

HR 7

Paycheck Fairness Act

Congress: 117 (2021–2023, Ended)

Chamber: House

Policy Area: Labor and Employment

Introduced: Jan 28, 2021

Current Status: Cloture on the motion to proceed to the measure not invoked in Senate by Yea-Nay Vote. 49 - 50. Reco

Latest Action: 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) (Jun 8, 2021)

Official Text: <https://www.congress.gov/bill/117th-congress/house-bill/7>

Sponsor

Name: Rep. DeLauro, Rosa L. [D-CT-3]

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

Cosponsors (225 total)

| Cosponsor | Party / State | Role | Date Joined |
|--|---------------|------|--------------|
| Del. Norton, Eleanor Holmes [D-DC-At Large] | D · DC | | Jan 28, 2021 |
| Del. Plaskett, Stacey E. [D-VI-At Large] | D · VI | | Jan 28, 2021 |
| Del. Sablan, Gregorio Kilili Camacho [D-MP-At Large] | D · MP | | Jan 28, 2021 |
| Del. San Nicolas, Michael F. Q. [D-GU-At Large] | D · GU | | Jan 28, 2021 |
| Rep. Adams, Alma S. [D-NC-12] | D · NC | | Jan 28, 2021 |
| Rep. Aguilar, Pete [D-CA-31] | D · CA | | Jan 28, 2021 |
| Rep. Allred, Colin Z. [D-TX-32] | D · TX | | Jan 28, 2021 |
| Rep. Auchincloss, Jake [D-MA-4] | D · MA | | Jan 28, 2021 |
| Rep. Axne, Cynthia [D-IA-3] | D · IA | | Jan 28, 2021 |
| Rep. Barragan, Nanette Diaz [D-CA-44] | D · CA | | Jan 28, 2021 |
| Rep. Bass, Karen [D-CA-37] | D · CA | | Jan 28, 2021 |
| Rep. Beatty, Joyce [D-OH-3] | D · OH | | Jan 28, 2021 |
| Rep. Bera, Ami [D-CA-7] | D · CA | | Jan 28, 2021 |
| Rep. Beyer, Donald S., Jr. [D-VA-8] | D · VA | | Jan 28, 2021 |
| Rep. Bishop, Sanford D., Jr. [D-GA-2] | D · GA | | Jan 28, 2021 |
| Rep. Blumenauer, Earl [D-OR-3] | D · OR | | Jan 28, 2021 |
| Rep. Blunt Rochester, Lisa [D-DE-At Large] | D · DE | | Jan 28, 2021 |
| Rep. Bonamici, Suzanne [D-OR-1] | D · OR | | Jan 28, 2021 |
| Rep. Bourdeaux, Carolyn [D-GA-7] | D · GA | | Jan 28, 2021 |
| Rep. Bowman, Jamaal [D-NY-16] | D · NY | | Jan 28, 2021 |
| Rep. Boyle, Brendan F. [D-PA-2] | D · PA | | Jan 28, 2021 |
| Rep. Brown, Anthony G. [D-MD-4] | D · MD | | Jan 28, 2021 |
| Rep. Brownley, Julia [D-CA-26] | D · CA | | Jan 28, 2021 |
| Rep. Bush, Cori [D-MO-1] | D · MO | | Jan 28, 2021 |
| Rep. Bustos, Cheri [D-IL-17] | D · IL | | Jan 28, 2021 |
| Rep. Butterfield, G. K. [D-NC-1] | D · NC | | Jan 28, 2021 |
| Rep. Carbajal, Salud O. [D-CA-24] | D · CA | | Jan 28, 2021 |
| Rep. Cárdenas, Tony [D-CA-29] | D · CA | | Jan 28, 2021 |
| Rep. Carson, Andre [D-IN-7] | D · IN | | Jan 28, 2021 |
| Rep. Cartwright, Matt [D-PA-8] | D · PA | | Jan 28, 2021 |
| Rep. Case, Ed [D-HI-1] | D · HI | | Jan 28, 2021 |
| Rep. Casten, Sean [D-IL-6] | D · IL | | Jan 28, 2021 |
| Rep. Castor, Kathy [D-FL-14] | D · FL | | Jan 28, 2021 |
| Rep. Castro, Joaquin [D-TX-20] | D · TX | | Jan 28, 2021 |
| Rep. Chu, Judy [D-CA-27] | D · CA | | Jan 28, 2021 |
| Rep. Cicilline, David N. [D-RI-1] | D · RI | | Jan 28, 2021 |
| Rep. Clark, Katherine M. [D-MA-5] | D · MA | | Jan 28, 2021 |
| Rep. Clarke, Yvette D. [D-NY-9] | D · NY | | Jan 28, 2021 |
| Rep. Cleaver, Emanuel [D-MO-5] | D · MO | | Jan 28, 2021 |
| Rep. Clyburn, James E. [D-SC-6] | D · SC | | Jan 28, 2021 |
| Rep. Cohen, Steve [D-TN-9] | D · TN | | Jan 28, 2021 |

