

## HR 1869

Paycheck Fairness Act

**Congress:** 115 (2017–2019, Ended)

**Chamber:** House

**Policy Area:** Labor and Employment

**Introduced:** Apr 4, 2017

**Current Status:** Referred to the House Committee on Education and the Workforce.

**Latest Action:** Referred to the House Committee on Education and the Workforce. (Apr 4, 2017)

**Official Text:** <https://www.congress.gov/bill/115th-congress/house-bill/1869>

### Sponsor

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

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

## Cosponsors (201 total)

Cosponsor	Party / State	Role	Date Joined
Del. Bordallo, Madeleine Z. [D-GU-At Large]	D · GU		Apr 4, 2017
Del. Norton, Eleanor Holmes [D-DC-At Large]	D · DC		Apr 4, 2017
Del. Plaskett, Stacey E. [D-VI-At Large]	D · VI		Apr 4, 2017
Del. Sablan, Gregorio Kilili Camacho [D-MP-At Large]	D · MP		Apr 4, 2017
Rep. Adams, Alma S. [D-NC-12]	D · NC		Apr 4, 2017
Rep. Aguilar, Pete [D-CA-31]	D · CA		Apr 4, 2017
Rep. Barragan, Nanette Diaz [D-CA-44]	D · CA		Apr 4, 2017
Rep. Bass, Karen [D-CA-37]	D · CA		Apr 4, 2017
Rep. Beatty, Joyce [D-OH-3]	D · OH		Apr 4, 2017
Rep. Bera, Ami [D-CA-7]	D · CA		Apr 4, 2017
Rep. Beyer, Donald S., Jr. [D-VA-8]	D · VA		Apr 4, 2017
Rep. Bishop, Sanford D., Jr. [D-GA-2]	D · GA		Apr 4, 2017
Rep. Blumenauer, Earl [D-OR-3]	D · OR		Apr 4, 2017
Rep. Blunt Rochester, Lisa [D-DE-At Large]	D · DE		Apr 4, 2017
Rep. Bonamici, Suzanne [D-OR-1]	D · OR		Apr 4, 2017
Rep. Boyle, Brendan F. [D-PA-13]	D · PA		Apr 4, 2017
Rep. Brady, Robert A. [D-PA-1]	D · PA		Apr 4, 2017
Rep. Brown, Anthony G. [D-MD-4]	D · MD		Apr 4, 2017
Rep. Brownley, Julia [D-CA-26]	D · CA		Apr 4, 2017
Rep. Bustos, Cheri [D-IL-17]	D · IL		Apr 4, 2017
Rep. Butterfield, G. K. [D-NC-1]	D · NC		Apr 4, 2017
Rep. Capuano, Michael E. [D-MA-7]	D · MA		Apr 4, 2017
Rep. Carbajal, Salud O. [D-CA-24]	D · CA		Apr 4, 2017
Rep. Cárdenas, Tony [D-CA-29]	D · CA		Apr 4, 2017
Rep. Carson, Andre [D-IN-7]	D · IN		Apr 4, 2017
Rep. Cartwright, Matt [D-PA-17]	D · PA		Apr 4, 2017
Rep. Castor, Kathy [D-FL-14]	D · FL		Apr 4, 2017
Rep. Castro, Joaquin [D-TX-20]	D · TX		Apr 4, 2017
Rep. Chu, Judy [D-CA-27]	D · CA		Apr 4, 2017
Rep. Cicilline, David N. [D-RI-1]	D · RI		Apr 4, 2017
Rep. Clark, Katherine M. [D-MA-5]	D · MA		Apr 4, 2017
Rep. Clarke, Yvette D. [D-NY-9]	D · NY		Apr 4, 2017
Rep. Clay, Wm. Lacy [D-MO-1]	D · MO		Apr 4, 2017
Rep. Cleaver, Emanuel [D-MO-5]	D · MO		Apr 4, 2017
Rep. Clyburn, James E. [D-SC-6]	D · SC		Apr 4, 2017
Rep. Cohen, Steve [D-TN-9]	D · TN		Apr 4, 2017
Rep. Connolly, Gerald E. [D-VA-11]	D · VA		Apr 4, 2017
Rep. Conyers, John, Jr. [D-MI-13]	D · MI		Apr 4, 2017
Rep. Cooper, Jim [D-TN-5]	D · TN		Apr 4, 2017
Rep. Correa, J. Luis [D-CA-46]	D · CA		Apr 4, 2017
Rep. Costa, Jim [D-CA-16]	D · CA		Apr 4, 2017

