

## HR 5237

Workplace Advancement Act

**Congress:** 114 (2015–2017, Ended)

**Chamber:** House

**Policy Area:** Labor and Employment

**Introduced:** May 13, 2016

**Current Status:** Referred to the Subcommittee on Workforce Protections.

**Latest Action:** Referred to the Subcommittee on Workforce Protections. (Sep 19, 2016)

**Official Text:** <https://www.congress.gov/bill/114th-congress/house-bill/5237>

### Sponsor

**Name:** Rep. Jenkins, Lynn [R-KS-2]

**Party:** Republican • **State:** KS • **Chamber:** House

### Cosponsors (3 total)

Cosponsor	Party / State	Role	Date Joined
Rep. Meehan, Patrick [R-PA-7]	R · PA		May 19, 2016
Rep. Curbelo, Carlos [R-FL-26]	R · FL		Jul 25, 2016
Rep. Young, David [R-IA-3]	R · IA		Sep 27, 2016

### Committee Activity

Committee	Chamber	Activity	Date
Education and Workforce Committee	House	Referred to	Sep 19, 2016

### Subjects & Policy Tags

#### Policy Area:

Labor and Employment

### Related Bills

Bill	Relationship	Last Action
114 S 2773	Related bill	<b>Apr 11, 2016:</b> Read twice and referred to the Committee on Health, Education, Labor, and Pensions.
114 HR 1619	Related bill	<b>Nov 16, 2015:</b> Referred to the Subcommittee on Workforce Protections.
114 S 2200	Related bill	<b>Oct 26, 2015:</b> Read the second time. Placed on Senate Legislative Calendar under General Orders. Calendar No. 278.
114 S 2070	Related bill	<b>Sep 22, 2015:</b> Read twice and referred to the Committee on Health, Education, Labor, and Pensions.
114 S 875	Related bill	<b>Mar 26, 2015:</b> Read twice and referred to the Committee on Health, Education, Labor, and Pensions.
114 S 862	Related bill	<b>Mar 25, 2015:</b> Read twice and referred to the Committee on Health, Education, Labor, and Pensions.
114 S 83	Related bill	<b>Jan 7, 2015:</b> 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.

## **Actions Timeline**

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- **Sep 19, 2016:** Referred to the Subcommittee on Workforce Protections.
- **May 13, 2016:** Introduced in House
- **May 13, 2016:** Referred to the House Committee on Education and the Workforce.

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