

# United States Senate

WASHINGTON, DC 20510

January 12, 1995

Dear Colleague:

We intend to introduce the Equal Rights Amendment to the Constitution in the Senate later this month. Enactment and ratification of the ERA is essential to ensure equality for women in both the law and the life of our land. Existing statutory prohibitions against sex discrimination have failed to give women basic educational and employment opportunities equal to those available to men in our society. The need for a Constitutional guarantee of equal rights for all citizens thus remains compelling.

An unconscionable gap between the earnings of men and women persists in the workforce. In 1993, women earned 71 cents for every dollar earned by a man. While this wage gap has narrowed over the past 10 years, it remains unacceptable.

Sex discrimination continues to permeate many areas of the economy. Although women with college degrees have made significant advances in many professional and managerial occupations in recent years, most women are still clustered in a narrow range of traditionally female, traditionally low-paying occupations, such as clerical jobs, waitressing, retail sales, nursing, child care, and elementary school teaching.

Female-headed households continue to dominate the bottom rungs of the economic ladder. Poverty rates are higher at every age for women who live alone or with non-relatives than for their male counterparts. And when a family with children is headed by a woman, the likelihood is high that the family is living in poverty; in 1991, an astounding 47% of all families headed by single mothers lived below the poverty line. This dismal situation is getting worse instead of better.

Plainly, much remains to be done to secure equal justice for women. While enactment of the Equal Rights Amendment alone cannot undo generations of economic injustice, it will encourage women in all parts of the country in their efforts to obtain redress.

We know from the ratification experience of the 1970's and early 1980's that the road to adoption of the ERA will not be easy. But the extraordinary importance of the effort requires us to persevere.

If you would like to be a sponsor of the Senate Joint Resolution proposing the ERA, please call Carolyn Majewski at 4-7878 by January 20, 1995.

Sincerely,

  
Edward M. Kennedy

  
Barbara Boxer

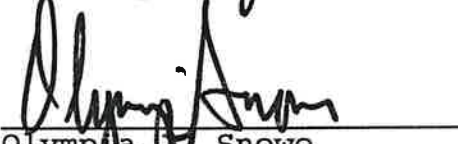
  
Thomas A. Daschle

  
Bob Packwood

  
Christopher J. Dodd

  
Arlen Specter

  
Byron L. Dorgan

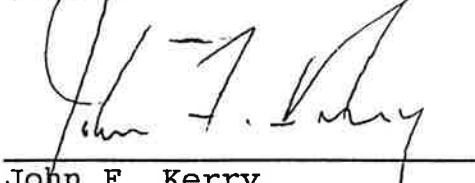
  
Olympia J. Snowe

  
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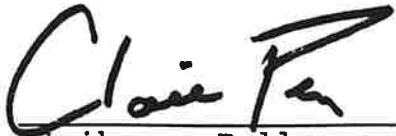
  
Tom Harkin

  
John F. Kerry


  
Frank R. Lautenberg

  
Carol Moseley-Braun

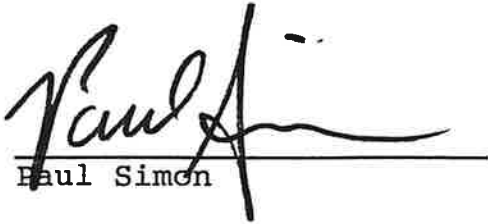
  
Patty Murray



Claiborne Pell



Paul S. Sarbanes



Paul Simon



Charles S. Robb



Barbara A. Mikulski