

HR 377

Paycheck Fairness Act

Congress: 113 (2013–2015, Ended)

Chamber: House

Policy Area: Labor and Employment

Introduced: Jan 23, 2013

Current Status: Referred to the Subcommittee on Workforce Protections.

Latest Action: Referred to the Subcommittee on Workforce Protections. (Apr 23, 2013)

Official Text: <https://www.congress.gov/bill/113th-congress/house-bill/377>

Sponsor

Name: Rep. DeLauro, Rosa L. [D-CT-3]

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

Cosponsors (208 total)

Cosponsor	Party / State	Role	Date Joined
Del. Christensen, Donna M. [D-VI-At Large]	D · VI		Jan 23, 2013
Del. Norton, Eleanor Holmes [D-DC-At Large]	D · DC		Jan 23, 2013
Rep. Andrews, Robert E. [D-NJ-1]	D · NJ		Jan 23, 2013
Rep. Bass, Karen [D-CA-37]	D · CA		Jan 23, 2013
Rep. Beatty, Joyce [D-OH-3]	D · OH		Jan 23, 2013
Rep. Becerra, Xavier [D-CA-34]	D · CA		Jan 23, 2013
Rep. Bishop, Timothy H. [D-NY-1]	D · NY		Jan 23, 2013
Rep. Blumenauer, Earl [D-OR-3]	D · OR		Jan 23, 2013
Rep. Bonamici, Suzanne [D-OR-1]	D · OR		Jan 23, 2013
Rep. Brady, Robert A. [D-PA-1]	D · PA		Jan 23, 2013
Rep. Braley, Bruce L. [D-IA-1]	D · IA		Jan 23, 2013
Rep. Brown, Corrine [D-FL-5]	D · FL		Jan 23, 2013
Rep. Bustos, Cheri [D-IL-17]	D · IL		Jan 23, 2013
Rep. Butterfield, G. K. [D-NC-1]	D · NC		Jan 23, 2013
Rep. Capps, Lois [D-CA-24]	D · CA		Jan 23, 2013
Rep. Capuano, Michael E. [D-MA-7]	D · MA		Jan 23, 2013
Rep. Cárdenas, Tony [D-CA-29]	D · CA		Jan 23, 2013
Rep. Carson, Andre [D-IN-7]	D · IN		Jan 23, 2013
Rep. Castor, Kathy [D-FL-14]	D · FL		Jan 23, 2013
Rep. Chu, Judy [D-CA-27]	D · CA		Jan 23, 2013
Rep. Cicilline, David N. [D-RI-1]	D · RI		Jan 23, 2013
Rep. Clarke, Yvette D. [D-NY-9]	D · NY		Jan 23, 2013
Rep. Clay, Wm. Lacy [D-MO-1]	D · MO		Jan 23, 2013
Rep. Cleaver, Emanuel [D-MO-5]	D · MO		Jan 23, 2013
Rep. Clyburn, James E. [D-SC-6]	D · SC		Jan 23, 2013
Rep. Cohen, Steve [D-TN-9]	D · TN		Jan 23, 2013
Rep. Connolly, Gerald E. [D-VA-11]	D · VA		Jan 23, 2013
Rep. Conyers, John, Jr. [D-MI-13]	D · MI		Jan 23, 2013
Rep. Cooper, Jim [D-TN-5]	D · TN		Jan 23, 2013
Rep. Costa, Jim [D-CA-16]	D · CA		Jan 23, 2013
Rep. Courtney, Joe [D-CT-2]	D · CT		Jan 23, 2013
Rep. Cummings, Elijah E. [D-MD-7]	D · MD		Jan 23, 2013
Rep. Davis, Susan A. [D-CA-53]	D · CA		Jan 23, 2013
Rep. DeFazio, Peter A. [D-OR-4]	D · OR		Jan 23, 2013
Rep. DeGette, Diana [D-CO-1]	D · CO		Jan 23, 2013
Rep. Delaney, John K. [D-MD-6]	D · MD		Jan 23, 2013
Rep. DelBene, Suzan K. [D-WA-1]	D · WA		Jan 23, 2013
Rep. Deutch, Theodore E. [D-FL-21]	D · FL		Jan 23, 2013
Rep. Dingell, John D. [D-MI-12]	D · MI		Jan 23, 2013
Rep. Doyle, Michael F. [D-PA-14]	D · PA		Jan 23, 2013
Rep. Edwards, Donna F. [D-MD-4]	D · MD		Jan 23, 2013