Cosponsor	Party / State	Role	Date Joined
Rep. Courtney, Joe [D-CT-2]	D · CT		Apr 4, 2017
Rep. Crist, Charlie [D-FL-13]	D · FL		Apr 4, 2017
Rep. Crowley, Joseph [D-NY-14]	D · NY		Apr 4, 2017
Rep. Cuellar, Henry [D-TX-28]	D · TX		Apr 4, 2017
Rep. Cummings, Elijah E. [D-MD-7]	D · MD		Apr 4, 2017
Rep. Davis, Danny K. [D-IL-7]	D · IL		Apr 4, 2017
Rep. Davis, Susan A. [D-CA-53]	D · CA		Apr 4, 2017
Rep. DeFazio, Peter A. [D-OR-4]	D · OR		Apr 4, 2017
Rep. DeGette, Diana [D-CO-1]	D · CO		Apr 4, 2017
Rep. Delaney, John K. [D-MD-6]	D · MD		Apr 4, 2017
Rep. DelBene, Suzan K. [D-WA-1]	D · WA		Apr 4, 2017
Rep. Demings, Val Butler [D-FL-10]	D · FL		Apr 4, 2017
Rep. DeSaulnier, Mark [D-CA-11]	D · CA		Apr 4, 2017
Rep. Deutch, Theodore E. [D-FL-22]	D · FL		Apr 4, 2017
Rep. Dingell, Debbie [D-MI-12]	D · MI		Apr 4, 2017
Rep. Doggett, Lloyd [D-TX-35]	D · TX		Apr 4, 2017
Rep. Doyle, Michael F. [D-PA-14]	D · PA		Apr 4, 2017
Rep. Ellison, Keith [D-MN-5]	D · MN		Apr 4, 2017
Rep. Engel, Eliot L. [D-NY-16]	D · NY		Apr 4, 2017
Rep. Eshoo, Anna G. [D-CA-18]	D · CA		Apr 4, 2017
Rep. Espaillat, Adriano [D-NY-13]	D · NY		Apr 4, 2017
Rep. Esty, Elizabeth H. [D-CT-5]	D · CT		Apr 4, 2017
Rep. Evans, Dwight [D-PA-2]	D · PA		Apr 4, 2017
Rep. Foster, Bill [D-IL-11]	D · IL		Apr 4, 2017
Rep. Frankel, Lois [D-FL-21]	D · FL		Apr 4, 2017
Rep. Fudge, Marcia L. [D-OH-11]	D · OH		Apr 4, 2017
Rep. Gabbard, Tulsi [D-HI-2]	D · HI		Apr 4, 2017
Rep. Gallego, Ruben [D-AZ-7]	D · AZ		Apr 4, 2017
Rep. Garamendi, John [D-CA-3]	D · CA		Apr 4, 2017
Rep. Gonzalez, Vicente [D-TX-15]	D · TX		Apr 4, 2017
Rep. Gottheimer, Josh [D-NJ-5]	D · NJ		Apr 4, 2017
Rep. Green, Al [D-TX-9]	D · TX		Apr 4, 2017
Rep. Green, Gene [D-TX-29]	D · TX		Apr 4, 2017
Rep. Grijalva, Raúl M. [D-AZ-3]	D · AZ		Apr 4, 2017
Rep. Gutierrez, Luis V. [D-IL-4]	D · IL		Apr 4, 2017
Rep. Hanabusa, Colleen [D-HI-1]	D · HI		Apr 4, 2017
Rep. Hastings, Alcee L. [D-FL-20]	D · FL		Apr 4, 2017
Rep. Heck, Denny [D-WA-10]	D · WA		Apr 4, 2017
Rep. Higgins, Brian [D-NY-26]	D · NY		Apr 4, 2017
Rep. Himes, James A. [D-CT-4]	D · CT		Apr 4, 2017
Rep. Hoyer, Steny H. [D-MD-5]	D · MD		Apr 4, 2017
Rep. Huffman, Jared [D-CA-2]	D · CA		Apr 4, 2017

