

HR 2490

Paycheck Fairness Act

Congress: 117 (2021–2023, Ended)

Chamber: House

Policy Area: Labor and Employment

Introduced: Apr 13, 2021

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

Latest Action: Referred to the House Committee on Education and Labor. (Apr 13, 2021)

Official Text: <https://www.congress.gov/bill/117th-congress/house-bill/2490>

Sponsor

Name: Rep. Smith, Christopher H. [R-NJ-4]

Party: Republican • State: NJ • Chamber: House

Cosponsors (1 total)

| Cosponsor | Party / State | Role | Date Joined |
|-----------------------------------|---------------|------|--------------|
| Rep. Van Drew, Jefferson [R-NJ-2] | R · NJ | | Apr 15, 2021 |

Committee Activity

| Committee | Chamber | Activity | Date |
|-----------------------------------|---------|-------------|--------------|
| Education and Workforce Committee | House | Referred To | Apr 13, 2021 |

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

| Bill | Relationship | Last Action |
|-------------|----------------|---|
| 117 HR 7 | Identical bill | Jun 8, 2021: Cloture on the motion to proceed to the measure not invoked in Senate by Yea-Nay Vote. 49 - 50. Record Vote Number: 227. (CR S3981) |
| 117 HR 2242 | Related bill | Mar 26, 2021: Referred to the House Committee on Education and Labor. |
| 117 S 205 | Identical bill | Feb 3, 2021: Read twice and referred to the Committee on Health, Education, Labor, and Pensions. |

Paycheck Fairness Act

This bill addresses wage discrimination on the basis of sex. Specifically, it (1) limits an employer's defense that a pay differential is based on a factor other than sex to only bona fide job-related factors in wage discrimination claims, (2) enhances nonretaliation prohibitions, (3) makes 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) increases civil penalties for violations of equal pay provisions.

Additionally, the Equal Employment Opportunity Commission (EEOC) and the Office of Federal Contract Compliance Programs must 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 bill also establishes the Secretary of Labor's National Award for Pay Equity in the Workplace for an employer who has made a substantial effort to eliminate pay disparities between men and women.

Finally, 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

- **Apr 13, 2021:** Introduced in House
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