Cosponsor	Party / State	Role	Date Joined
Rep. Ellison, Keith [D-MN-5]	D · MN		Jan 23, 2013
Rep. Engel, Eliot L. [D-NY-16]	D · NY		Jan 23, 2013
Rep. Eshoo, Anna G. [D-CA-18]	D · CA		Jan 23, 2013
Rep. Esty, Elizabeth H. [D-CT-5]	D · CT		Jan 23, 2013
Rep. Farr, Sam [D-CA-20]	D · CA		Jan 23, 2013
Rep. Fattah, Chaka [D-PA-2]	D · PA		Jan 23, 2013
Rep. Frankel, Lois [D-FL-22]	D · FL		Jan 23, 2013
Rep. Fudge, Marcia L. [D-OH-11]	D · OH		Jan 23, 2013
Rep. Garamendi, John [D-CA-3]	D · CA		Jan 23, 2013
Rep. Green, Al [D-TX-9]	D · TX		Jan 23, 2013
Rep. Green, Gene [D-TX-29]	D · TX		Jan 23, 2013
Rep. Grijalva, Raúl M. [D-AZ-3]	D · AZ		Jan 23, 2013
Rep. Gutierrez, Luis V. [D-IL-4]	D · IL		Jan 23, 2013
Rep. Hahn, Janice [D-CA-44]	D · CA		Jan 23, 2013
Rep. Hanabusa, Colleen W. [D-HI-1]	D · HI		Jan 23, 2013
Rep. Hastings, Alcee L. [D-FL-20]	D · FL		Jan 23, 2013
Rep. Heck, Denny [D-WA-10]	D · WA		Jan 23, 2013
Rep. Higgins, Brian [D-NY-26]	D · NY		Jan 23, 2013
Rep. Himes, James A. [D-CT-4]	D · CT		Jan 23, 2013
Rep. Hinojosa, Ruben [D-TX-15]	D · TX		Jan 23, 2013
Rep. Holt, Rush [D-NJ-12]	D · NJ		Jan 23, 2013
Rep. Honda, Michael M. [D-CA-17]	D · CA		Jan 23, 2013
Rep. Hoyer, Steny H. [D-MD-5]	D · MD		Jan 23, 2013
Rep. Israel, Steve [D-NY-3]	D · NY		Jan 23, 2013
Rep. Johnson, Eddie Bernice [D-TX-30]	D · TX		Jan 23, 2013
Rep. Johnson, Henry C. "Hank," Jr. [D-GA-4]	D · GA		Jan 23, 2013
Rep. Kaptur, Marcy [D-OH-9]	D · OH		Jan 23, 2013
Rep. Keating, William R. [D-MA-9]	D · MA		Jan 23, 2013
Rep. Kildee, Daniel T. [D-MI-5]	D · MI		Jan 23, 2013
Rep. Kilmer, Derek [D-WA-6]	D · WA		Jan 23, 2013
Rep. Kind, Ron [D-WI-3]	D · WI		Jan 23, 2013
Rep. Langevin, James R. [D-RI-2]	D · RI		Jan 23, 2013
Rep. Larsen, Rick [D-WA-2]	D · WA		Jan 23, 2013
Rep. Larson, John B. [D-CT-1]	D · CT		Jan 23, 2013
Rep. Lee, Barbara [D-CA-13]	D · CA		Jan 23, 2013
Rep. Levin, Sander M. [D-MI-9]	D · MI		Jan 23, 2013
Rep. Lewis, John [D-GA-5]	D · GA		Jan 23, 2013
Rep. Loebsack, David [D-IA-2]	D · IA		Jan 23, 2013
Rep. Lofgren, Zoe [D-CA-19]	D · CA		Jan 23, 2013
Rep. Lowey, Nita M. [D-NY-17]	D · NY		Jan 23, 2013
Rep. Lujan Grisham, Michelle [D-NM-1]	D · NM		Jan 23, 2013
Rep. Lujan, Ben Ray [D-NM-3]	D · NM		Jan 23, 2013

