

## HR 2831

Lilly Ledbetter Fair Pay Act of 2007

**Congress:** 110 (2007–2009, Ended)

**Chamber:** House

**Policy Area:** Civil Rights and Liberties, Minority Issues

**Introduced:** Jun 22, 2007

**Current Status:** Committee on the Judiciary. Hearings held.

**Latest Action:** Committee on the Judiciary. Hearings held. (Sep 23, 2008)

**Official Text:** <https://www.congress.gov/bill/110th-congress/house-bill/2831>

### Sponsor

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**Name:** Rep. Miller, George [D-CA-7]

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

**Cosponsors** (93 total)

Cosponsor	Party / State	Role	Date Joined
Del. Norton, Eleanor Holmes [D-DC-At Large]	D · DC		Jun 22, 2007
Rep. Andrews, Robert E. [D-NJ-1]	D · NJ		Jun 22, 2007
Rep. Berkley, Shelley [D-NV-1]	D · NV		Jun 22, 2007
Rep. Capps, Lois [D-CA-23]	D · CA		Jun 22, 2007
Rep. Clarke, Yvette D. [D-NY-11]	D · NY		Jun 22, 2007
Rep. Davis, Danny K. [D-IL-7]	D · IL		Jun 22, 2007
Rep. DeLauro, Rosa L. [D-CT-3]	D · CT		Jun 22, 2007
Rep. Farr, Sam [D-CA-17]	D · CA		Jun 22, 2007
Rep. Hinojosa, Ruben [D-TX-15]	D · TX		Jun 22, 2007
Rep. Hirono, Mazie K. [D-HI-2]	D · HI		Jun 22, 2007
Rep. Hoyer, Steny H. [D-MD-5]	D · MD		Jun 22, 2007
Rep. Kucinich, Dennis J. [D-OH-10]	D · OH		Jun 22, 2007
Rep. Loebssack, David [D-IA-2]	D · IA		Jun 22, 2007
Rep. Maloney, Carolyn B. [D-NY-14]	D · NY		Jun 22, 2007
Rep. McCarthy, Carolyn [D-NY-4]	D · NY		Jun 22, 2007
Rep. McCollum, Betty [D-MN-4]	D · MN		Jun 22, 2007
Rep. McDermott, Jim [D-WA-7]	D · WA		Jun 22, 2007
Rep. Nadler, Jerrold [D-NY-8]	D · NY		Jun 22, 2007
Rep. Sánchez, Linda T. [D-CA-39]	D · CA		Jun 22, 2007
Rep. Shea-Porter, Carol [D-NH-1]	D · NH		Jun 22, 2007
Rep. Slaughter, Louise McIntosh [D-NY-28]	D · NY		Jun 22, 2007
Rep. Van Hollen, Chris [D-MD-8]	D · MD		Jun 22, 2007
Rep. Woolsey, Lynn C. [D-CA-6]	D · CA		Jun 22, 2007
Rep. Allen, Thomas H. [D-ME-1]	D · ME		Jun 25, 2007
Rep. Clyburn, James E. [D-SC-6]	D · SC		Jun 25, 2007
Rep. Conyers, John, Jr. [D-MI-14]	D · MI		Jun 25, 2007
Rep. Holt, Rush [D-NJ-12]	D · NJ		Jun 25, 2007
Rep. Scott, Robert C. "Bobby" [D-VA-3]	D · VA		Jun 25, 2007
Rep. Braley, Bruce L. [D-IA-1]	D · IA		Jun 26, 2007
Rep. Davis, Artur [D-AL-7]	D · AL		Jun 28, 2007
Rep. Wasserman Schultz, Debbie [D-FL-20]	D · FL		Jun 28, 2007
Rep. Ackerman, Gary L. [D-NY-5]	D · NY		Jul 10, 2007
Rep. Bishop, Timothy H. [D-NY-1]	D · NY		Jul 10, 2007
Rep. DeFazio, Peter A. [D-OR-4]	D · OR		Jul 10, 2007
Rep. Green, Al [D-TX-9]	D · TX		Jul 10, 2007
Rep. Grijalva, Raúl M. [D-AZ-7]	D · AZ		Jul 10, 2007
Rep. Hare, Phil [D-IL-17]	D · IL		Jul 10, 2007
Rep. Jackson-Lee, Sheila [D-TX-18]	D · TX		Jul 10, 2007
Rep. Kildee, Dale E. [D-MI-5]	D · MI		Jul 10, 2007
Rep. Marshall, Jim [D-GA-8]	D · GA		Jul 10, 2007
Rep. Oberstar, James L. [D-MN-8]	D · MN		Jul 10, 2007

