

## HR 1697

Fair Pay Act of 2005

**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/1697>

### Sponsor

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

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

### Cosponsors (21 total)

| Cosponsor                                  | Party / State | Role | Date Joined  |
|--|---------------|------|--------------|
| Rep. Boswell, Leonard L. [D-IA-3]          | D · IA        |      | May 19, 2005 |
| Rep. Butterfield, G. K. [D-NC-1]           | D · NC        |      | May 19, 2005 |
| Rep. Jackson-Lee, Sheila [D-TX-18]         | D · TX        |      | May 19, 2005 |
| Rep. Lee, Barbara [D-CA-9]                 | D · CA        |      | May 19, 2005 |
| Rep. Millender-McDonald, Juanita [D-CA-37] | D · CA        |      | May 19, 2005 |
| Rep. Owens, Major R. [D-NY-11]             | D · NY        |      | May 19, 2005 |
| Rep. Payne, Donald M. [D-NJ-10]            | D · NJ        |      | May 19, 2005 |
| Rep. Sánchez, Linda T. [D-CA-39]           | D · CA        |      | May 19, 2005 |
| Rep. Waxman, Henry A. [D-CA-30]            | D · CA        |      | May 19, 2005 |
| Rep. Woolsey, Lynn C. [D-CA-6]             | D · CA        |      | May 19, 2005 |
| Rep. Davis, Danny K. [D-IL-7]              | D · IL        |      | Jun 9, 2005  |
| Rep. Waters, Maxine [D-CA-35]              | D · CA        |      | Jul 11, 2005 |
| Rep. Bishop, Timothy H. [D-NY-1]           | D · NY        |      | Jul 14, 2005 |
| Rep. Moore, Gwen [D-WI-4]                  | D · WI        |      | Jul 29, 2005 |
| Rep. Bishop, Sanford D., Jr. [D-GA-2]      | D · GA        |      | Apr 27, 2006 |
| Rep. Hinojosa, Ruben [D-TX-15]             | D · TX        |      | Apr 27, 2006 |
| Rep. Holden, Tim [D-PA-17]                 | D · PA        |      | Apr 27, 2006 |
| Rep. Strickland, Ted [D-OH-6]              | D · OH        |      | May 3, 2006  |
| Rep. Sanders, Bernard [I-VT-At Large]      | I · VT        |      | May 16, 2006 |
| Rep. Green, Al [D-TX-9]                    | D · TX        |      | Jun 7, 2006  |
| Rep. Jackson, Jesse L., Jr. [D-IL-2]       | D · IL        |      | Jun 27, 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

| Bill      | Relationship | Last Action  |
|-----------|--------------|--|
| 109 S 840 | Related bill | <b>Apr 19, 2005:</b> Read twice and referred to the Committee on Health, Education, Labor, and Pensions. |

## Summary (as of Apr 19, 2005)

Fair Pay Act of 2005 - 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 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:** Sponsor introductory remarks on measure. (CR E686)
- **Apr 19, 2005:** Referred to the House Committee on Education and the Workforce.