Cosponsor	Party / State	Role	Date Joined
Rep. Jackson Lee, Sheila [D-TX-18]	D · TX		Apr 4, 2017
Rep. Jayapal, Pramila [D-WA-7]	D · WA		Apr 4, 2017
Rep. Jeffries, Hakeem S. [D-NY-8]	D · NY		Apr 4, 2017
Rep. Johnson, Eddie Bernice [D-TX-30]	D · TX		Apr 4, 2017
Rep. Johnson, Henry C. "Hank," Jr. [D-GA-4]	D · GA		Apr 4, 2017
Rep. Kaptur, Marcy [D-OH-9]	D · OH		Apr 4, 2017
Rep. Keating, William R. [D-MA-9]	D · MA		Apr 4, 2017
Rep. Kelly, Robin L. [D-IL-2]	D · IL		Apr 4, 2017
Rep. Kennedy, Joseph P., III [D-MA-4]	D · MA		Apr 4, 2017
Rep. Khanna, Ro [D-CA-17]	D · CA		Apr 4, 2017
Rep. Kihuen, Ruben J. [D-NV-4]	D · NV		Apr 4, 2017
Rep. Kildee, Daniel T. [D-MI-5]	D · MI		Apr 4, 2017
Rep. Kilmer, Derek [D-WA-6]	D · WA		Apr 4, 2017
Rep. Kind, Ron [D-WI-3]	D · WI		Apr 4, 2017
Rep. Krishnamoorthi, Raja [D-IL-8]	D · IL		Apr 4, 2017
Rep. Kuster, Ann M. [D-NH-2]	D · NH		Apr 4, 2017
Rep. Langevin, James R. [D-RI-2]	D · RI		Apr 4, 2017
Rep. Larsen, Rick [D-WA-2]	D · WA		Apr 4, 2017
Rep. Larson, John B. [D-CT-1]	D · CT		Apr 4, 2017
Rep. Lawrence, Brenda L. [D-MI-14]	D · MI		Apr 4, 2017
Rep. Lawson, Al, Jr. [D-FL-5]	D · FL		Apr 4, 2017
Rep. Lee, Barbara [D-CA-13]	D · CA		Apr 4, 2017
Rep. Levin, Sander M. [D-MI-9]	D · MI		Apr 4, 2017
Rep. Lewis, John [D-GA-5]	D · GA		Apr 4, 2017
Rep. Lieu, Ted [D-CA-33]	D · CA		Apr 4, 2017
Rep. Lipinski, Daniel [D-IL-3]	D · IL		Apr 4, 2017
Rep. Loebsack, David [D-IA-2]	D · IA		Apr 4, 2017
Rep. Lofgren, Zoe [D-CA-19]	D · CA		Apr 4, 2017
Rep. Lowenthal, Alan S. [D-CA-47]	D · CA		Apr 4, 2017
Rep. Lowey, Nita M. [D-NY-17]	D · NY		Apr 4, 2017
Rep. Lujan Grisham, Michelle [D-NM-1]	D · NM		Apr 4, 2017
Rep. Lujan, Ben Ray [D-NM-3]	D · NM		Apr 4, 2017
Rep. Lynch, Stephen F. [D-MA-8]	D · MA		Apr 4, 2017
Rep. Maloney, Carolyn B. [D-NY-12]	D · NY		Apr 4, 2017
Rep. Maloney, Sean Patrick [D-NY-18]	D · NY		Apr 4, 2017
Rep. Matsui, Doris O. [D-CA-6]	D · CA		Apr 4, 2017
Rep. McCollum, Betty [D-MN-4]	D · MN		Apr 4, 2017
Rep. McEachin, A. Donald [D-VA-4]	D · VA		Apr 4, 2017
Rep. McGovern, James P. [D-MA-2]	D · MA		Apr 4, 2017
Rep. McNerney, Jerry [D-CA-9]	D · CA		Apr 4, 2017
Rep. Meeks, Gregory W. [D-NY-5]	D · NY		Apr 4, 2017
Rep. Meng, Grace [D-NY-6]	D · NY		Apr 4, 2017