Cosponsor	Party / State	Role	Date Joined
Rep. Payne, Donald M. [D-NJ-10]	D · NJ		Jul 10, 2007
Rep. Sutton, Betty [D-OH-13]	D · OH		Jul 10, 2007
Del. Christensen, Donna M. [D-VI-At Large]	D · VI		Jul 12, 2007
Rep. Abercrombie, Neil [D-HI-1]	D · HI		Jul 12, 2007
Rep. Berman, Howard L. [D-CA-28]	D · CA		Jul 12, 2007
Rep. Boswell, Leonard L. [D-IA-3]	D · IA		Jul 12, 2007
Rep. Brown, Corrine [D-FL-3]	D · FL		Jul 12, 2007
Rep. Butterfield, G. K. [D-NC-1]	D · NC		Jul 12, 2007
Rep. Cohen, Steve [D-TN-9]	D · TN		Jul 12, 2007
Rep. Cummings, Elijah E. [D-MD-7]	D · MD		Jul 12, 2007
Rep. Davis, Susan A. [D-CA-53]	D · CA		Jul 12, 2007
Rep. Doggett, Lloyd [D-TX-25]	D · TX		Jul 12, 2007
Rep. Ellison, Keith [D-MN-5]	D · MN		Jul 12, 2007
Rep. Giffords, Gabrielle [D-AZ-8]	D · AZ		Jul 12, 2007
Rep. Gonzalez, Charles A. [D-TX-20]	D · TX		Jul 12, 2007
Rep. Green, Gene [D-TX-29]	D · TX		Jul 12, 2007
Rep. Higgins, Brian [D-NY-27]	D · NY		Jul 12, 2007
Rep. Hodes, Paul W. [D-NH-2]	D · NH		Jul 12, 2007
Rep. Jackson, Jesse L., Jr. [D-IL-2]	D · IL		Jul 12, 2007
Rep. Johnson, Henry C. "Hank," Jr. [D-GA-4]	D · GA		Jul 12, 2007
Rep. Kilpatrick, Carolyn C. [D-MI-13]	D · MI		Jul 12, 2007
Rep. Larson, John B. [D-CT-1]	D · CT		Jul 12, 2007
Rep. Levin, Sander M. [D-MI-12]	D · MI		Jul 12, 2007
Rep. Matsui, Doris O. [D-CA-5]	D · CA		Jul 12, 2007
Rep. Miller, Brad [D-NC-13]	D · NC		Jul 12, 2007
Rep. Moran, James P. [D-VA-8]	D · VA		Jul 12, 2007
Rep. Murphy, Patrick J. [D-PA-8]	D · PA		Jul 12, 2007
Rep. Pomeroy, Earl [D-ND-At Large]	D · ND		Jul 12, 2007
Rep. Rangel, Charles B. [D-NY-15]	D · NY		Jul 12, 2007
Rep. Ruppersberger, C. A. Dutch [D-MD-2]	D · MD		Jul 12, 2007
Rep. Ryan, Tim [D-OH-17]	D · OH		Jul 12, 2007
Rep. Sanchez, Loretta [D-CA-47]	D · CA		Jul 12, 2007
Rep. Sarbanes, John P. [D-MD-3]	D · MD		Jul 12, 2007
Rep. Schakowsky, Janice D. [D-IL-9]	D · IL		Jul 12, 2007
Rep. Schiff, Adam B. [D-CA-29]	D · CA		Jul 12, 2007
Rep. Serrano, Jose E. [D-NY-16]	D · NY		Jul 12, 2007
Rep. Sestak, Joe [D-PA-7]	D · PA		Jul 12, 2007
Rep. Sires, Albio [D-NJ-13]	D · NJ		Jul 12, 2007
Rep. Solis, Hilda L. [D-CA-32]	D · CA		Jul 12, 2007
Rep. Tierney, John F. [D-MA-6]	D · MA		Jul 12, 2007
Rep. Watt, Melvin L. [D-NC-12]	D · NC		Jul 12, 2007
Rep. Wilson, Charles A. [D-OH-6]	D · OH		Jul 12, 2007

Cosponsor	Party / State	Role	Date Joined
Rep. Yarmuth, John A. [D-KY-3]	D · KY		Jul 12, 2007
Rep. Altmire, Jason [D-PA-4]	D · PA		Jul 17, 2007
Rep. Baird, Brian [D-WA-3]	D · WA		Jul 17, 2007
Rep. Barrow, John [D-GA-12]	D · GA		Jul 17, 2007
Rep. Brady, Robert A. [D-PA-1]	D · PA		Jul 17, 2007
Rep. Lofgren, Zoe [D-CA-16]	D · CA		Jul 17, 2007
Rep. Rothman, Steven R. [D-NJ-9]	D · NJ		Jul 17, 2007
Rep. Spratt, John M., Jr. [D-SC-5]	D · SC		Jul 17, 2007
Rep. Tauscher, Ellen O. [D-CA-10]	D · CA		Jul 17, 2007
Rep. Watson, Diane E. [D-CA-33]	D · CA		Jul 17, 2007

## Committee Activity

Committee	Chamber	Activity	Date
Education and Workforce Committee	House	Reported By	Jul 18, 2007
Judiciary Committee	Senate	Hearings By (full committee)	Sep 23, 2008

## Subjects & Policy Tags

### Policy Area:

Civil Rights and Liberties, Minority Issues

## Related Bills

Bill	Relationship	Last Action
110 S 1843	Related bill	Sep 23, 2008: Committee on the Judiciary. Hearings held.
110 HRES 579	Procedurally related	Jul 30, 2007: Motion to reconsider laid on the table Agreed to without objection.