Cosponsor	Party / State	Role	Date Joined
Rep. Lynch, Stephen F. [D-MA-8]	D · MA		Jan 23, 2013
Rep. Maloney, Carolyn B. [D-NY-12]	D · NY		Jan 23, 2013
Rep. Matheson, Jim [D-UT-4]	D · UT		Jan 23, 2013
Rep. Matsui, Doris O. [D-CA-6]	D · CA		Jan 23, 2013
Rep. McCarthy, Carolyn [D-NY-4]	D · NY		Jan 23, 2013
Rep. McCollum, Betty [D-MN-4]	D · MN		Jan 23, 2013
Rep. McDermott, Jim [D-WA-7]	D · WA		Jan 23, 2013
Rep. McGovern, James P. [D-MA-2]	D · MA		Jan 23, 2013
Rep. McNerney, Jerry [D-CA-9]	D · CA		Jan 23, 2013
Rep. Meeks, Gregory W. [D-NY-5]	D · NY		Jan 23, 2013
Rep. Meng, Grace [D-NY-6]	D · NY		Jan 23, 2013
Rep. Michaud, Michael H. [D-ME-2]	D · ME		Jan 23, 2013
Rep. Miller, George [D-CA-11]	D · CA		Jan 23, 2013
Rep. Moore, Gwen [D-WI-4]	D · WI		Jan 23, 2013
Rep. Moran, James P. [D-VA-8]	D · VA		Jan 23, 2013
Rep. Nadler, Jerrold [D-NY-10]	D · NY		Jan 23, 2013
Rep. Napolitano, Grace F. [D-CA-32]	D · CA		Jan 23, 2013
Rep. Nolan, Richard M. [D-MN-8]	D · MN		Jan 23, 2013
Rep. Pallone, Frank, Jr. [D-NJ-6]	D · NJ		Jan 23, 2013
Rep. Pascrell, Bill, Jr. [D-NJ-9]	D · NJ		Jan 23, 2013
Rep. Pastor, Ed [D-AZ-7]	D · AZ		Jan 23, 2013
Rep. Pelosi, Nancy [D-CA-12]	D · CA		Jan 23, 2013
Rep. Perlmutter, Ed [D-CO-7]	D · CO		Jan 23, 2013
Rep. Peters, Gary C. [D-MI-14]	D · MI		Jan 23, 2013
Rep. Pingree, Chellie [D-ME-1]	D · ME		Jan 23, 2013
Rep. Pocan, Mark [D-WI-2]	D · WI		Jan 23, 2013
Rep. Polis, Jared [D-CO-2]	D · CO		Jan 23, 2013
Rep. Price, David E. [D-NC-4]	D · NC		Jan 23, 2013
Rep. Rangel, Charles B. [D-NY-13]	D · NY		Jan 23, 2013
Rep. Richmond, Cedric L. [D-LA-2]	D · LA		Jan 23, 2013
Rep. Roybal-Allard, Lucille [D-CA-40]	D · CA		Jan 23, 2013
Rep. Ruppersberger, C. A. Dutch [D-MD-2]	D · MD		Jan 23, 2013
Rep. Rush, Bobby L. [D-IL-1]	D · IL		Jan 23, 2013
Rep. Ryan, Tim [D-OH-13]	D · OH		Jan 23, 2013
Rep. Sánchez, Linda T. [D-CA-38]	D · CA		Jan 23, 2013
Rep. Sanchez, Loretta [D-CA-46]	D · CA		Jan 23, 2013
Rep. Sarbanes, John P. [D-MD-3]	D · MD		Jan 23, 2013
Rep. Schakowsky, Janice D. [D-IL-9]	D · IL		Jan 23, 2013
Rep. Schiff, Adam B. [D-CA-28]	D · CA		Jan 23, 2013
Rep. Schneider, Bradley Scott [D-IL-10]	D · IL		Jan 23, 2013
Rep. Schrader, Kurt [D-OR-5]	D · OR		Jan 23, 2013
Rep. Schwartz, Allyson Y. [D-PA-13]	D · PA		Jan 23, 2013