| Cosponsor | Party / State | Role | Date Joined |
|---------------------------------------|---------------|------|--------------|
| Rep. Connolly, Gerald E. [D-VA-11] | D · VA | | Jan 28, 2021 |
| Rep. Cooper, Jim [D-TN-5] | D · TN | | Jan 28, 2021 |
| Rep. Correa, J. Luis [D-CA-46] | D · CA | | Jan 28, 2021 |
| Rep. Costa, Jim [D-CA-16] | D · CA | | Jan 28, 2021 |
| Rep. Courtney, Joe [D-CT-2] | D · CT | | Jan 28, 2021 |
| Rep. Craig, Angie [D-MN-2] | D · MN | | Jan 28, 2021 |
| Rep. Crist, Charlie [D-FL-13] | D · FL | | Jan 28, 2021 |
| Rep. Crow, Jason [D-CO-6] | D · CO | | Jan 28, 2021 |
| Rep. Cuellar, Henry [D-TX-28] | D · TX | | Jan 28, 2021 |
| Rep. Davids, Sharice [D-KS-3] | D · KS | | Jan 28, 2021 |
| Rep. Davis, Danny K. [D-IL-7] | D · IL | | Jan 28, 2021 |
| Rep. Dean, Madeleine [D-PA-4] | D · PA | | Jan 28, 2021 |
| Rep. DeFazio, Peter A. [D-OR-4] | D · OR | | Jan 28, 2021 |
| Rep. DeGette, Diana [D-CO-1] | D · CO | | Jan 28, 2021 |
| Rep. DelBene, Suzan K. [D-WA-1] | D · WA | | Jan 28, 2021 |
| Rep. Delgado, Antonio [D-NY-19] | D · NY | | Jan 28, 2021 |
| Rep. Demings, Val Butler [D-FL-10] | D · FL | | Jan 28, 2021 |
| Rep. DeSaulnier, Mark [D-CA-11] | D · CA | | Jan 28, 2021 |
| Rep. Deutch, Theodore E. [D-FL-22] | D · FL | | Jan 28, 2021 |
| Rep. Dingell, Debbie [D-MI-12] | D · MI | | Jan 28, 2021 |
| Rep. Doggett, Lloyd [D-TX-35] | D · TX | | Jan 28, 2021 |
| Rep. Doyle, Michael F. [D-PA-18] | D · PA | | Jan 28, 2021 |
| Rep. Escobar, Veronica [D-TX-16] | D · TX | | Jan 28, 2021 |
| Rep. Eshoo, Anna G. [D-CA-18] | D · CA | | Jan 28, 2021 |
| Rep. Espallat, Adriano [D-NY-13] | D · NY | | Jan 28, 2021 |
| Rep. Evans, Dwight [D-PA-3] | D · PA | | Jan 28, 2021 |
| Rep. Fitzpatrick, Brian K. [R-PA-1] | R · PA | | Jan 28, 2021 |
| Rep. Fletcher, Lizzie [D-TX-7] | D · TX | | Jan 28, 2021 |
| Rep. Foster, Bill [D-IL-11] | D · IL | | Jan 28, 2021 |
| Rep. Frankel, Lois [D-FL-21] | D · FL | | Jan 28, 2021 |
| Rep. Gallego, Ruben [D-AZ-7] | D · AZ | | Jan 28, 2021 |
| Rep. Garamendi, John [D-CA-3] | D · CA | | Jan 28, 2021 |
| Rep. Garcia, Jesus G. "Chuy" [D-IL-4] | D · IL | | Jan 28, 2021 |
| Rep. Garcia, Sylvia R. [D-TX-29] | D · TX | | Jan 28, 2021 |
| Rep. Golden, Jared F. [D-ME-2] | D · ME | | Jan 28, 2021 |
| Rep. Gomez, Jimmy [D-CA-34] | D · CA | | Jan 28, 2021 |
| Rep. Gonzalez, Vicente [D-TX-15] | D · TX | | Jan 28, 2021 |
| Rep. Gottheimer, Josh [D-NJ-5] | D · NJ | | Jan 28, 2021 |
| Rep. Green, Al [D-TX-9] | D · TX | | Jan 28, 2021 |
| Rep. Grijalva, Raúl M. [D-AZ-3] | D · AZ | | Jan 28, 2021 |
| Rep. Harder, Josh [D-CA-10] | D · CA | | Jan 28, 2021 |
| Rep. Hastings, Alcee L. [D-FL-20] | D · FL | | Jan 28, 2021 |

