

## HR 2039

Fair Pay Act of 2019

**Congress:** 116 (2019–2021, Ended)

**Chamber:** House

**Policy Area:** Labor and Employment

**Introduced:** Apr 2, 2019

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

**Latest Action:** Referred to the House Committee on Education and Labor. (Apr 2, 2019)

**Official Text:** <https://www.congress.gov/bill/116th-congress/house-bill/2039>

### Sponsor

**Name:** Del. Norton, Eleanor Holmes [D-DC-At Large]

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

### Cosponsors (16 total)

Cosponsor	Party / State	Role	Date Joined
Rep. Khanna, Ro [D-CA-17]	D · CA		Apr 8, 2019
Rep. McCollum, Betty [D-MN-4]	D · MN		Apr 8, 2019
Rep. Speier, Jackie [D-CA-14]	D · CA		Apr 8, 2019
Rep. Wasserman Schultz, Debbie [D-FL-23]	D · FL		Apr 8, 2019
Rep. Hastings, Alcee L. [D-FL-20]	D · FL		Apr 9, 2019
Rep. Roybal-Allard, Lucille [D-CA-40]	D · CA		Apr 10, 2019
Rep. Lawson, Al, Jr. [D-FL-5]	D · FL		Apr 12, 2019
Rep. Schiff, Adam B. [D-CA-28]	D · CA		Apr 12, 2019
Rep. Cohen, Steve [D-TN-9]	D · TN		Apr 25, 2019
Rep. Bonamici, Suzanne [D-OR-1]	D · OR		May 7, 2019
Rep. Cicilline, David N. [D-RI-1]	D · RI		Oct 11, 2019
Rep. Smith, Adam [D-WA-9]	D · WA		Oct 11, 2019
Del. San Nicolas, Michael F. Q. [D-GU-At Large]	D · GU		Jun 4, 2020
Rep. Haaland, Debra A. [D-NM-1]	D · NM		Jul 30, 2020
Rep. Carson, Andre [D-IN-7]	D · IN		Aug 14, 2020
Rep. Jackson Lee, Sheila [D-TX-18]	D · TX		Aug 14, 2020

### Committee Activity

Committee	Chamber	Activity	Date
Education and Workforce Committee	House	Referred To	Apr 2, 2019

### Subjects & Policy Tags

**Policy Area:**

Labor and Employment

## Related Bills

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*No related bills are listed.*

## Summary (as of Apr 2, 2019)

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### Fair Pay Act of 2019

This bill amends the Fair Labor Standards Act of 1938 to prohibit discrimination in the payment of wages on account of sex, race, or national origin. (Payment of different wages is allowed under seniority systems, merit systems, systems that measure earnings by quantity or quality of production, or differentials based on bona fide factors that the employer demonstrates are job-related or further legitimate business interests.) The bill allows compensatory or punitive damages for violations of such prohibition.

The bill prohibits an employer from discriminating against any individual who opposes any act or practice made illegal by this bill or for assisting in an investigation, or discharging or discriminating against any employee who inquires about or discusses another employee's wages.

The Equal Employment Opportunity Commission shall: (1) undertake studies and provide information and technical assistance to employers, labor organizations, and the general public for implementing this bill's wage discrimination prohibitions; and (2) carry on a continuing program of research, education, and technical assistance to correct wage disparities.

### Actions Timeline

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- **Apr 2, 2019:** Introduced in House
- **Apr 2, 2019:** Sponsor introductory remarks on measure. (CR E386)
- **Apr 2, 2019:** Referred to the House Committee on Education and Labor.