



**Robyn M. Boerstling**

*Vice President*

*Infrastructure, Innovation and Human Resources Policy*

April 14, 2021

U.S. House of Representatives  
Washington, DC 20515

Dear Representatives:

The National Association of Manufacturers, the largest manufacturing association in the United States representing manufacturers in every industrial sector and in all 50 states, writes to express its opposition to H.R. 7, the *Paycheck Fairness Act*.

Manufacturers are firmly committed to equal employment opportunity and equal pay for equal work. To that end, the NAM supports vigorous enforcement of existing anti-discrimination laws. As employers, we are dedicated to fairness in hiring, compensation, and job advancement for all employees. Unfortunately, this legislation would do little to prevent or discourage unlawful discrimination.

Instead, some of the bill's provisions would prohibit legitimate and non-discriminatory human resources practices, create confusion in class actions by expanding them to include plaintiffs that are not truly "similarly situated," and make it nearly impossible to assert valid and responsible defenses in litigation.

We look forward to working with Congress to develop legislation to better target and remedy discriminatory gender-based pay disparities.

Sincerely,

A handwritten signature in blue ink that reads 'Robyn M. Boerstling'.

*Leading Innovation. Creating Opportunity. Pursuing Progress.*

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