

# INTERNATIONAL BROTHERHOOD OF TEAMSTERS

JAMES P. HOFFA  
General President

25 Louisiana Avenue, NW  
Washington, DC 20001



KEN HALL  
General Secretary-Treasurer

202.624.6800  
[www.teamster.org](http://www.teamster.org)

September 9, 2014

United States Senate  
Washington, D.C. 20510

Dear Senator:

On behalf of the more than 1.4 million members of the International Brotherhood of Teamsters, and their families, I strongly urge you to support fundamental fairness for women by ending gender discrimination in pay and passing the Paycheck Fairness Act (S. 84/ S. 2199). I urge you to vote yes on cloture on S. 84/ S. 2199 and to pass the Paycheck Fairness Act without any weakening or “poison pill” amendments.

The Paycheck Fairness Act would address the persistent wage gap between men and women by eliminating loopholes that hinder the effectiveness of the Equal Pay Act. S. 84 would update and strengthen the Equal Pay Act in important ways. The bill would require employers to demonstrate that wage gaps between men and women are truly the result of factors other than gender. Importantly, it would prohibit retaliation against workers who share salary information or inquire about their employer’s wage practices. S. 84/ S. 2199 would also bring the remedies and procedures of the Equal Pay Act into conformance with those available for other civil rights claims. The Paycheck Fairness Act holds employers accountable for pay discrepancies between their male and female employees while strengthening incentives to prevent pay discrimination.

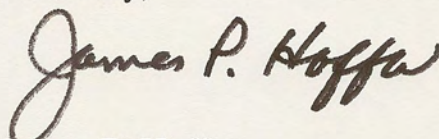
While some progress has been made, the wage gap persists, and disparities are evident at every educational level. Nationally, women still earn only 77 cents for every dollar earned by their male colleagues.

September 9, 2014  
Page 2

Passage of the Paycheck Fairness Act will provide women and all other workers the tools necessary to challenge discrimination against them. It is an important step in making real progress in the fight to eliminate the gender wage gap and to provide economic and retirement security to women and their families.

It is well past the time to end pay discrimination in the workplace. The Teamsters Union strongly urges you to vote yes on cloture, to reject any amendments, and to vote yes on final passage of the Paycheck Fairness Act.

Sincerely,

A handwritten signature in black ink that reads "James P. Hoffa". The signature is written in a cursive style with a large, looping initial "J".

James P. Hoffa  
General President

JPH/jdo