| Cosponsor | Party / State | Role | Date Joined |
|---|---------------|------|--------------|
| Rep. Hayes, Jahana [D-CT-5] | D · CT | | Jan 28, 2021 |
| Rep. Higgins, Brian [D-NY-26] | D · NY | | Jan 28, 2021 |
| Rep. Himes, James A. [D-CT-4] | D · CT | | Jan 28, 2021 |
| Rep. Horsford, Steven [D-NV-4] | D · NV | | Jan 28, 2021 |
| Rep. Houlahan, Chrissy [D-PA-6] | D · PA | | Jan 28, 2021 |
| Rep. Hoyer, Steny H. [D-MD-5] | D · MD | | Jan 28, 2021 |
| Rep. Huffman, Jared [D-CA-2] | D · CA | | Jan 28, 2021 |
| Rep. Jackson Lee, Sheila [D-TX-18] | D · TX | | Jan 28, 2021 |
| Rep. Jacobs, Sara [D-CA-53] | D · CA | | Jan 28, 2021 |
| Rep. Jayapal, Pramila [D-WA-7] | D · WA | | Jan 28, 2021 |
| Rep. Jeffries, Hakeem S. [D-NY-8] | D · NY | | Jan 28, 2021 |
| Rep. Johnson, Eddie Bernice [D-TX-30] | D · TX | | Jan 28, 2021 |
| Rep. Johnson, Henry C. "Hank," Jr. [D-GA-4] | D · GA | | Jan 28, 2021 |
| Rep. Jones, Mondaire [D-NY-17] | D · NY | | Jan 28, 2021 |
| Rep. Kahele, Kaiali'i [D-HI-2] | D · HI | | Jan 28, 2021 |
| Rep. Kaptur, Marcy [D-OH-9] | D · OH | | Jan 28, 2021 |
| Rep. Keating, William R. [D-MA-9] | D · MA | | Jan 28, 2021 |
| Rep. Kelly, Robin L. [D-IL-2] | D · IL | | Jan 28, 2021 |
| Rep. Khanna, Ro [D-CA-17] | D · CA | | Jan 28, 2021 |
| Rep. Kildee, Daniel T. [D-MI-5] | D · MI | | Jan 28, 2021 |
| Rep. Kilmer, Derek [D-WA-6] | D · WA | | Jan 28, 2021 |
| Rep. Kim, Andy [D-NJ-3] | D · NJ | | Jan 28, 2021 |
| Rep. Kind, Ron [D-WI-3] | D · WI | | Jan 28, 2021 |
| Rep. Kirkpatrick, Ann [D-AZ-2] | D · AZ | | Jan 28, 2021 |
| Rep. Krishnamoorthi, Raja [D-IL-8] | D · IL | | Jan 28, 2021 |
| Rep. Kuster, Ann M. [D-NH-2] | D · NH | | Jan 28, 2021 |
| Rep. Lamb, Conor [D-PA-17] | D · PA | | Jan 28, 2021 |
| Rep. Langevin, James R. [D-RI-2] | D · RI | | Jan 28, 2021 |
| Rep. Larsen, Rick [D-WA-2] | D · WA | | Jan 28, 2021 |
| Rep. Larson, John B. [D-CT-1] | D · CT | | Jan 28, 2021 |
| Rep. Lawrence, Brenda L. [D-MI-14] | D · MI | | Jan 28, 2021 |
| Rep. Lawson, Al, Jr. [D-FL-5] | D · FL | | Jan 28, 2021 |
| Rep. Lee, Barbara [D-CA-13] | D · CA | | Jan 28, 2021 |
| Rep. Lee, Susie [D-NV-3] | D · NV | | Jan 28, 2021 |
| Rep. Leger Fernandez, Teresa [D-NM-3] | D · NM | | Jan 28, 2021 |
| Rep. Levin, Andy [D-MI-9] | D · MI | | Jan 28, 2021 |
| Rep. Levin, Mike [D-CA-49] | D · CA | | Jan 28, 2021 |
| Rep. Lieu, Ted [D-CA-33] | D · CA | | Jan 28, 2021 |
| Rep. Lofgren, Zoe [D-CA-19] | D · CA | | Jan 28, 2021 |
| Rep. Lowenthal, Alan S. [D-CA-47] | D · CA | | Jan 28, 2021 |
| Rep. Luria, Elaine G. [D-VA-2] | D · VA | | Jan 28, 2021 |
| Rep. Lynch, Stephen F. [D-MA-8] | D · MA | | Jan 28, 2021 |

