

S 345

Workplace Advancement Act

**Congress:** 115 (2017–2019, Ended)

**Chamber:** Senate

**Policy Area:** Labor and Employment

**Introduced:** Feb 8, 2017

**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. (Feb 8, 2017)

**Official Text:** <https://www.congress.gov/bill/115th-congress/senate-bill/345>

Sponsor

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

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

Cosponsors (2 total)

Cosponsor	Party / State	Role	Date Joined
Sen. Capito, Shelley Moore [R-WV]	R · WV		Feb 8, 2017
Sen. Ernst, Joni [R-IA]	R · IA		Feb 8, 2017

Committee Activity

Committee	Chamber	Activity	Date
Health, Education, Labor, and Pensions Committee	Senate	Referred To	Feb 8, 2017

Subjects & Policy Tags

**Policy Area:**

Labor and Employment

Related Bills

Bill	Relationship	Last Action
115 HR 1869	Related bill	<b>Apr 4, 2017:</b> Referred to the House Committee on Education and the Workforce.
115 HR 1890	Identical bill	<b>Apr 4, 2017:</b> Referred to the House Committee on Education and the Workforce.
115 S 819	Related bill	<b>Apr 4, 2017:</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.

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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- **Feb 8, 2017:** Introduced in Senate
- **Feb 8, 2017:** Read twice and referred to the Committee on Health, Education, Labor, and Pensions.