

## HR 1687

Paycheck Fairness Act

**Congress:** 109 (2005–2007, Ended)

**Chamber:** House

**Policy Area:** Labor and Employment

**Introduced:** Apr 19, 2005

**Current Status:** Referred to the Subcommittee on Workforce Protections.

**Latest Action:** Referred to the Subcommittee on Workforce Protections. (May 9, 2005)

**Official Text:** <https://www.congress.gov/bill/109th-congress/house-bill/1687>

### Sponsor

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**Name:** Rep. DeLauro, Rosa L. [D-CT-3]

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

**Cosponsors** (111 total)

Cosponsor	Party / State	Role	Date Joined
Rep. Abercrombie, Neil [D-HI-1]	D · HI		Apr 19, 2005
Rep. Allen, Thomas H. [D-ME-1]	D · ME		Apr 19, 2005
Rep. Baldwin, Tammy [D-WI-2]	D · WI		Apr 19, 2005
Rep. Berkley, Shelley [D-NV-1]	D · NV		Apr 19, 2005
Rep. Boswell, Leonard L. [D-IA-3]	D · IA		Apr 19, 2005
Rep. Brown, Corrine [D-FL-3]	D · FL		Apr 19, 2005
Rep. Crowley, Joseph [D-NY-7]	D · NY		Apr 19, 2005
Rep. Cuellar, Henry [D-TX-28]	D · TX		Apr 19, 2005
Rep. Cummings, Elijah E. [D-MD-7]	D · MD		Apr 19, 2005
Rep. DeFazio, Peter A. [D-OR-4]	D · OR		Apr 19, 2005
Rep. Dicks, Norman D. [D-WA-6]	D · WA		Apr 19, 2005
Rep. Dingell, John D. [D-MI-15]	D · MI		Apr 19, 2005
Rep. Engel, Eliot L. [D-NY-17]	D · NY		Apr 19, 2005
Rep. Evans, Lane [D-IL-17]	D · IL		Apr 19, 2005
Rep. Farr, Sam [D-CA-17]	D · CA		Apr 19, 2005
Rep. Frank, Barney [D-MA-4]	D · MA		Apr 19, 2005
Rep. Grijalva, Raúl M. [D-AZ-7]	D · AZ		Apr 19, 2005
Rep. Gutierrez, Luis V. [D-IL-4]	D · IL		Apr 19, 2005
Rep. Hinchey, Maurice D. [D-NY-22]	D · NY		Apr 19, 2005
Rep. Holt, Rush [D-NJ-12]	D · NJ		Apr 19, 2005
Rep. Honda, Michael M. [D-CA-15]	D · CA		Apr 19, 2005
Rep. Jackson, Jesse L., Jr. [D-IL-2]	D · IL		Apr 19, 2005
Rep. Jones, Stephanie Tubbs [D-OH-11]	D · OH		Apr 19, 2005
Rep. Kennedy, Patrick J. [D-RI-1]	D · RI		Apr 19, 2005
Rep. Kildee, Dale E. [D-MI-5]	D · MI		Apr 19, 2005
Rep. Langevin, James R. [D-RI-2]	D · RI		Apr 19, 2005
Rep. Lantos, Tom [D-CA-12]	D · CA		Apr 19, 2005
Rep. Lee, Barbara [D-CA-9]	D · CA		Apr 19, 2005
Rep. Maloney, Carolyn B. [D-NY-14]	D · NY		Apr 19, 2005
Rep. McCarthy, Carolyn [D-NY-4]	D · NY		Apr 19, 2005
Rep. McCollum, Betty [D-MN-4]	D · MN		Apr 19, 2005
Rep. McDermott, Jim [D-WA-7]	D · WA		Apr 19, 2005
Rep. McGovern, James P. [D-MA-3]	D · MA		Apr 19, 2005
Rep. Miller, Brad [D-NC-13]	D · NC		Apr 19, 2005
Rep. Miller, George [D-CA-7]	D · CA		Apr 19, 2005
Rep. Moran, James P. [D-VA-8]	D · VA		Apr 19, 2005
Rep. Nadler, Jerrold [D-NY-8]	D · NY		Apr 19, 2005
Rep. Neal, Richard E. [D-MA-2]	D · MA		Apr 19, 2005
Rep. Oberstar, James L. [D-MN-8]	D · MN		Apr 19, 2005
Rep. Pallone, Frank, Jr. [D-NJ-6]	D · NJ		Apr 19, 2005
Rep. Pelosi, Nancy [D-CA-8]	D · CA		Apr 19, 2005

