

**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.<sup>1</sup> 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.<sup>2</sup> 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.<sup>3</sup> 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

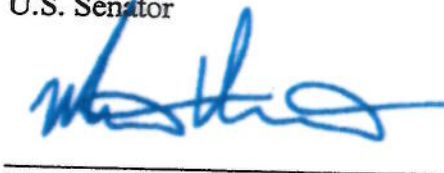
  
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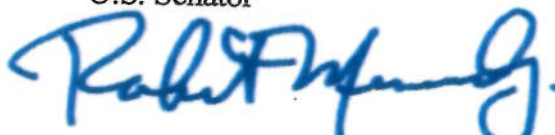
  
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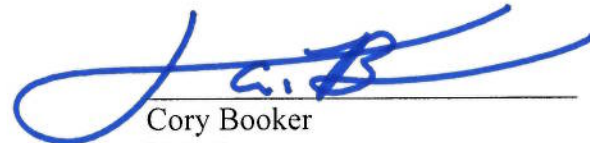
  
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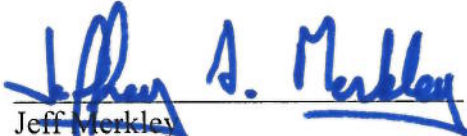



  
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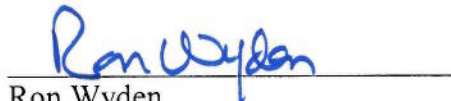
  
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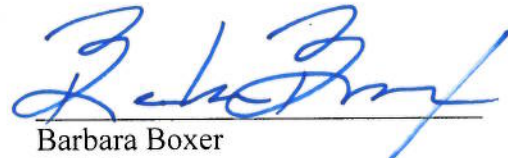
  
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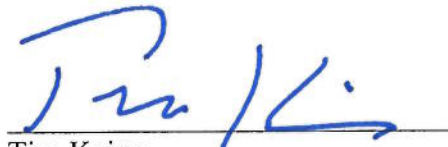
  
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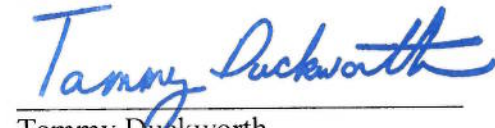
  
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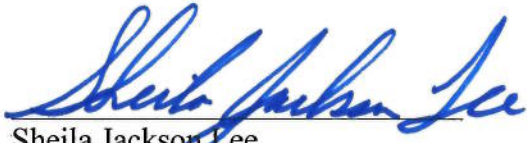
  
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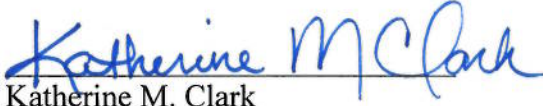
  
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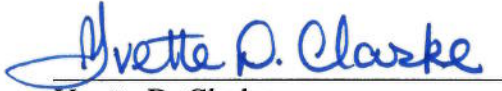
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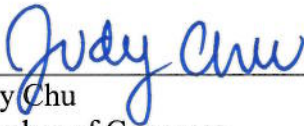
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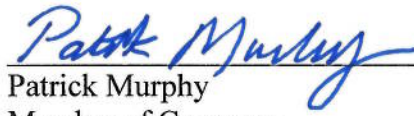
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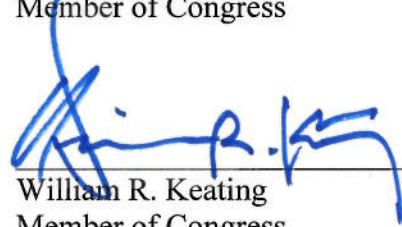
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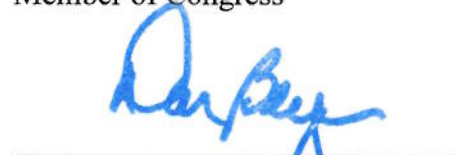
  
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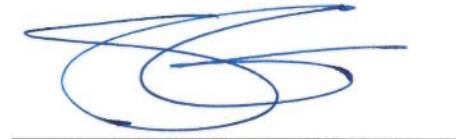
  
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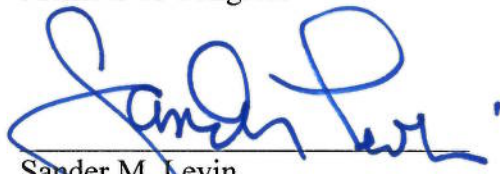
  
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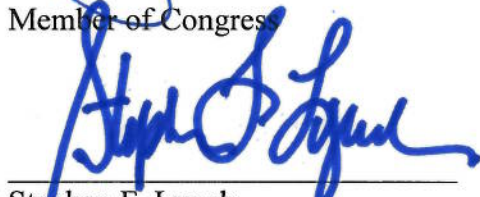
  
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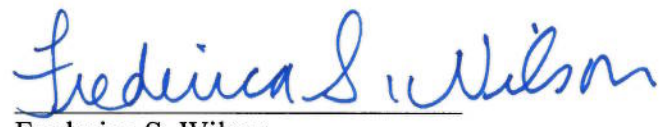
  
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Frederica S. Wilson  
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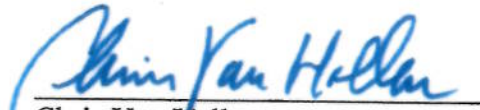
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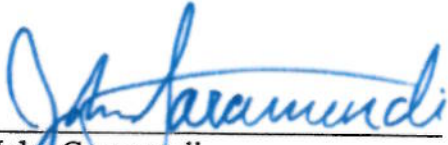
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Member of Congress



Diana DeGette  
Member of Congress



Mark Warner  
U.S. Senator

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

<sup>1</sup> AAUW. (2015). *The Simple Truth about the Gender Pay Gap*. [www.aauw.org/research/the-simple-truth-about-the-gender-pay-gap/](http://www.aauw.org/research/the-simple-truth-about-the-gender-pay-gap/)

<sup>2</sup> Ibid.

<sup>3</sup> Ibid.