

## S 270

### Paycheck Fairness Act

**Congress:** 116 (2019–2021, Ended)

**Chamber:** Senate

**Policy Area:** Labor and Employment

**Introduced:** Jan 30, 2019

**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. (Jan 30, 2019)

**Official Text:** <https://www.congress.gov/bill/116th-congress/senate-bill/270>

### Sponsor

---

**Name:** Sen. Murray, Patty [D-WA]

**Party:** Democratic • **State:** WA • **Chamber:** Senate

**Cosponsors** (46 total)

| Cosponsor                           | Party / State | Role | Date Joined  |
|-------------------------------------|---------------|------|--------------|
| Sen. Baldwin, Tammy [D-WI]          | D · WI        |      | Jan 30, 2019 |
| Sen. Bennet, Michael F. [D-CO]      | D · CO        |      | Jan 30, 2019 |
| Sen. Blumenthal, Richard [D-CT]     | D · CT        |      | Jan 30, 2019 |
| Sen. Booker, Cory A. [D-NJ]         | D · NJ        |      | Jan 30, 2019 |
| Sen. Brown, Sherrod [D-OH]          | D · OH        |      | Jan 30, 2019 |
| Sen. Cantwell, Maria [D-WA]         | D · WA        |      | Jan 30, 2019 |
| Sen. Cardin, Benjamin L. [D-MD]     | D · MD        |      | Jan 30, 2019 |
| Sen. Carper, Thomas R. [D-DE]       | D · DE        |      | Jan 30, 2019 |
| Sen. Casey, Robert P., Jr. [D-PA]   | D · PA        |      | Jan 30, 2019 |
| Sen. Coons, Christopher A. [D-DE]   | D · DE        |      | Jan 30, 2019 |
| Sen. Cortez Masto, Catherine [D-NV] | D · NV        |      | Jan 30, 2019 |
| Sen. Duckworth, Tammy [D-IL]        | D · IL        |      | Jan 30, 2019 |
| Sen. Durbin, Richard J. [D-IL]      | D · IL        |      | Jan 30, 2019 |
| Sen. Feinstein, Dianne [D-CA]       | D · CA        |      | Jan 30, 2019 |
| Sen. Gillibrand, Kirsten E. [D-NY]  | D · NY        |      | Jan 30, 2019 |
| Sen. Harris, Kamala D. [D-CA]       | D · CA        |      | Jan 30, 2019 |
| Sen. Hassan, Margaret Wood [D-NH]   | D · NH        |      | Jan 30, 2019 |
| Sen. Heinrich, Martin [D-NM]        | D · NM        |      | Jan 30, 2019 |
| Sen. Hirono, Mazie K. [D-HI]        | D · HI        |      | Jan 30, 2019 |
| Sen. Jones, Doug [D-AL]             | D · AL        |      | Jan 30, 2019 |
| Sen. Kaine, Tim [D-VA]              | D · VA        |      | Jan 30, 2019 |
| Sen. Klobuchar, Amy [D-MN]          | D · MN        |      | Jan 30, 2019 |
| Sen. Leahy, Patrick J. [D-VT]       | D · VT        |      | Jan 30, 2019 |
| Sen. Manchin, Joe, III [D-WV]       | D · WV        |      | Jan 30, 2019 |
| Sen. Markey, Edward J. [D-MA]       | D · MA        |      | Jan 30, 2019 |
| Sen. Menendez, Robert [D-NJ]        | D · NJ        |      | Jan 30, 2019 |
| Sen. Merkley, Jeff [D-OR]           | D · OR        |      | Jan 30, 2019 |
| Sen. Murphy, Christopher [D-CT]     | D · CT        |      | Jan 30, 2019 |
| Sen. Peters, Gary C. [D-MI]         | D · MI        |      | Jan 30, 2019 |
| Sen. Reed, Jack [D-RI]              | D · RI        |      | Jan 30, 2019 |
| Sen. Rosen, Jacky [D-NV]            | D · NV        |      | Jan 30, 2019 |
| Sen. Sanders, Bernard [I-VT]        | I · VT        |      | Jan 30, 2019 |
| Sen. Schatz, Brian [D-HI]           | D · HI        |      | Jan 30, 2019 |
| Sen. Schumer, Charles E. [D-NY]     | D · NY        |      | Jan 30, 2019 |
| Sen. Shaheen, Jeanne [D-NH]         | D · NH        |      | Jan 30, 2019 |
| Sen. Sinema, Kyrsten [D-AZ]         | D · AZ        |      | Jan 30, 2019 |
| Sen. Smith, Tina [D-MN]             | D · MN        |      | Jan 30, 2019 |
| Sen. Stabenow, Debbie [D-MI]        | D · MI        |      | Jan 30, 2019 |
| Sen. Tester, Jon [D-MT]             | D · MT        |      | Jan 30, 2019 |
| Sen. Udall, Tom [D-NM]              | D · NM        |      | Jan 30, 2019 |
| Sen. Van Hollen, Chris [D-MD]       | D · MD        |      | Jan 30, 2019 |

| Cosponsor                       | Party / State | Role | Date Joined  |
|---------------------------------|---------------|------|--------------|
| Sen. Warner, Mark R. [D-VA]     | D · VA        |      | Jan 30, 2019 |
| Sen. Warren, Elizabeth [D-MA]   | D · MA        |      | Jan 30, 2019 |
| Sen. Whitehouse, Sheldon [D-RI] | D · RI        |      | Jan 30, 2019 |
| Sen. Wyden, Ron [D-OR]          | D · OR        |      | Jan 30, 2019 |
| Sen. King, Angus S., Jr. [I-ME] | I · ME        |      | Feb 25, 2019 |

## Committee Activity

| Committee  | Chamber | Activity    | Date         |
|--|---------|-------------|--------------|
| Health, Education, Labor, and Pensions Committee | Senate  | Referred To | Jan 30, 2019 |

## Subjects & Policy Tags

### Policy Area:

Labor and Employment

## Related Bills

| Bill     | Relationship   | Last Action   |
|----------|----------------|---|
| 116 HR 7 | Identical bill | Apr 3, 2019: Read the second time. Placed on Senate Legislative Calendar under General Orders. Calendar No. 53. |

## Summary (as of Jan 30, 2019)

### Paycheck Fairness Act

This bill addresses wage discrimination on the basis of sex. It 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 requires 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

- **Jan 30, 2019:** Introduced in Senate
- **Jan 30, 2019:** Read twice and referred to the Committee on Health, Education, Labor, and Pensions.