

S 840

Fair Pay Act of 2005

Congress: 109 (2005–2007, Ended)

Chamber: Senate

Policy Area: Labor and Employment

Introduced: Apr 19, 2005

Current Status: Read twice and referred to the Committee on Health, Education, Labor, and Pensions.

Latest Action: Read twice and referred to the Committee on Health, Education, Labor, and Pensions. (Apr 19, 2005)

Official Text: https://www.congress.gov/bill/109th-congress/senate-bill/840

Sponsor

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

Party: Democratic • State: IA • Chamber: Senate

Cosponsors (11 total)

Cosponsor	Party / State	Role	Date Joined
Sen. Akaka, Daniel K. [D-HI]	D · HI		Apr 19, 2005
Sen. Corzine, Jon S. [D-NJ]	D · NJ		Apr 19, 2005
Sen. Durbin, Richard J. [D-IL]	D · IL		Apr 19, 2005
Sen. Feingold, Russell D. [D-WI]	D · WI		Apr 19, 2005
Sen. Kennedy, Edward M. [D-MA]	D · MA		Apr 19, 2005
Sen. Kerry, John F. [D-MA]	D · MA		Apr 19, 2005
Sen. Leahy, Patrick J. [D-VT]	D · VT		Apr 19, 2005
Sen. Lincoln, Blanche L. [D-AR]	D · AR		Apr 19, 2005
Sen. Mikulski, Barbara A. [D-MD]	D · MD		Apr 19, 2005
Sen. Murray, Patty [D-WA]	D · WA		Apr 19, 2005
Sen. Dayton, Mark [D-MN]	D · MN		Feb 6, 2006

Committee Activity

Committee	Chamber	Activity	Date
Health, Education, Labor, and Pensions Committee	Senate	Referred To	Apr 19, 2005

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

Bill	Relationship	Last Action
109 HR 1697	Related bill	May 9, 2005: Referred to the Subcommittee on Workforce Protections.

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**

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- **Apr 19, 2005:** Introduced in Senate
- **Apr 19, 2005:** Sponsor introductory remarks on measure. (CR S3900)
- **Apr 19, 2005:** Read twice and referred to the Committee on Health, Education, Labor, and Pensions.