| Cosponsor | Party / State | Role | Date Joined |
|--|---------------|------|--------------|
| Rep. Malinowski, Tom [D-NJ-7] | D · NJ | | Jan 28, 2021 |
| Rep. Maloney, Carolyn B. [D-NY-12] | D · NY | | Jan 28, 2021 |
| Rep. Maloney, Sean Patrick [D-NY-18] | D · NY | | Jan 28, 2021 |
| Rep. Manning, Kathy E. [D-NC-6] | D · NC | | Jan 28, 2021 |
| Rep. Matsui, Doris O. [D-CA-6] | D · CA | | Jan 28, 2021 |
| Rep. McBath, Lucy [D-GA-6] | D · GA | | Jan 28, 2021 |
| Rep. McCollum, Betty [D-MN-4] | D · MN | | Jan 28, 2021 |
| Rep. McEachin, A. Donald [D-VA-4] | D · VA | | Jan 28, 2021 |
| Rep. McGovern, James P. [D-MA-2] | D · MA | | Jan 28, 2021 |
| Rep. McNerney, Jerry [D-CA-9] | D · CA | | Jan 28, 2021 |
| Rep. Meeks, Gregory W. [D-NY-5] | D · NY | | Jan 28, 2021 |
| Rep. Meng, Grace [D-NY-6] | D · NY | | Jan 28, 2021 |
| Rep. Mfume, Kweisi [D-MD-7] | D · MD | | Jan 28, 2021 |
| Rep. Moore, Gwen [D-WI-4] | D · WI | | Jan 28, 2021 |
| Rep. Morelle, Joseph D. [D-NY-25] | D · NY | | Jan 28, 2021 |
| Rep. Moulton, Seth [D-MA-6] | D · MA | | Jan 28, 2021 |
| Rep. Mrvan, Frank J. [D-IN-1] | D · IN | | Jan 28, 2021 |
| Rep. Murphy, Stephanie N. [D-FL-7] | D · FL | | Jan 28, 2021 |
| Rep. Nadler, Jerrold [D-NY-10] | D · NY | | Jan 28, 2021 |
| Rep. Napolitano, Grace F. [D-CA-32] | D · CA | | Jan 28, 2021 |
| Rep. Neal, Richard E. [D-MA-1] | D · MA | | Jan 28, 2021 |
| Rep. Neguse, Joe [D-CO-2] | D · CO | | Jan 28, 2021 |
| Rep. Newman, Marie [D-IL-3] | D · IL | | Jan 28, 2021 |
| Rep. Norcross, Donald [D-NJ-1] | D · NJ | | Jan 28, 2021 |
| Rep. O'Halleran, Tom [D-AZ-1] | D · AZ | | Jan 28, 2021 |
| Rep. Ocasio-Cortez, Alexandria [D-NY-14] | D · NY | | Jan 28, 2021 |
| Rep. Omar, Ilhan [D-MN-5] | D · MN | | Jan 28, 2021 |
| Rep. Pallone, Frank, Jr. [D-NJ-6] | D · NJ | | Jan 28, 2021 |
| Rep. Panetta, Jimmy [D-CA-20] | D · CA | | Jan 28, 2021 |
| Rep. Pappas, Chris [D-NH-1] | D · NH | | Jan 28, 2021 |
| Rep. Pascrell, Bill, Jr. [D-NJ-9] | D · NJ | | Jan 28, 2021 |
| Rep. Payne, Donald M., Jr. [D-NJ-10] | D · NJ | | Jan 28, 2021 |
| Rep. Pelosi, Nancy [D-CA-12] | D · CA | | Jan 28, 2021 |
| Rep. Perlmutter, Ed [D-CO-7] | D · CO | | Jan 28, 2021 |
| Rep. Peters, Scott H. [D-CA-52] | D · CA | | Jan 28, 2021 |
| Rep. Phillips, Dean [D-MN-3] | D · MN | | Jan 28, 2021 |
| Rep. Pingree, Chellie [D-ME-1] | D · ME | | Jan 28, 2021 |
| Rep. Pocan, Mark [D-WI-2] | D · WI | | Jan 28, 2021 |
| Rep. Porter, Katie [D-CA-45] | D · CA | | Jan 28, 2021 |
| Rep. Pressley, Ayanna [D-MA-7] | D · MA | | Jan 28, 2021 |
| Rep. Price, David E. [D-NC-4] | D · NC | | Jan 28, 2021 |
| Rep. Quigley, Mike [D-IL-5] | D · IL | | Jan 28, 2021 |

