

## HR 17

### Paycheck Fairness Act

**Congress:** 118 (2023–2025, Ended)

**Chamber:** House

**Policy Area:** Labor and Employment

**Introduced:** Mar 10, 2023

**Current Status:** 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. (Mar 10, 2023)

**Latest Action:** 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. (Mar 10, 2023)

**Official Text:** <https://www.congress.gov/bill/118th-congress/house-bill/17>

### Sponsor

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

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

## Cosponsors (221 total)

Cosponsor	Party / State	Role	Date Joined
Del. Norton, Eleanor Holmes [D-DC-At Large]	D · DC		Mar 10, 2023
Del. Plaskett, Stacey E. [D-VI-At Large]	D · VI		Mar 10, 2023
Del. Sablan, Gregorio Kilili Camacho [D-MP-At Large]	D · MP		Mar 10, 2023
Rep. Adams, Alma S. [D-NC-12]	D · NC		Mar 10, 2023
Rep. Aguilar, Pete [D-CA-33]	D · CA		Mar 10, 2023
Rep. Allred, Colin Z. [D-TX-32]	D · TX		Mar 10, 2023
Rep. Auchincloss, Jake [D-MA-4]	D · MA		Mar 10, 2023
Rep. Balint, Becca [D-VT-At Large]	D · VT		Mar 10, 2023
Rep. Barragan, Nanette Diaz [D-CA-44]	D · CA		Mar 10, 2023
Rep. Beatty, Joyce [D-OH-3]	D · OH		Mar 10, 2023
Rep. Bera, Ami [D-CA-6]	D · CA		Mar 10, 2023
Rep. Beyer, Donald S., Jr. [D-VA-8]	D · VA		Mar 10, 2023
Rep. Bishop, Sanford D., Jr. [D-GA-2]	D · GA		Mar 10, 2023
Rep. Blumenauer, Earl [D-OR-3]	D · OR		Mar 10, 2023
Rep. Blunt Rochester, Lisa [D-DE-At Large]	D · DE		Mar 10, 2023
Rep. Bonamici, Suzanne [D-OR-1]	D · OR		Mar 10, 2023
Rep. Bowman, Jamaal [D-NY-16]	D · NY		Mar 10, 2023
Rep. Boyle, Brendan F. [D-PA-2]	D · PA		Mar 10, 2023
Rep. Brown, Shontel M. [D-OH-11]	D · OH		Mar 10, 2023
Rep. Brownley, Julia [D-CA-26]	D · CA		Mar 10, 2023
Rep. Budzinski, Nikki [D-IL-13]	D · IL		Mar 10, 2023
Rep. Bush, Cori [D-MO-1]	D · MO		Mar 10, 2023
Rep. Caraveo, Yadira [D-CO-8]	D · CO		Mar 10, 2023
Rep. Carbajal, Salud O. [D-CA-24]	D · CA		Mar 10, 2023
Rep. Cárdenas, Tony [D-CA-29]	D · CA		Mar 10, 2023
Rep. Carson, Andre [D-IN-7]	D · IN		Mar 10, 2023
Rep. Carter, Troy [D-LA-2]	D · LA		Mar 10, 2023
Rep. Cartwright, Matt [D-PA-8]	D · PA		Mar 10, 2023
Rep. Casar, Greg [D-TX-35]	D · TX		Mar 10, 2023
Rep. Casten, Sean [D-IL-6]	D · IL		Mar 10, 2023
Rep. Castor, Kathy [D-FL-14]	D · FL		Mar 10, 2023
Rep. Castro, Joaquin [D-TX-20]	D · TX		Mar 10, 2023
Rep. Cherfilus-McCormick, Sheila [D-FL-20]	D · FL		Mar 10, 2023
Rep. Chu, Judy [D-CA-28]	D · CA		Mar 10, 2023
Rep. Cicilline, David N. [D-RI-1]	D · RI		Mar 10, 2023
Rep. Clark, Katherine M. [D-MA-5]	D · MA		Mar 10, 2023
Rep. Clarke, Yvette D. [D-NY-9]	D · NY		Mar 10, 2023
Rep. Cleaver, Emanuel [D-MO-5]	D · MO		Mar 10, 2023
Rep. Clyburn, James E. [D-SC-6]	D · SC		Mar 10, 2023
Rep. Cohen, Steve [D-TN-9]	D · TN		Mar 10, 2023
Rep. Connolly, Gerald E. [D-VA-11]	D · VA		Mar 10, 2023