Cosponsor	Party / State	Role	Date Joined
Rep. Moore, Gwen [D-WI-4]	D · WI		Apr 4, 2017
Rep. Moulton, Seth [D-MA-6]	D · MA		Apr 4, 2017
Rep. Murphy, Stephanie N. [D-FL-7]	D · FL		Apr 4, 2017
Rep. Nadler, Jerrold [D-NY-10]	D · NY		Apr 4, 2017
Rep. Napolitano, Grace F. [D-CA-32]	D · CA		Apr 4, 2017
Rep. Neal, Richard E. [D-MA-1]	D · MA		Apr 4, 2017
Rep. Nolan, Richard M. [D-MN-8]	D · MN		Apr 4, 2017
Rep. Norcross, Donald [D-NJ-1]	D · NJ		Apr 4, 2017
Rep. O'Halleran, Tom [D-AZ-1]	D · AZ		Apr 4, 2017
Rep. O'Rourke, Beto [D-TX-16]	D · TX		Apr 4, 2017
Rep. Pallone, Frank, Jr. [D-NJ-6]	D · NJ		Apr 4, 2017
Rep. Panetta, Jimmy [D-CA-20]	D · CA		Apr 4, 2017
Rep. Pascrell, Bill, Jr. [D-NJ-9]	D · NJ		Apr 4, 2017
Rep. Payne, Donald M., Jr. [D-NJ-10]	D · NJ		Apr 4, 2017
Rep. Pelosi, Nancy [D-CA-12]	D · CA		Apr 4, 2017
Rep. Perlmutter, Ed [D-CO-7]	D · CO		Apr 4, 2017
Rep. Peters, Scott H. [D-CA-52]	D · CA		Apr 4, 2017
Rep. Peterson, Collin C. [D-MN-7]	D · MN		Apr 4, 2017
Rep. Pingree, Chellie [D-ME-1]	D · ME		Apr 4, 2017
Rep. Pocan, Mark [D-WI-2]	D · WI		Apr 4, 2017
Rep. Polis, Jared [D-CO-2]	D · CO		Apr 4, 2017
Rep. Price, David E. [D-NC-4]	D · NC		Apr 4, 2017
Rep. Quigley, Mike [D-IL-5]	D · IL		Apr 4, 2017
Rep. Raskin, Jamie [D-MD-8]	D · MD		Apr 4, 2017
Rep. Rice, Kathleen M. [D-NY-4]	D · NY		Apr 4, 2017
Rep. Richmond, Cedric L. [D-LA-2]	D · LA		Apr 4, 2017
Rep. Rosen, Jacky [D-NV-3]	D · NV		Apr 4, 2017
Rep. Roybal-Allard, Lucille [D-CA-40]	D · CA		Apr 4, 2017
Rep. Ruiz, Raul [D-CA-36]	D · CA		Apr 4, 2017
Rep. Ruppersberger, C. A. Dutch [D-MD-2]	D · MD		Apr 4, 2017
Rep. Rush, Bobby L. [D-IL-1]	D · IL		Apr 4, 2017
Rep. Ryan, Tim [D-OH-13]	D · OH		Apr 4, 2017
Rep. Sánchez, Linda T. [D-CA-38]	D · CA		Apr 4, 2017
Rep. Sarbanes, John P. [D-MD-3]	D · MD		Apr 4, 2017
Rep. Schakowsky, Janice D. [D-IL-9]	D · IL		Apr 4, 2017
Rep. Schiff, Adam B. [D-CA-28]	D · CA		Apr 4, 2017
Rep. Schneider, Bradley Scott [D-IL-10]	D · IL		Apr 4, 2017
Rep. Schrader, Kurt [D-OR-5]	D · OR		Apr 4, 2017
Rep. Scott, David [D-GA-13]	D · GA		Apr 4, 2017
Rep. Scott, Robert C. "Bobby" [D-VA-3]	D · VA		Apr 4, 2017
Rep. Serrano, Jose E. [D-NY-15]	D · NY		Apr 4, 2017
Rep. Sewell, Terri A. [D-AL-7]	D · AL		Apr 4, 2017

