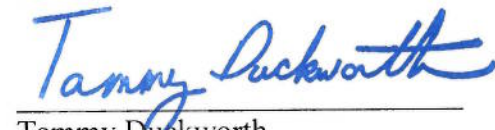

Jeff Merkley
U.S. Senator


Mazie Hirono
U.S. Senator


Ron Wyden
U.S. Senator



Barbara Boxer
U.S. Senator



Tim Kaine
U.S. Senator


Tammy Duckworth
Member of Congress


Bonnie Watson Coleman
Member of Congress

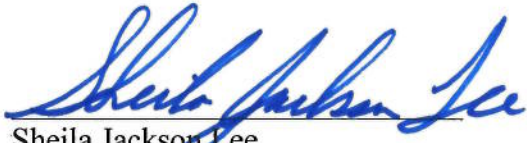

Niki Tsongas
Member of Congress


Jackie Speier
Member of Congress


Janice D. Schakowsky
Member of Congress


Elizabeth H. Esty
Member of Congress

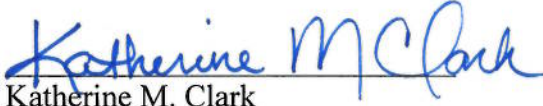

Chaka Fattah
Member of Congress



Sheila Jackson Lee
Member of Congress



Henry C. "Hank" Johnson, Jr.
Member of Congress



Katherine M. Clark
Member of Congress



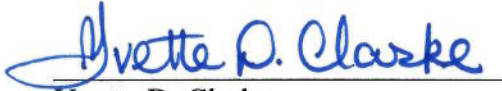
Eric Swalwell
Member of Congress



Raúl M. Grijalva
Member of Congress



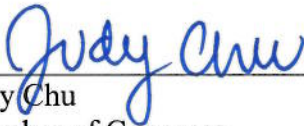
Rosa L. DeLauro
Member of Congress



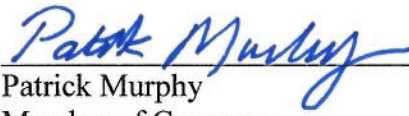
Yvette D. Clarke
Member of Congress



Mark Takano
Member of Congress



Judy Chu
Member of Congress



Patrick Murphy
Member of Congress



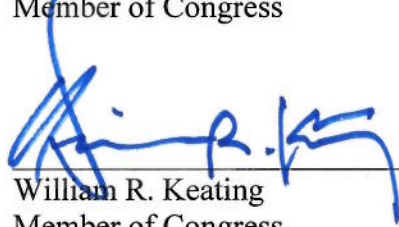
Alan S. Lowenthal
Member of Congress



Lucille Roybal-Allard
Member of Congress



Kathy Castor
Member of Congress



William R. Keating
Member of Congress





Chellie Pingree
Member of Congress



Tony Cárdenas
Member of Congress


Barbara Lee
Member of Congress


Joseph Crowley
Member of Congress


Brian Higgins
Member of Congress

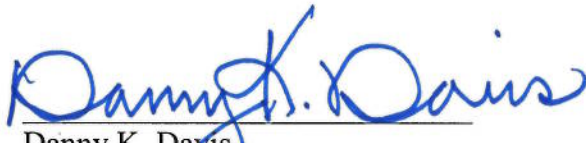

Alcee L. Hastings
Member of Congress

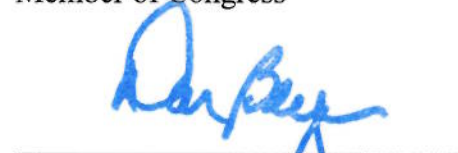

Carolyn B. Maloney
Member of Congress


Donna F. Edwards
Member of Congress



Brad Ashford
Member of Congress

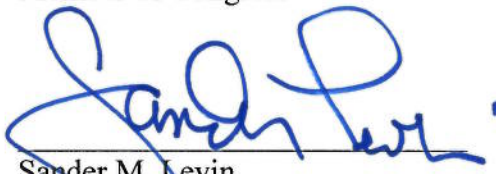

Michael M. Honda
Member of Congress



Danny K. Davis
Member of Congress

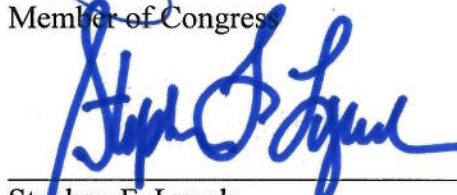

Donald S. Beyer, Jr.
Member of Congress

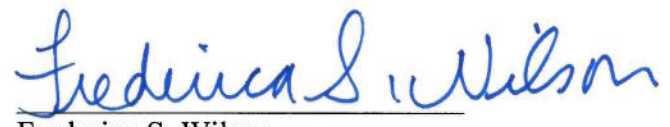

Robert C. "Bobby" Scott
Member of Congress


Sean Patrick Maloney
Member of Congress


Sander M. Levin
Member of Congress


Jared Huffman
Member of Congress


Stephen F. Lynch
Member of Congress


Frederica S. Wilson
Member of Congress

David N. Cicilline

David N. Cicilline
Member of Congress

Bill Pascrell Jr

Bill Pascrell Jr.
Member of Congress

Earl Blumenauer

Earl Blumenauer
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Chris Van Hollen

Chris Van Hollen
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Debbie Wasserman Schultz

Debbie Wasserman Schultz
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Suzan DelBene

Suzan DelBene
Member of Congress

John Garamendi

John Garamendi
Member of Congress

Doris O. Matsui

Doris O. Matsui
Member of Congress

Susan A. Davis

Susan A. Davis
Member of Congress

Julia Brownley

Julia Brownley
Member of Congress

Diana DeGette

Diana DeGette
Member of Congress

Mark R Warner

Mark Warner
U.S. Senator

Cc: Patricia Shiu, Director of the Office of Federal Contracts Compliance Programs

¹ AAUW. (2015). *The Simple Truth about the Gender Pay Gap*. www.aauw.org/research/the-simple-truth-about-the-gender-pay-gap/

² Ibid.

³ Ibid.