Cosponsor	Party / State	Role	Date Joined
Rep. Price, David E. [D-NC-4]	D · NC		Apr 19, 2005
Rep. Schakowsky, Janice D. [D-IL-9]	D · IL		Apr 19, 2005
Rep. Scott, David [D-GA-13]	D · GA		Apr 19, 2005
Rep. Sherman, Brad [D-CA-27]	D · CA		Apr 19, 2005
Rep. Slaughter, Louise McIntosh [D-NY-28]	D · NY		Apr 19, 2005
Rep. Solis, Hilda L. [D-CA-32]	D · CA		Apr 19, 2005
Rep. Stark, Fortney Pete [D-CA-13]	D · CA		Apr 19, 2005
Rep. Strickland, Ted [D-OH-6]	D · OH		Apr 19, 2005
Rep. Tauscher, Ellen O. [D-CA-10]	D · CA		Apr 19, 2005
Rep. Tierney, John F. [D-MA-6]	D · MA		Apr 19, 2005
Rep. Udall, Tom [D-NM-3]	D · NM		Apr 19, 2005
Rep. Van Hollen, Chris [D-MD-8]	D · MD		Apr 19, 2005
Rep. Wasserman Schultz, Debbie [D-FL-20]	D · FL		Apr 19, 2005
Rep. Weiner, Anthony D. [D-NY-9]	D · NY		Apr 19, 2005
Rep. Wexler, Robert [D-FL-19]	D · FL		Apr 19, 2005
Rep. Woolsey, Lynn C. [D-CA-6]	D · CA		Apr 19, 2005
Rep. Wu, David [D-OR-1]	D · OR		Apr 19, 2005
Rep. Capps, Lois [D-CA-23]	D · CA		May 23, 2005
Rep. Carnahan, Russ [D-MO-3]	D · MO		May 23, 2005
Rep. Carson, Julia [D-IN-7]	D · IN		May 23, 2005
Rep. Conyers, John, Jr. [D-MI-14]	D · MI		May 23, 2005
Rep. Lewis, John [D-GA-5]	D · GA		May 23, 2005
Rep. Lofgren, Zoe [D-CA-16]	D · CA		May 23, 2005
Rep. McNulty, Michael R. [D-NY-21]	D · NY		May 23, 2005
Rep. Olver, John W. [D-MA-1]	D · MA		May 23, 2005
Rep. Smith, Adam [D-WA-9]	D · WA		May 23, 2005
Rep. Bishop, Timothy H. [D-NY-1]	D · NY		Jun 20, 2005
Rep. Davis, Danny K. [D-IL-7]	D · IL		Jun 20, 2005
Rep. DeGette, Diana [D-CO-1]	D · CO		Jun 20, 2005
Rep. Waters, Maxine [D-CA-35]	D · CA		Jun 20, 2005
Rep. Waxman, Henry A. [D-CA-30]	D · CA		Jun 20, 2005
Rep. Lowey, Nita M. [D-NY-18]	D · NY		Jun 27, 2005
Rep. Sabo, Martin Olav [D-MN-5]	D · MN		Jul 21, 2005
Rep. Napolitano, Grace F. [D-CA-38]	D · CA		Jul 27, 2005
Rep. Jefferson, William J. [D-LA-2]	D · LA		Jul 28, 2005
Rep. Moore, Gwen [D-WI-4]	D · WI		Jul 28, 2005
Rep. Ryan, Tim [D-OH-17]	D · OH		Jul 28, 2005
Rep. Capuano, Michael E. [D-MA-8]	D · MA		Jul 29, 2005
Rep. Doggett, Lloyd [D-TX-25]	D · TX		Jul 29, 2005
Rep. Kilpatrick, Carolyn C. [D-MI-13]	D · MI		Jul 29, 2005
Rep. Davis, Susan A. [D-CA-53]	D · CA		Oct 6, 2005
Rep. Filner, Bob [D-CA-51]	D · CA		Oct 6, 2005

