

S 1087

Fair Pay Act of 2007

Congress: 110 (2007–2009, Ended)

Chamber: Senate

Policy Area: Labor and Employment

Introduced: Apr 11, 2007

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 11, 2007)

Official Text: <https://www.congress.gov/bill/110th-congress/senate-bill/1087>

Sponsor

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

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

Cosponsors (16 total)

Cosponsor	Party / State	Role	Date Joined
Sen. Akaka, Daniel K. [D-HI]	D · HI		Apr 11, 2007
Sen. Boxer, Barbara [D-CA]	D · CA		Apr 11, 2007
Sen. Brown, Sherrod [D-OH]	D · OH		Apr 11, 2007
Sen. Durbin, Richard J. [D-IL]	D · IL		Apr 11, 2007
Sen. Feingold, Russell D. [D-WI]	D · WI		Apr 11, 2007
Sen. Kennedy, Edward M. [D-MA]	D · MA		Apr 11, 2007
Sen. Kerry, John F. [D-MA]	D · MA		Apr 11, 2007
Sen. Leahy, Patrick J. [D-VT]	D · VT		Apr 11, 2007
Sen. Mikulski, Barbara A. [D-MD]	D · MD		Apr 11, 2007
Sen. Murray, Patty [D-WA]	D · WA		Apr 11, 2007
Sen. Sanders, Bernard [I-VT]	I · VT		Apr 11, 2007
Sen. Lautenberg, Frank R. [D-NJ]	D · NJ		Apr 18, 2007
Sen. Obama, Barack [D-IL]	D · IL		Apr 24, 2007
Sen. Levin, Carl [D-MI]	D · MI		Apr 25, 2007
Sen. Casey, Robert P., Jr. [D-PA]	D · PA		May 9, 2007
Sen. Dodd, Christopher J. [D-CT]	D · CT		Sep 10, 2007

Committee Activity

Committee	Chamber	Activity	Date
Health, Education, Labor, and Pensions Committee	Senate	Referred To	Apr 11, 2007

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

Bill	Relationship	Last Action
110 HR 2019	Related bill	Jul 9, 2007: Referred to the Subcommittee on Workforce Protections.

Summary (as of Apr 11, 2007)

Fair Pay Act of 2007 - 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 Equal Employment Opportunity Commission (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

- **Apr 11, 2007:** Introduced in Senate
- **Apr 11, 2007:** Read twice and referred to the Committee on Health, Education, Labor, and Pensions.