

HR 1695

Fair Pay Act of 2003

Congress: 108 (2003–2005, Ended)

Chamber: House

Policy Area: Labor and Employment

Introduced: Apr 9, 2003

Current Status: Referred to the Subcommittee on Workforce Protections.

Latest Action: Referred to the Subcommittee on Workforce Protections. (May 2, 2003)

Official Text: <https://www.congress.gov/bill/108th-congress/house-bill/1695>

Sponsor

Name: Del. Norton, Eleanor Holmes [D-DC-At Large]

Party: Democratic • **State:** DC • **Chamber:** House

Cosponsors (20 total)

Cosponsor	Party / State	Role	Date Joined
Rep. Baldwin, Tammy [D-WI-2]	D · WI		Jun 2, 2003
Rep. Conyers, John, Jr. [D-MI-14]	D · MI		Jun 2, 2003
Rep. Kennedy, Patrick J. [D-RI-1]	D · RI		Jun 2, 2003
Rep. Kildee, Dale E. [D-MI-5]	D · MI		Jun 2, 2003
Rep. Lee, Barbara [D-CA-9]	D · CA		Jun 2, 2003
Rep. Brown, Corrine [D-FL-3]	D · FL		Jun 25, 2003
Rep. Cardin, Benjamin L. [D-MD-3]	D · MD		Jun 25, 2003
Rep. Frank, Barney [D-MA-4]	D · MA		Jun 25, 2003
Rep. Hinchey, Maurice D. [D-NY-22]	D · NY		Jun 25, 2003
Rep. Jackson-Lee, Sheila [D-TX-18]	D · TX		Jun 25, 2003
Rep. McGovern, James P. [D-MA-3]	D · MA		Jun 25, 2003
Rep. Millender-McDonald, Juanita [D-CA-37]	D · CA		Jun 25, 2003
Rep. Owens, Major R. [D-NY-11]	D · NY		Jun 25, 2003
Rep. Woolsey, Lynn C. [D-CA-6]	D · CA		Jun 25, 2003
Rep. Sánchez, Linda T. [D-CA-39]	D · CA		Jul 10, 2003
Rep. Stark, Fortney Pete [D-CA-13]	D · CA		Jul 10, 2003
Rep. Waxman, Henry A. [D-CA-30]	D · CA		Sep 16, 2003
Rep. Michaud, Michael H. [D-ME-2]	D · ME		Oct 16, 2003
Rep. Payne, Donald M. [D-NJ-10]	D · NJ		Oct 21, 2003
Rep. Schakowsky, Janice D. [D-IL-9]	D · IL		Jan 20, 2004

Committee Activity

Committee	Chamber	Activity	Date
Education and Workforce Committee	House	Referred to	May 2, 2003
Education and Workforce Committee	House	Referred to	May 2, 2003

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

No related bills are listed.

Summary (as of Apr 9, 2003)

Fair Pay Act of 2003 - Amends the Fair Labor Standards Act of 1938 to prohibit discrimination in the payment of wages on account of sex, race, or national origin. (Allows payment of different wages under seniority systems, merit systems, systems that measure earnings by quantity or quality of production, or differentials based on bona fide factors that the employer demonstrates are job-related or further legitimate business interests.)

Prohibits the discharge of or any other discrimination against an individual for opposing any act or practice made unlawful by this Act, or for assisting in an investigation or proceeding under it.

Directs courts, in any action brought under this Act for violation of such prohibition, to allow expert fees as part of the costs awarded to prevailing plaintiffs. Allows any such action to be maintained as a class action.

Directs the EEOC to: (1) undertake studies and provide information and technical assistance to employers, labor organizations, and the general public concerning effective means available to implement this Act; and (2) carry on a continuing program of research, education, and technical assistance with specified components related to the purposes of this Act.

Makes conforming amendments relating to congressional and executive branch employees to the Congressional Accountability Act of 1995 and the Presidential and Executive Office Accountability Act.

Actions Timeline

- **May 2, 2003:** Referred to the Subcommittee on Employer-Employee Relations.
- **May 2, 2003:** Referred to the Subcommittee on Workforce Protections.
- **Apr 10, 2003:** Sponsor introductory remarks on measure. (CR E722)
- **Apr 9, 2003:** Introduced in House
- **Apr 9, 2003:** Introduced in House
- **Apr 9, 2003:** Referred to the House Committee on Education and the Workforce.