

trying to determine if they are being paid fairly.

- Such an executive order would ban federal contracting employers from discriminating or retaliating against employees because they asked about, discussed or disclosed wages.
- There are approximately 26 million workers employed by federal contractors, which is nearly 22 percent of the civilian workforce. While federal legislation is still needed to protect employees in all workplaces, this is an important first step that will reach over 20 percent of the civilian workforce.
- Of course, like the Paycheck Fairness Act, an executive order could include basic exceptions, such as employees who have access to wage information of other employees as a part of their essential job functions.⁹

Support for Banning Retaliation

- Overwhelming majorities of Americans support federal policies that give women more tools to get fair pay in the workplace, including majorit

