

HR 1600

Pay Equity for All Act of 2023

Congress: 118 (2023–2025, Ended)

Chamber: House

Policy Area: Labor and Employment

Introduced: Mar 14, 2023

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

Latest Action: Referred to the House Committee on Education and the Workforce. (Mar 14, 2023)

Official Text: <https://www.congress.gov/bill/118th-congress/house-bill/1600>

Sponsor

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

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

Cosponsors

No cosponsors are listed for this bill.

Committee Activity

Committee	Chamber	Activity	Date
Education and Workforce Committee	House	Referred To	Mar 14, 2023

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

Bill	Relationship	Last Action
118 S 728	Related bill	Jul 18, 2023: Placed on Senate Legislative Calendar under General Orders. Calendar No. 134.
118 HR 17	Related bill	Mar 10, 2023: Referred to the Committee on Education and the Workforce, and in addition to the Committee on Oversight and Accountability, 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.

Pay Equity for All Act of 2023

This bill generally prohibits employers from relying on the wage history of prospective employees when considering them for employment or determining their wages.

However, an employer may rely on wage history voluntarily offered by a prospective employee to support a higher wage than was initially offered. An employer also may seek to confirm voluntarily supplied wage history with a prospective employee's current or former employer.

An employer may not retaliate against an employee or prospective employee who opposes a practice made unlawful by this bill.

The bill provides for enforcement of these prohibitions through civil penalties and other remedies.

Actions Timeline

- **Mar 14, 2023:** Introduced in House
- **Mar 14, 2023:** Sponsor introductory remarks on measure. (CR E214)
- **Mar 14, 2023:** Referred to the House Committee on Education and the Workforce.