| Cosponsor | Party / State | Role | Date Joined |
|--|---------------|------|--------------|
| Rep. Raskin, Jamie [D-MD-8] | D · MD | | Jan 28, 2021 |
| Rep. Rice, Kathleen M. [D-NY-4] | D · NY | | Jan 28, 2021 |
| Rep. Ross, Deborah K. [D-NC-2] | D · NC | | Jan 28, 2021 |
| Rep. Roybal-Allard, Lucille [D-CA-40] | D · CA | | Jan 28, 2021 |
| Rep. Ruiz, Raul [D-CA-36] | D · CA | | Jan 28, 2021 |
| Rep. Ruppersberger, C. A. Dutch [D-MD-2] | D · MD | | Jan 28, 2021 |
| Rep. Rush, Bobby L. [D-IL-1] | D · IL | | Jan 28, 2021 |
| Rep. Ryan, Tim [D-OH-13] | D · OH | | Jan 28, 2021 |
| Rep. Sánchez, Linda T. [D-CA-38] | D · CA | | Jan 28, 2021 |
| Rep. Sarbanes, John P. [D-MD-3] | D · MD | | Jan 28, 2021 |
| Rep. Scanlon, Mary Gay [D-PA-5] | D · PA | | Jan 28, 2021 |
| Rep. Schakowsky, Janice D. [D-IL-9] | D · IL | | Jan 28, 2021 |
| Rep. Schiff, Adam B. [D-CA-28] | D · CA | | Jan 28, 2021 |
| Rep. Schneider, Bradley Scott [D-IL-10] | D · IL | | Jan 28, 2021 |
| Rep. Schrader, Kurt [D-OR-5] | D · OR | | Jan 28, 2021 |
| Rep. Schrier, Kim [D-WA-8] | D · WA | | Jan 28, 2021 |
| Rep. Scott, David [D-GA-13] | D · GA | | Jan 28, 2021 |
| Rep. Scott, Robert C. "Bobby" [D-VA-3] | D · VA | | Jan 28, 2021 |
| Rep. Sewell, Terri A. [D-AL-7] | D · AL | | Jan 28, 2021 |
| Rep. Sherman, Brad [D-CA-30] | D · CA | | Jan 28, 2021 |
| Rep. Sherrill, Mikie [D-NJ-11] | D · NJ | | Jan 28, 2021 |
| Rep. Sires, Albio [D-NJ-8] | D · NJ | | Jan 28, 2021 |
| Rep. Slotkin, Elissa [D-MI-8] | D · MI | | Jan 28, 2021 |
| Rep. Smith, Adam [D-WA-9] | D · WA | | Jan 28, 2021 |
| Rep. Smith, Christopher H. [R-NJ-4] | R · NJ | | Jan 28, 2021 |
| Rep. Soto, Darren [D-FL-9] | D · FL | | Jan 28, 2021 |
| Rep. Spanberger, Abigail Davis [D-VA-7] | D · VA | | Jan 28, 2021 |
| Rep. Speier, Jackie [D-CA-14] | D · CA | | Jan 28, 2021 |
| Rep. Stanton, Greg [D-AZ-9] | D · AZ | | Jan 28, 2021 |
| Rep. Stevens, Haley M. [D-MI-11] | D · MI | | Jan 28, 2021 |
| Rep. Strickland, Marilyn [D-WA-10] | D · WA | | Jan 28, 2021 |
| Rep. Suozzi, Thomas R. [D-NY-3] | D · NY | | Jan 28, 2021 |
| Rep. Swalwell, Eric [D-CA-15] | D · CA | | Jan 28, 2021 |
| Rep. Takano, Mark [D-CA-41] | D · CA | | Jan 28, 2021 |
| Rep. Thompson, Bennie G. [D-MS-2] | D · MS | | Jan 28, 2021 |
| Rep. Thompson, Mike [D-CA-5] | D · CA | | Jan 28, 2021 |
| Rep. Titus, Dina [D-NV-1] | D · NV | | Jan 28, 2021 |
| Rep. Tlaib, Rashida [D-MI-13] | D · MI | | Jan 28, 2021 |
| Rep. Tonko, Paul [D-NY-20] | D · NY | | Jan 28, 2021 |
| Rep. Torres, Norma J. [D-CA-35] | D · CA | | Jan 28, 2021 |
| Rep. Torres, Ritchie [D-NY-15] | D · NY | | Jan 28, 2021 |
| Rep. Trahan, Lori [D-MA-3] | D · MA | | Jan 28, 2021 |

