

S 875

Workplace Advancement Act

Congress: 114 (2015–2017, Ended)

Chamber: Senate

Policy Area: Labor and Employment

Introduced: Mar 26, 2015

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. (Mar 26, 2015)

Official Text: <https://www.congress.gov/bill/114th-congress/senate-bill/875>

Sponsor

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

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

Cosponsors (5 total)

Cosponsor	Party / State	Role	Date Joined
Sen. Ayotte, Kelly [R-NH]	R · NH		Apr 13, 2015
Sen. Capito, Shelley Moore [R-WV]	R · WV		Apr 13, 2015
Sen. Collins, Susan M. [R-ME]	R · ME		Apr 14, 2015
Sen. Ernst, Joni [R-IA]	R · IA		Apr 14, 2015
Sen. Cochran, Thad [R-MS]	R · MS		Apr 23, 2015

Committee Activity

Committee	Chamber	Activity	Date
Health, Education, Labor, and Pensions Committee	Senate	Referred To	Mar 26, 2015

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 2200	Related bill	Oct 26, 2015: Read the second time. Placed on Senate Legislative Calendar under General Orders. Calendar No. 278.

Workplace Advancement Act

Prohibits discrimination in the payment of wages on account of sex. (Allows payment of different wages under seniority systems, merit systems, systems that measure earnings by quantity or quality of production, or differentials based on any other factors other than sex.)

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.

Makes such prohibition inapplicable to instances in which an employee who has access to the wage information of other employees as a part of such employee's job functions discloses the wages of such other employees other than in response to a charge or complaint or in furtherance of an investigation, proceeding, hearing, or action under provisions prohibiting sex discrimination, including an investigation conducted by the employer.

Actions Timeline

- **Mar 26, 2015:** Introduced in Senate
- **Mar 26, 2015:** Read twice and referred to the Committee on Health, Education, Labor, and Pensions.