

## S 841

Fair Pay Act of 2003

**Congress:** 108 (2003–2005, Ended)

**Chamber:** Senate

**Policy Area:** Labor and Employment

**Introduced:** Apr 9, 2003

**Current Status:** Sponsor introductory remarks on measure. (CR S6827)

**Latest Action:** Sponsor introductory remarks on measure. (CR S6827) (Jun 16, 2004)

**Official Text:** <https://www.congress.gov/bill/108th-congress/senate-bill/841>

### Sponsor

**Name:** Sen. Harkin, Tom [D-IA]

**Party:** Democratic • **State:** IA • **Chamber:** Senate

### Cosponsors (8 total)

Cosponsor	Party / State	Role	Date Joined
Sen. Akaka, Daniel K. [D-HI]	D · HI		Apr 9, 2003
Sen. Boxer, Barbara [D-CA]	D · CA		Apr 9, 2003
Sen. Durbin, Richard J. [D-IL]	D · IL		Apr 9, 2003
Sen. Feingold, Russell D. [D-WI]	D · WI		Apr 9, 2003
Sen. Kennedy, Edward M. [D-MA]	D · MA		Apr 9, 2003
Sen. Leahy, Patrick J. [D-VT]	D · VT		Apr 9, 2003
Sen. Mikulski, Barbara A. [D-MD]	D · MD		Apr 9, 2003
Sen. Murray, Patty [D-WA]	D · WA		Apr 9, 2003

### Committee Activity

Committee	Chamber	Activity	Date
Health, Education, Labor, and Pensions Committee	Senate	Referred To	Apr 9, 2003

### Subjects & Policy Tags

#### Policy Area:

Labor and Employment

### Related Bills

*No related bills are listed.*

## Summary (as of Apr 9, 2003)

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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

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- **Jun 16, 2004:** Sponsor introductory remarks on measure. (CR S6827)
- **Apr 9, 2003:** Introduced in Senate
- **Apr 9, 2003:** Sponsor introductory remarks on measure. (CR S5073)
- **Apr 9, 2003:** Read twice and referred to the Committee on Health, Education, Labor, and Pensions. (text of measure as introduced: CR S5074-5075)

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