| Cosponsor | Party / State | Role | Date Joined |
|--|---------------|------|--------------|
| Rep. Trone, David J. [D-MD-6] | D · MD | | Jan 28, 2021 |
| Rep. Underwood, Lauren [D-IL-14] | D · IL | | Jan 28, 2021 |
| Rep. Vargas, Juan [D-CA-51] | D · CA | | Jan 28, 2021 |
| Rep. Veasey, Marc A. [D-TX-33] | D · TX | | Jan 28, 2021 |
| Rep. Vela, Filemon [D-TX-34] | D · TX | | Jan 28, 2021 |
| Rep. Velazquez, Nydia M. [D-NY-7] | D · NY | | Jan 28, 2021 |
| Rep. Wasserman Schultz, Debbie [D-FL-23] | D · FL | | Jan 28, 2021 |
| Rep. Waters, Maxine [D-CA-43] | D · CA | | Jan 28, 2021 |
| Rep. Watson Coleman, Bonnie [D-NJ-12] | D · NJ | | Jan 28, 2021 |
| Rep. Welch, Peter [D-VT-At Large] | D · VT | | Jan 28, 2021 |
| Rep. Wexton, Jennifer [D-VA-10] | D · VA | | Jan 28, 2021 |
| Rep. Wild, Susan [D-PA-7] | D · PA | | Jan 28, 2021 |
| Rep. Williams, Nikema [D-GA-5] | D · GA | | Jan 28, 2021 |
| Rep. Wilson, Frederica S. [D-FL-24] | D · FL | | Jan 28, 2021 |
| Rep. Yarmuth, John A. [D-KY-3] | D · KY | | Jan 28, 2021 |
| Rep. Van Drew, Jefferson [R-NJ-2] | R · NJ | | Feb 23, 2021 |

Committee Activity

| Committee | Chamber | Activity | Date |
|-----------------------------------|---------|-------------|-------------|
| Education and Workforce Committee | House | Reported By | Apr 5, 2021 |

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

| Bill | Relationship | Last Action |
|------------------------------|----------------|--|
| 117 HR 4934 | Related bill | Aug 3, 2021: Referred to the Committee on Education and Labor, and in addition to the Committee on Oversight and Reform, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned. |
| 117 S 2591 | Related bill | Aug 3, 2021: Read twice and referred to the Committee on Health, Education, Labor, and Pensions. |
| 117 HRES 303 | Related bill | Apr 14, 2021: Motion to reconsider laid on the table Agreed to without objection. |
| 117 HR 2490 | Identical bill | Apr 13, 2021: Referred to the House Committee on Education and Labor. |
| 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, which is defined to include pregnancy, sexual orientation, gender identity, and sex characteristics.