Cosponsor	Party / State	Role	Date Joined
Rep. Jackson-Lee, Sheila [D-TX-18]	D · TX		Oct 6, 2005
Rep. Menendez, Robert [D-NJ-13]	D · NJ		Oct 6, 2005
Rep. Payne, Donald M. [D-NJ-10]	D · NJ		Oct 6, 2005
Rep. Rothman, Steven R. [D-NJ-9]	D · NJ		Oct 6, 2005
Rep. Brown, Sherrod [D-OH-13]	D · OH		Dec 18, 2005
Rep. Hooley, Darlene [D-OR-5]	D · OR		Apr 4, 2006
Del. Christensen, Donna M. [D-VI-At Large]	D · VI		Apr 25, 2006
Del. Norton, Eleanor Holmes [D-DC-At Large]	D · DC		Apr 25, 2006
Rep. Eshoo, Anna G. [D-CA-14]	D · CA		Apr 25, 2006
Rep. Etheridge, Bob [D-NC-2]	D · NC		Apr 25, 2006
Rep. Johnson, Eddie Bernice [D-TX-30]	D · TX		Apr 25, 2006
Rep. Millender-McDonald, Juanita [D-CA-37]	D · CA		Apr 25, 2006
Rep. Schiff, Adam B. [D-CA-29]	D · CA		Apr 25, 2006
Rep. Hinojosa, Ruben [D-TX-15]	D · TX		Apr 26, 2006
Rep. Holden, Tim [D-PA-17]	D · PA		Apr 26, 2006
Rep. Matsui, Doris O. [D-CA-5]	D · CA		Apr 26, 2006
Rep. Green, Al [D-TX-9]	D · TX		Jun 6, 2006
Rep. Levin, Sander M. [D-MI-12]	D · MI		Jun 6, 2006
Rep. Michaud, Michael H. [D-ME-2]	D · ME		Jun 6, 2006
Rep. Doyle, Michael F. [D-PA-14]	D · PA		Jun 28, 2006
Rep. Meeks, Gregory W. [D-NY-6]	D · NY		Sep 27, 2006
Rep. Berman, Howard L. [D-CA-28]	D · CA		Sep 28, 2006
Rep. Pastor, Ed [D-AZ-4]	D · AZ		Sep 28, 2006
Rep. Schwartz, Allyson Y. [D-PA-13]	D · PA		Sep 28, 2006
Rep. Serrano, Jose E. [D-NY-16]	D · NY		Sep 28, 2006
Rep. Thompson, Bennie G. [D-MS-2]	D · MS		Sep 28, 2006
Rep. Obey, David R. [D-WI-7]	D · WI		Sep 29, 2006
Rep. Wynn, Albert Russell [D-MD-4]	D · MD		Sep 29, 2006

### Committee Activity

Committee	Chamber	Activity	Date
Education and Workforce Committee	House	Referred to	May 9, 2005
Education and Workforce Committee	House	Referred to	May 9, 2005

### Subjects & Policy Tags

#### Policy Area:

Labor and Employment

#### Related Bills

*No related bills are listed.*

Paycheck Fairness Act - Amends the portion of the Fair Labor Standards Act of 1938 (FLSA) known as the Equal Pay Act to revise remedies for and enforcement of prohibitions against sex discrimination in the payment of wages to: (1) add nonretaliation requirements; (2) increase penalties; and (3) authorize the Secretary of Labor (the Secretary) to seek additional compensatory or punitive damages.

Requires the Equal Employment Opportunity Commission (EEOC) and the Office of Federal Contract Compliance Programs to train EEOC employees and affected individuals and entities on matters involving wage discrimination.

Authorizes the Secretary to make grants to eligible entities for negotiation skills training programs for girls and women. Directs the Secretaries of Labor and Education to issue regulations or policy guidance to integrate such training into certain programs under their Departments.

Directs the Secretary to provide for certain studies, information, national summit, and guidelines, awards, and assistance for employer evaluations of job categories based on objective criteria.

Establishes the Secretary of Labor's National Award for Pay Equity in the Workplace.

Amends the Civil Rights Act of 1964 to require the EEOC to collect certain pay information.

Directs: (1) the Commissioner of Labor Statistics to collect data on woman workers in the Current Employment Statistics survey; (2) the Office of Federal Contract Compliance Programs to use specified types of methods in investigating compensation discrimination and in enforcing pay equity; and (3) the Secretary to make accurate information on compensation discrimination readily available to the public.

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### **Actions Timeline**

- **May 9, 2005:** Referred to the Subcommittee on Employer-Employee Relations.
- **May 9, 2005:** Referred to the Subcommittee on Workforce Protections.
- **Apr 19, 2005:** Introduced in House
- **Apr 19, 2005:** Introduced in House
- **Apr 19, 2005:** Referred to the House Committee on Education and the Workforce.