

HR 2491

Wage Equity Act of 2021

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/2491>

Sponsor

Name: Rep. Stefanik, Elise M. [R-NY-21]

Party: Republican • **State:** NY • **Chamber:** House

Cosponsors (55 total)

Cosponsor	Party / State	Role	Date Joined
Rep. Allen, Rick W. [R-GA-12]	R · GA		Apr 13, 2021
Rep. Amodei, Mark E. [R-NV-2]	R · NV		Apr 13, 2021
Rep. Bacon, Don [R-NE-2]	R · NE		Apr 13, 2021
Rep. Bost, Mike [R-IL-12]	R · IL		Apr 13, 2021
Rep. Bucshon, Larry [R-IN-8]	R · IN		Apr 13, 2021
Rep. Burgess, Michael C. [R-TX-26]	R · TX		Apr 13, 2021
Rep. Cawthorn, Madison [R-NC-11]	R · NC		Apr 13, 2021
Rep. Cole, Tom [R-OK-4]	R · OK		Apr 13, 2021
Rep. Curtis, John R. [R-UT-3]	R · UT		Apr 13, 2021
Rep. Davis, Rodney [R-IL-13]	R · IL		Apr 13, 2021
Rep. Diaz-Balart, Mario [R-FL-25]	R · FL		Apr 13, 2021
Rep. Fortenberry, Jeff [R-NE-1]	R · NE		Apr 13, 2021
Rep. Foxx, Virginia [R-NC-5]	R · NC		Apr 13, 2021
Rep. Garbarino, Andrew R. [R-NY-2]	R · NY		Apr 13, 2021
Rep. Gonzalez, Anthony [R-OH-16]	R · OH		Apr 13, 2021
Rep. Granger, Kay [R-TX-12]	R · TX		Apr 13, 2021
Rep. Graves, Garret [R-LA-6]	R · LA		Apr 13, 2021
Rep. Guthrie, Brett [R-KY-2]	R · KY		Apr 13, 2021
Rep. Herrera Beutler, Jaime [R-WA-3]	R · WA		Apr 13, 2021
Rep. Joyce, David P. [R-OH-14]	R · OH		Apr 13, 2021
Rep. Kinzinger, Adam [R-IL-16]	R · IL		Apr 13, 2021
Rep. Latta, Robert E. [R-OH-5]	R · OH		Apr 13, 2021
Rep. Malliotakis, Nicole [R-NY-11]	R · NY		Apr 13, 2021
Rep. Mann, Tracey [R-KS-1]	R · KS		Apr 13, 2021
Rep. McKinley, David B. [R-WV-1]	R · WV		Apr 13, 2021
Rep. McMorris Rodgers, Cathy [R-WA-5]	R · WA		Apr 13, 2021
Rep. Meuser, Daniel [R-PA-9]	R · PA		Apr 13, 2021
Rep. Miller-Meeks, Mariannette [R-IA-2]	R · IA		Apr 13, 2021
Rep. Moore, Blake D. [R-UT-1]	R · UT		Apr 13, 2021
Rep. Newhouse, Dan [R-WA-4]	R · WA		Apr 13, 2021
Rep. Owens, Burgess [R-UT-4]	R · UT		Apr 13, 2021
Rep. Scott, Austin [R-GA-8]	R · GA		Apr 13, 2021
Rep. Spartz, Victoria [R-IN-5]	R · IN		Apr 13, 2021
Rep. Stauber, Pete [R-MN-8]	R · MN		Apr 13, 2021
Rep. Thompson, Glenn [R-PA-15]	R · PA		Apr 13, 2021
Rep. Walorski, Jackie [R-IN-2]	R · IN		Apr 13, 2021
Rep. Wittman, Robert J. [R-VA-1]	R · VA		Apr 13, 2021
Rep. Womack, Steve [R-AR-3]	R · AR		Apr 13, 2021
Rep. Zeldin, Lee M. [R-NY-1]	R · NY		Apr 13, 2021
Rep. Hill, J. French [R-AR-2]	R · AR		Apr 14, 2021
Rep. Katko, John [R-NY-24]	R · NY		Apr 14, 2021

Cosponsor	Party / State	Role	Date Joined
Rep. Kelly, Mike [R-PA-16]	R · PA		Apr 14, 2021
Rep. Letlow, Julia [R-LA-5]	R · LA		Apr 14, 2021
Rep. Obernolte, Jay [R-CA-8]	R · CA		Apr 14, 2021
Rep. Schweikert, David [R-AZ-6]	R · AZ		Apr 14, 2021
Rep. Smucker, Lloyd [R-PA-11]	R · PA		Apr 14, 2021
Rep. Steel, Michelle [R-CA-48]	R · CA		Apr 14, 2021
Rep. Valadao, David G. [R-CA-21]	R · CA		Apr 14, 2021
Resident Commissioner González-Colón, Jenniffer [R-PR-At Large]	R · PR		Apr 14, 2021
Rep. Bice, Stephanie I. [R-OK-5]	R · OK		Apr 15, 2021
Rep. Franklin, C. Scott [R-FL-15]	R · FL		Apr 15, 2021
Rep. Upton, Fred [R-MI-6]	R · MI		Apr 15, 2021
Rep. Wilson, Joe [R-SC-2]	R · SC		Apr 20, 2021
Rep. Kim, Young [R-CA-39]	R · CA		Apr 30, 2021
Rep. McHenry, Patrick T. [R-NC-10]	R · NC		May 11, 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

No related bills are listed.

Summary (as of Apr 13, 2021)

Wage Equity Act of 2021

This bill addresses workplace wage discrimination based on sex.

Specifically, it limits the acceptable reasons for wage disparities based on sex to legitimate business-related factors unrelated to sex. It also protects from liability for such discrimination those employers who conduct a job and wage analysis audit to identify wage disparities and take reasonable steps to remedy any such disparities.

Further, the bill prohibits employers from relying on, or requesting, the wage history of a prospective employee for hiring and wage determination purposes unless it is voluntarily provided by the prospective employee. Employers generally may not prohibit employees from inquiring about, or discussing, wage information concerning another employee or from requesting information from an employer about wage differentials.

Finally, the bill permits the Department of Labor to establish a grant program for negotiation skills education for women and girls. It also requires the Government Accountability Office to study and report on the causes and effects of sex-based wage disparities.

Actions Timeline

- **Apr 13, 2021:** Introduced in House
- **Apr 13, 2021:** Referred to the House Committee on Education and Labor.