Cosponsor	Party / State	Role	Date Joined
Rep. Scott, David [D-GA-13]	D · GA		Jan 23, 2013
Rep. Scott, Robert C. "Bobby" [D-VA-3]	D · VA		Jan 23, 2013
Rep. Serrano, Jose E. [D-NY-15]	D · NY		Jan 23, 2013
Rep. Shea-Porter, Carol [D-NH-1]	D · NH		Jan 23, 2013
Rep. Sherman, Brad [D-CA-30]	D · CA		Jan 23, 2013
Rep. Sinema, Kyrsten [D-AZ-9]	D · AZ		Jan 23, 2013
Rep. Slaughter, Louise McIntosh [D-NY-25]	D · NY		Jan 23, 2013
Rep. Smith, Adam [D-WA-9]	D · WA		Jan 23, 2013
Rep. Speier, Jackie [D-CA-14]	D · CA		Jan 23, 2013
Rep. Thompson, Mike [D-CA-5]	D · CA		Jan 23, 2013
Rep. Tierney, John F. [D-MA-6]	D · MA		Jan 23, 2013
Rep. Tonko, Paul [D-NY-20]	D · NY		Jan 23, 2013
Rep. Tsongas, Niki [D-MA-3]	D · MA		Jan 23, 2013
Rep. Van Hollen, Chris [D-MD-8]	D · MD		Jan 23, 2013
Rep. Velazquez, Nydia M. [D-NY-7]	D · NY		Jan 23, 2013
Rep. Visclosky, Peter J. [D-IN-1]	D · IN		Jan 23, 2013
Rep. Walz, Timothy J. [D-MN-1]	D · MN		Jan 23, 2013
Rep. Wasserman Schultz, Debbie [D-FL-23]	D · FL		Jan 23, 2013
Rep. Waters, Maxine [D-CA-43]	D · CA		Jan 23, 2013
Rep. Watt, Melvin L. [D-NC-12]	D · NC		Jan 23, 2013
Rep. Waxman, Henry A. [D-CA-33]	D · CA		Jan 23, 2013
Rep. Welch, Peter [D-VT-At Large]	D · VT		Jan 23, 2013
Rep. Wilson, Frederica S. [D-FL-24]	D · FL		Jan 23, 2013
Rep. Yarmuth, John A. [D-KY-3]	D · KY		Jan 23, 2013
Resident Commissioner Pierluisi, Pedro R. [D-PR-At Large]	D · PR		Jan 23, 2013
Del. Bordallo, Madeleine Z. [D-GU-At Large]	D · GU		Feb 1, 2013
Rep. Brownley, Julia [D-CA-26]	D · CA		Feb 1, 2013
Rep. Cartwright, Matt [D-PA-17]	D · PA		Feb 1, 2013
Rep. Foster, Bill [D-IL-11]	D · IL		Feb 1, 2013
Rep. Gabbard, Tulsi [D-HI-2]	D · HI		Feb 1, 2013
Rep. Kennedy, Joseph P., III [D-MA-4]	D · MA		Feb 1, 2013
Rep. Negrete McLeod, Gloria [D-CA-35]	D · CA		Feb 1, 2013
Rep. Owens, William L. [D-NY-21]	D · NY		Feb 1, 2013
Rep. Payne, Donald M., Jr. [D-NJ-10]	D · NJ		Feb 1, 2013
Rep. Titus, Dina [D-NV-1]	D · NV		Feb 1, 2013
Rep. Castro, Joaquin [D-TX-20]	D · TX		Feb 4, 2013
Rep. Davis, Danny K. [D-IL-7]	D · IL		Feb 4, 2013
Rep. Maffei, Daniel B. [D-NY-24]	D · NY		Feb 4, 2013
Rep. Swalwell, Eric [D-CA-15]	D · CA		Feb 4, 2013
Rep. Huffman, Jared [D-CA-2]	D · CA		Feb 6, 2013
Rep. Takano, Mark [D-CA-41]	D · CA		Feb 6, 2013
Rep. Maloney, Sean Patrick [D-NY-18]	D · NY		Feb 8, 2013

