

## S 2200

### Workplace Advancement Act

**Congress:** 114 (2015–2017, Ended)

**Chamber:** Senate

**Policy Area:** Labor and Employment

**Introduced:** Oct 22, 2015

**Current Status:** Read the second time. Placed on Senate Legislative Calendar under General Orders. Calendar No. 278.

**Latest Action:** Read the second time. Placed on Senate Legislative Calendar under General Orders. Calendar No. 278. (Oct 26, 2015)

**Official Text:** <https://www.congress.gov/bill/114th-congress/senate-bill/2200>

### Sponsor

**Name:** Sen. Fischer, Deb [R-NE]

**Party:** Republican • **State:** NE • **Chamber:** Senate

### Cosponsors (8 total)

Cosponsor	Party / State	Role	Date Joined
Sen. Capito, Shelley Moore [R-WV]	R · WV		Nov 17, 2015
Sen. Ernst, Joni [R-IA]	R · IA		Nov 19, 2015
Sen. Scott, Tim [R-SC]	R · SC		Dec 8, 2015
Sen. Wicker, Roger F. [R-MS]	R · MS		Dec 14, 2015
Sen. Portman, Rob [R-OH]	R · OH		Dec 17, 2015
Sen. Collins, Susan M. [R-ME]	R · ME		Jan 11, 2016
Sen. Cassidy, Bill [R-LA]	R · LA		Apr 13, 2016
Sen. McCain, John [R-AZ]	R · AZ		Jun 6, 2016

### Committee Activity

No committee referrals or activity are recorded for this bill.

### Subjects & Policy Tags

**Policy Area:**

Labor and Employment

### Related Bills

Bill	Relationship	Last Action
114 HR 5237	Related bill	Sep 19, 2016: Referred to the Subcommittee on Workforce Protections.
114 S 875	Related bill	Mar 26, 2015: Read twice and referred to the Committee on Health, Education, Labor, and Pensions.

## **Workplace Advancement Act**

This bill amends the Fair Labor Standards Act of 1938 to prohibit discharging or retaliating against any employee because such employee has inquired about, discussed, or disclosed comparative compensation information for the purpose of determining whether the employer is compensating an employee in a manner that provides equal pay for equal work.

The prohibition does not apply to instances in which an employee who has access to the wage information of other employees as a part of the employee's job functions discloses such wages to an individual who has no access to them, except in response to a charge or complaint or in furtherance of an investigation, proceeding, hearing, or action with respect to prohibited sex discrimination, including an investigation conducted by the employer.

It is the sense of Congress that: (1) gender-based discrimination in wages or compensation violates existing law, and (2) Congress recommits itself to the principles of equal pay for equal work.

## **Actions Timeline**

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- **Oct 26, 2015:** Read the second time. Placed on Senate Legislative Calendar under General Orders. Calendar No. 278.
- **Oct 22, 2015:** Introduced in Senate
- **Oct 22, 2015:** Introduced in the Senate. Read the first time. Placed on Senate Legislative Calendar under Read the First Time.