Specifically, it 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, enhances nonretaliation prohibitions, and makes it unlawful to require an employee to sign a contract or waiver prohibiting the employee from disclosing information about the employee's wages. The bill also 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 to provide training in negotiation skills related to compensation and equitable working conditions, (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 establishes the 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. It also establishes the National Equal Pay Enforcement Task Force to address compliance, public education, and enforcement of equal pay laws.

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

- **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)
- **May 28, 2021:** Motion to proceed to consideration of measure made in Senate. (CR S3928)
- **May 28, 2021:** Cloture motion on the motion to proceed to the measure presented in Senate. (CR S3928)
- **Apr 20, 2021:** Read the second time. Placed on Senate Legislative Calendar under General Orders. Calendar No. 46.
- **Apr 19, 2021:** Received in the Senate. Read the first time. Placed on Senate Legislative Calendar under Read the First Time.
- **Apr 15, 2021:** Considered under the provisions of rule H. Res. 303. (consideration: CR H1799-1825)
- **Apr 15, 2021:** Rule provides for consideration of H.R. 7 and H.R. 1195. Rule provides for one hour of general debate on H.R. 7 and provides one motion to recommit. Rule also provides for one hour of general debate on H.R. 1195 and provides one motion to recommit.
- **Apr 15, 2021:** DEBATE - The House proceeded with one hour of debate on H.R. 7.
- **Apr 15, 2021:** DEBATE - Pursuant to the provisions of H. Res. 303, the House proceeded with 20 minutes of debate on the Scott (VA) amendment en bloc No. 1.
- **Apr 15, 2021:** POSTPONED PROCEEDINGS - At the conclusion of debate on the Scott (VA) amendment en bloc No. 1, the Chair put the question on adoption of the amendment and by voice vote, announced that the ayes had prevailed. Ms. Foxx demanded the yeas and nays and the Chair postponed further proceedings until a time to be announced.
- **Apr 15, 2021:** DEBATE - Pursuant to the provisions of H. Res. 303, the House proceeded with 10 minutes of debate on the Miller-Meeks amendment No. 4.
- **Apr 15, 2021:** POSTPONED PROCEEDINGS - At the conclusion of debate on the Miller-Meeks amendment, the Chair put the question on adoption of the amendment and by voice vote, announced that the noes had prevailed. Ms. Foxx demanded the yeas and nays and the Chair postponed further proceedings until a time to be announced.
- **Apr 15, 2021:** POSTPONED PROCEEDINGS - Pursuant to clause 1(c) of Rule XIX, further consideration of H.R. 7 was postponed until a time to be announced.
- **Apr 15, 2021:** Considered as unfinished business. (consideration: CR H1826-1829)
- **Apr 15, 2021:** Motion to reconsider laid on the table. Agreed to without objection.
- **Apr 15, 2021:** The previous question was ordered pursuant to the rule.
- **Apr 15, 2021:** Passed/agreed to in House: On passage Passed by the Yeas and Nays: 217 - 210 (Roll no. 108).
- **Apr 15, 2021:** On passage Passed by the Yeas and Nays: 217 - 210 (Roll no. 108).
- **Apr 15, 2021:** Motion to reconsider laid on the table Agreed to without objection.
- **Apr 13, 2021:** Rules Committee Resolution H. Res. 303 Reported to House. Rule provides for consideration of H.R. 7 and H.R. 1195. Rule provides for one hour of general debate on H.R. 7 and provides one motion to recommit. Rule also provides for one hour of general debate on H.R. 1195 and provides one motion to recommit.
- **Apr 5, 2021:** Reported (Amended) by the Committee on Education and Labor. H. Rept. 117-13.
- **Apr 5, 2021:** Placed on the Union Calendar, Calendar No. 2.
- **Mar 24, 2021:** Committee Consideration and Mark-up Session Held.
- **Mar 24, 2021:** Ordered to be Reported (Amended) by the Yeas and Nays: 25 - 22.
- **Jan 28, 2021:** Introduced in House
- **Jan 28, 2021:** Referred to the House Committee on Education and Labor.