Cosponsor	Party / State	Role	Date Joined
Rep. Sires, Albio [D-NJ-8]	D · NJ		Feb 8, 2013
Rep. Bishop, Sanford D., Jr. [D-GA-2]	D · GA		Feb 14, 2013
Rep. Crowley, Joseph [D-NY-14]	D · NY		Feb 14, 2013
Rep. Garcia, Joe [D-FL-26]	D · FL		Feb 14, 2013
Rep. Markey, Edward J. [D-MA-5]	D · MA		Feb 14, 2013
Rep. O'Rourke, Beto [D-TX-16]	D · TX		Feb 14, 2013
Rep. Thompson, Bennie G. [D-MS-2]	D · MS		Feb 14, 2013
Rep. Vargas, Juan [D-CA-51]	D · CA		Feb 14, 2013
Rep. Barber, Ron [D-AZ-2]	D · AZ		Feb 25, 2013
Rep. Carney, John C., Jr. [D-DE-At Large]	D · DE		Feb 25, 2013
Rep. Jeffries, Hakeem S. [D-NY-8]	D · NY		Feb 25, 2013
Rep. Kuster, Ann M. [D-NH-2]	D · NH		Feb 25, 2013
Rep. Lowenthal, Alan S. [D-CA-47]	D · CA		Feb 25, 2013
Rep. Murphy, Patrick [D-FL-18]	D · FL		Feb 25, 2013
Rep. Peterson, Collin C. [D-MN-7]	D · MN		Feb 25, 2013
Del. Faleomavaega, Eni F. H. [D-AS-At Large]	D · AS		Feb 27, 2013
Rep. Bera, Ami [D-CA-7]	D · CA		Feb 27, 2013
Rep. Duckworth, Tammy [D-IL-8]	D · IL		Feb 27, 2013
Rep. Horsford, Steven [D-NV-4]	D · NV		Feb 27, 2013
Rep. Kirkpatrick, Ann [D-AZ-1]	D · AZ		Feb 27, 2013
Rep. Veasey, Marc A. [D-TX-33]	D · TX		Feb 27, 2013
Rep. Enyart, William L. [D-IL-12]	D · IL		Mar 11, 2013
Rep. Quigley, Mike [D-IL-5]	D · IL		Mar 11, 2013
Rep. Lipinski, Daniel [D-IL-3]	D · IL		Mar 14, 2013
Rep. Peters, Scott H. [D-CA-52]	D · CA		Mar 14, 2013
Rep. Cuellar, Henry [D-TX-28]	D · TX		Apr 12, 2013
Rep. Jackson Lee, Sheila [D-TX-18]	D · TX		Apr 12, 2013
Rep. Vela, Filemon [D-TX-34]	D · TX		Apr 12, 2013
Del. Sablan, Gregorio Kilili Camacho [D-MP-At Large]	D · MP		Apr 15, 2013
Rep. Neal, Richard E. [D-MA-1]	D · MA		Apr 15, 2013
Rep. Ruiz, Raul [D-CA-36]	D · CA		Apr 17, 2013
Rep. Sewell, Terri A. [D-AL-7]	D · AL		Apr 17, 2013
Rep. Barrow, John [D-GA-12]	D · GA		Apr 18, 2013
Rep. Doggett, Lloyd [D-TX-35]	D · TX		Apr 18, 2013
Rep. Gallego, Pete P. [D-TX-23]	D · TX		Apr 18, 2013
Rep. Grayson, Alan [D-FL-9]	D · FL		Apr 18, 2013
Rep. Kelly, Robin L. [D-IL-2]	D · IL		Apr 18, 2013
Rep. Rahall, Nick J., II [D-WV-3]	D · WV		Apr 18, 2013
Rep. McIntyre, Mike [D-NC-7]	D · NC		Apr 24, 2013
Rep. Clark, Katherine M. [D-MA-5]	D · MA		Dec 12, 2013
Rep. Gibson, Christopher P. [R-NY-19]	R · NY		Sep 16, 2014