Cosponsor	Party / State	Role	Date Joined
Rep. Shea-Porter, Carol [D-NH-1]	D · NH		Apr 4, 2017
Rep. Sherman, Brad [D-CA-30]	D · CA		Apr 4, 2017
Rep. Sinema, Kyrsten [D-AZ-9]	D · AZ		Apr 4, 2017
Rep. Sires, Albio [D-NJ-8]	D · NJ		Apr 4, 2017
Rep. Slaughter, Louise McIntosh [D-NY-25]	D · NY		Apr 4, 2017
Rep. Smith, Adam [D-WA-9]	D · WA		Apr 4, 2017
Rep. Smith, Christopher H. [R-NJ-4]	R · NJ		Apr 4, 2017
Rep. Soto, Darren [D-FL-9]	D · FL		Apr 4, 2017
Rep. Speier, Jackie [D-CA-14]	D · CA		Apr 4, 2017
Rep. Suozzi, Thomas R. [D-NY-3]	D · NY		Apr 4, 2017
Rep. Swalwell, Eric [D-CA-15]	D · CA		Apr 4, 2017
Rep. Takano, Mark [D-CA-41]	D · CA		Apr 4, 2017
Rep. Thompson, Bennie G. [D-MS-2]	D · MS		Apr 4, 2017
Rep. Thompson, Mike [D-CA-5]	D · CA		Apr 4, 2017
Rep. Titus, Dina [D-NV-1]	D · NV		Apr 4, 2017
Rep. Tonko, Paul [D-NY-20]	D · NY		Apr 4, 2017
Rep. Torres, Norma J. [D-CA-35]	D · CA		Apr 4, 2017
Rep. Tsongas, Niki [D-MA-3]	D · MA		Apr 4, 2017
Rep. Vargas, Juan [D-CA-51]	D · CA		Apr 4, 2017
Rep. Veasey, Marc A. [D-TX-33]	D · TX		Apr 4, 2017
Rep. Vela, Filemon [D-TX-34]	D · TX		Apr 4, 2017
Rep. Velazquez, Nydia M. [D-NY-7]	D · NY		Apr 4, 2017
Rep. Visclosky, Peter J. [D-IN-1]	D · IN		Apr 4, 2017
Rep. Walz, Timothy J. [D-MN-1]	D · MN		Apr 4, 2017
Rep. Wasserman Schultz, Debbie [D-FL-23]	D · FL		Apr 4, 2017
Rep. Waters, Maxine [D-CA-43]	D · CA		Apr 4, 2017
Rep. Watson Coleman, Bonnie [D-NJ-12]	D · NJ		Apr 4, 2017
Rep. Welch, Peter [D-VT-At Large]	D · VT		Apr 4, 2017
Rep. Wilson, Frederica S. [D-FL-24]	D · FL		Apr 4, 2017
Rep. Yarmuth, John A. [D-KY-3]	D · KY		Apr 4, 2017
Rep. Gomez, Jimmy [D-CA-34]	D · CA		Jul 27, 2017
Rep. Lamb, Conor [D-PA-18]	D · PA		Jul 27, 2018
Rep. Wild, Susan [D-PA-15]	D · PA		Dec 19, 2018
Rep. Morelle, Joseph D. [D-NY-25]	D · NY		Dec 20, 2018

## Committee Activity

Committee	Chamber	Activity	Date
Education and Workforce Committee	House	Referred To	Apr 4, 2017

## Subjects & Policy Tags

### Policy Area:

Labor and Employment

## Related Bills

Bill	Relationship	Last Action
115 HR 2418	Related bill	May 11, 2017: Referred to the House Committee on Education and the Workforce.
115 HR 1890	Related bill	Apr 4, 2017: Referred to the House Committee on Education and the Workforce.
115 S 819	Identical bill	Apr 4, 2017: Read twice and referred to the Committee on Health, Education, Labor, and Pensions.
115 S 345	Related bill	Feb 8, 2017: Read twice and referred to the Committee on Health, Education, Labor, and Pensions.
115 S 44	Related bill	Jan 5, 2017: Read twice and referred to the Committee on Health, Education, Labor, and Pensions.

## Summary (as of Apr 4, 2017)

### Paycheck Fairness Act

This bill amends equal pay provisions of the Fair Labor Standards Act of 1938 to: (1) restrict the use of the bona fide factor defense to wage discrimination claims, (2) enhance nonretaliation prohibitions, (3) make it unlawful to require an employee to sign a contract or waiver prohibiting the employee from disclosing information about the employee's wages, and (4) increase civil penalties for violations of equal pay provisions.

The Equal Employment Opportunity Commission (EEOC) and the Office of Federal Contract Compliance Programs shall train EEOC employees and other affected parties on wage discrimination.

The bill directs the Department of Labor to: (1) establish and carry out a grant program for negotiation skills training for girls and women, (2) conduct studies to eliminate pay disparities between men and women, and (3) make available information on wage discrimination to assist the public in understanding and addressing such discrimination.

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

The bill amends the Civil Rights Act of 1964 to require the EEOC to issue regulations for collecting from employers compensation and other employment data according to the sex, race, and national origin of employees for use in enforcing laws prohibiting pay discrimination.

### Actions Timeline

- Apr 4, 2017: Introduced in House
- Apr 4, 2017: Referred to the House Committee on Education and the Workforce.