

## S 841

### Paycheck Fairness Act

**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/841>

### Sponsor

**Name:** Sen. Clinton, Hillary Rodham [D-NY]

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

### Cosponsors (18 total)

Cosponsor	Party / State	Role	Date Joined
Sen. Corzine, Jon S. [D-NJ]	D · NJ		Apr 19, 2005
Sen. Durbin, Richard J. [D-IL]	D · IL		Apr 19, 2005
Sen. Harkin, Tom [D-IA]	D · IA		Apr 19, 2005
Sen. Kennedy, Edward M. [D-MA]	D · MA		Apr 19, 2005
Sen. Landrieu, Mary L. [D-LA]	D · LA		Apr 19, 2005
Sen. Leahy, Patrick J. [D-VT]	D · VT		Apr 19, 2005
Sen. Reid, Harry [D-NV]	D · NV		Apr 19, 2005
Sen. Schumer, Charles E. [D-NY]	D · NY		Apr 19, 2005
Sen. Stabenow, Debbie [D-MI]	D · MI		Apr 19, 2005
Sen. Feingold, Russell D. [D-WI]	D · WI		Apr 20, 2005
Sen. Murray, Patty [D-WA]	D · WA		Apr 20, 2005
Sen. Boxer, Barbara [D-CA]	D · CA		May 11, 2005
Sen. Cantwell, Maria [D-WA]	D · WA		Jul 29, 2005
Sen. Dayton, Mark [D-MN]	D · MN		Feb 6, 2006
Sen. Dodd, Christopher J. [D-CT]	D · CT		Mar 16, 2006
Sen. Mikulski, Barbara A. [D-MD]	D · MD		Mar 16, 2006
Sen. Reed, Jack [D-RI]	D · RI		Apr 5, 2006
Sen. Menendez, Robert [D-NJ]	D · NJ		May 25, 2006

### Committee Activity

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

## Subjects & Policy Tags

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### Policy Area:

Labor and Employment

### Related Bills

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*No related bills are listed.*

### Summary (as of Apr 19, 2005)

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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.

### Actions Timeline

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- **Apr 19, 2005:** Introduced in Senate
- **Apr 19, 2005:** Sponsor introductory remarks on measure. (CR S3900-3901)
- **Apr 19, 2005:** Read twice and referred to the Committee on Health, Education, Labor, and Pensions.