## Summary (as of Jul 31, 2007)

**(This measure has not been amended since it was reported to the House on July 18, 2007. The summary of that version is repeated here.)**

Lilly Ledbetter Fair Pay Act of 2007 - Amends the Civil Rights Act of 1964 to declare that an unlawful employment practice occurs when: (1) a discriminatory compensation decision or other practice is adopted; (2) an individual becomes subject to the decision or practice; or (3) an individual is affected by application of the decision or practice, including each time compensation is paid. Accrues liability, and an aggrieved person may obtain relief including recovery of back pay for up to two years preceding the filing of the charge, where the unlawful employment practices that have occurred during the charge filing period are similar or related to practices that occurred outside the time for filing a charge. Applies the amendments of this paragraph to claims of compensation discrimination under the Americans with Disabilities Act of 1990 and the Rehabilitation Act of 1973.

Amends the Age Discrimination in Employment Act of 1967 to declare that an unlawful practice occurs when a discriminatory compensation decision or other practice is adopted, when a person becomes subject to the decision or other practice, or when a person is affected by the decision or practice, including each time compensation is paid.

## Actions Timeline

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- **Sep 23, 2008:** Committee on the Judiciary. Hearings held.
- **Apr 23, 2008:** Cloture on the motion to proceed not invoked in Senate by Yea-Nay Vote. 56 - 42. Record Vote Number: 110. (consideration: CR S3273-3287, S3288; text: CR S3288)
- **Apr 23, 2008:** Motion by Senator Reid to reconsider the vote by which cloture was not invoked (Record Vote 110) entered in Senate.
- **Apr 21, 2008:** Motion to proceed to consideration of measure made in Senate.
- **Apr 21, 2008:** Cloture motion on the motion to proceed presented in Senate. (consideration: CR S3188; text: CR S3188)
- **Aug 2, 2007:** Read the second time. Placed on Senate Legislative Calendar under General Orders. Calendar No. 325.
- **Aug 1, 2007:** Received in the Senate. Read the first time. Placed on Senate Legislative Calendar under Read the First Time.
- **Jul 31, 2007:** Considered as unfinished business. (consideration: CR H9219-9222)
- **Jul 31, 2007:** DEBATE - The House resumed debate on H.R. 2831.
- **Jul 31, 2007:** The previous question was ordered pursuant to the rule. (consideration: CR H9222)
- **Jul 31, 2007:** POSTPONED PROCEEDINGS - The Chair put the question on passage of the bill and by voice vote, announced that the ayes had prevailed. Mr. Andrews demanded the yeas and nays and the Chair postponed further proceedings on the question of passage until a time to be announced.
- **Jul 31, 2007:** Considered as unfinished business. (consideration: CR H9226-9227)
- **Jul 31, 2007:** Passed/agreed to in House: On passage Passed by the Yeas and Nays: 225 - 199 (Roll No. 768).
- **Jul 31, 2007:** On passage Passed by the Yeas and Nays: 225 - 199 (Roll No. 768).
- **Jul 31, 2007:** Motion to reconsider laid on the table Agreed to without objection.
- **Jul 30, 2007:** Rule H. Res. 579 passed House.
- **Jul 30, 2007:** Considered under the provisions of rule H. Res. 579. (consideration: CR 7/31/2007 H8940-8950; text of measure as introduced: CR 7/31/2007 H8940-8950)
- **Jul 30, 2007:** Rule provides for consideration of H.R. 2831 with 1 hour of general debate. Previous question shall be considered as ordered without intervening motions except motion to recommit with or without instructions. Measure will be considered read. Bill is closed to amendments. All points of order against consideration of the bill are waived except those arising under clause 9 or 10 of rule XXI. The amendment in the nature of a substitute recommended by the Committee on Education and Labor now printed in the bill shall be considered as adopted.
- **Jul 30, 2007:** DEBATE - The House proceeded with one hour of debate on H.R. 2831.
- **Jul 27, 2007:** Rules Committee Resolution H. Res. 579 Reported to House. Rule provides for consideration of H.R. 2831 with 1 hour of general debate. Previous question shall be considered as ordered without intervening motions except motion to recommit with or without instructions. Measure will be considered read. Bill is closed to amendments. All points of order against consideration of the bill are waived except those arising under clause 9 or 10 of rule XXI. The amendment in the nature of a substitute recommended by the Committee on Education and Labor now printed in the bill shall be considered as adopted.
- **Jul 18, 2007:** Reported (Amended) by the Committee on Education and Labor. H. Rept. 110-237.
- **Jul 18, 2007:** Placed on the Union Calendar, Calendar No. 147.
- **Jun 27, 2007:** Committee Consideration and Mark-up Session Held.
- **Jun 27, 2007:** Ordered to be Reported (Amended) by the Yeas and Nays: 25 - 20.
- **Jun 22, 2007:** Introduced in House
- **Jun 22, 2007:** Referred to the House Committee on Education and Labor.