Committee Activity

Committee	Chamber	Activity	Date
Education and Workforce Committee	House	Referred to	Apr 23, 2013

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

Bill	Relationship	Last Action
113 S 2199	Identical bill	Sep 15, 2014: Cloture on the bill not invoked in Senate by Yea-Nay Vote. 52 - 40. Record Vote Number: 262. (consideration: CR S5579-5580; text: CR H5579)
113 S 84	Identical bill	Apr 1, 2014: Committee on Health, Education, Labor, and Pensions. Hearings held. Hearings printed: S.Hrg. 113-830.

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, enforcement of, and exceptions to prohibitions against sex discrimination in the payment of wages.

Revises the exception to the prohibition for a wage rate differential based on any other factor other than sex. Limits such factors to bona fide factors, such as education, training, or experience.

States that the bona fide factor defense shall apply only if the employer demonstrates that such factor: (1) is not based upon or derived from a sex-based differential in compensation, (2) is job-related with respect to the position in question, and (3) is consistent with business necessity. Makes such defense inapplicable where the employee demonstrates that: (1) an alternative employment practice exists that would serve the same business purpose without producing such differential, and (2) the employer has refused to adopt such alternative practice.

Revises the prohibition against employer retaliation for employee complaints. Prohibits retaliation for inquiring about, discussing, or disclosing the wages of the employee or another employee in response to a complaint or charge, or in furtherance of a sex discrimination investigation, proceeding, hearing, or action, or an investigation conducted by the employer.

Makes employers who violate sex discrimination prohibitions liable in a civil action for either compensatory or (except for the federal government) punitive damages.

States that any action brought to enforce the prohibition against sex discrimination may be maintained as a class action in which individuals may be joined as party plaintiffs without their written consent.

Authorizes the Secretary of Labor (Secretary) to seek additional compensatory or punitive damages in a sex discrimination action.

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 Secretary and the Secretary of Education to issue regulations or policy guidance to integrate such training into certain programs under their Departments.

Directs the Secretary to conduct studies and provide information to employers, labor organizations, and the general public regarding the means available to eliminate pay disparities between men and women.

Establishes the Secretary of Labor's National Award for Pay Equity in the Workplace for an employer who has made a substantial effort to eliminate pay disparities between men and women.

Amends the Civil Rights Act of 1964 to require the EEOC to collect from employers pay information data regarding the sex, race, and national origin of employees for use in the enforcement of federal laws prohibiting pay discrimination.

Directs: (1) the Commissioner of Labor Statistics to continue 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.

Directs the Secretary and the Commissioner [*sic*] of the EEOC jointly to develop technical assistance material to assist small businesses to comply with the requirements of this Act.

Actions Timeline

- **Apr 23, 2013:** Referred to the Subcommittee on Workforce Protections.
- **Apr 11, 2013:** Motion to Discharge Committee filed by Ms. DeLauro. Petition No: 113-1. (<http://clerk.house.gov/113/lrc/pd/petitions/DisPet0001.xml> "Discharge petition" text with signatures.)
- **Jan 23, 2013:** Introduced in House
- **Jan 23, 2013:** Referred to the House Committee on Education and the Workforce.