Cosponsor	Party / State	Role	Date Joined
Rep. Correa, J. Luis [D-CA-46]	D · CA		Mar 10, 2023
Rep. Costa, Jim [D-CA-21]	D · CA		Mar 10, 2023
Rep. Courtney, Joe [D-CT-2]	D · CT		Mar 10, 2023
Rep. Craig, Angie [D-MN-2]	D · MN		Mar 10, 2023
Rep. Crockett, Jasmine [D-TX-30]	D · TX		Mar 10, 2023
Rep. Crow, Jason [D-CO-6]	D · CO		Mar 10, 2023
Rep. Cuellar, Henry [D-TX-28]	D · TX		Mar 10, 2023
Rep. Davids, Sharice [D-KS-3]	D · KS		Mar 10, 2023
Rep. Davis, Danny K. [D-IL-7]	D · IL		Mar 10, 2023
Rep. Davis, Donald G. [D-NC-1]	D · NC		Mar 10, 2023
Rep. Dean, Madeleine [D-PA-4]	D · PA		Mar 10, 2023
Rep. DeGette, Diana [D-CO-1]	D · CO		Mar 10, 2023
Rep. DelBene, Suzan K. [D-WA-1]	D · WA		Mar 10, 2023
Rep. Deluzio, Christopher R. [D-PA-17]	D · PA		Mar 10, 2023
Rep. DeSaulnier, Mark [D-CA-10]	D · CA		Mar 10, 2023
Rep. Dingell, Debbie [D-MI-6]	D · MI		Mar 10, 2023
Rep. Doggett, Lloyd [D-TX-37]	D · TX		Mar 10, 2023
Rep. Escobar, Veronica [D-TX-16]	D · TX		Mar 10, 2023
Rep. Eshoo, Anna G. [D-CA-16]	D · CA		Mar 10, 2023
Rep. Espaillat, Adriano [D-NY-13]	D · NY		Mar 10, 2023
Rep. Evans, Dwight [D-PA-3]	D · PA		Mar 10, 2023
Rep. Fitzpatrick, Brian K. [R-PA-1]	R · PA		Mar 10, 2023
Rep. Fletcher, Lizzie [D-TX-7]	D · TX		Mar 10, 2023
Rep. Foster, Bill [D-IL-11]	D · IL		Mar 10, 2023
Rep. Foushee, Valerie P. [D-NC-4]	D · NC		Mar 10, 2023
Rep. Frankel, Lois [D-FL-22]	D · FL		Mar 10, 2023
Rep. Frost, Maxwell [D-FL-10]	D · FL		Mar 10, 2023
Rep. Gallego, Ruben [D-AZ-3]	D · AZ		Mar 10, 2023
Rep. Garamendi, John [D-CA-8]	D · CA		Mar 10, 2023
Rep. Garcia, Jesus G. "Chuy" [D-IL-4]	D · IL		Mar 10, 2023
Rep. Garcia, Robert [D-CA-42]	D · CA		Mar 10, 2023
Rep. Garcia, Sylvia R. [D-TX-29]	D · TX		Mar 10, 2023
Rep. Golden, Jared F. [D-ME-2]	D · ME		Mar 10, 2023
Rep. Gomez, Jimmy [D-CA-34]	D · CA		Mar 10, 2023
Rep. Gonzalez, Vicente [D-TX-34]	D · TX		Mar 10, 2023
Rep. Gottheimer, Josh [D-NJ-5]	D · NJ		Mar 10, 2023
Rep. Green, Al [D-TX-9]	D · TX		Mar 10, 2023
Rep. Grijalva, Raúl M. [D-AZ-7]	D · AZ		Mar 10, 2023
Rep. Harder, Josh [D-CA-9]	D · CA		Mar 10, 2023
Rep. Hayes, Jahana [D-CT-5]	D · CT		Mar 10, 2023
Rep. Higgins, Brian [D-NY-26]	D · NY		Mar 10, 2023
Rep. Himes, James A. [D-CT-4]	D · CT		Mar 10, 2023

Cosponsor	Party / State	Role	Date Joined
Rep. Horsford, Steven [D-NV-4]	D · NV		Mar 10, 2023
Rep. Houlahan, Chrissy [D-PA-6]	D · PA		Mar 10, 2023
Rep. Hoyer, Steny H. [D-MD-5]	D · MD		Mar 10, 2023
Rep. Hoyle, Val T. [D-OR-4]	D · OR		Mar 10, 2023
Rep. Huffman, Jared [D-CA-2]	D · CA		Mar 10, 2023
Rep. Ivey, Glenn [D-MD-4]	D · MD		Mar 10, 2023
Rep. Jackson Lee, Sheila [D-TX-18]	D · TX		Mar 10, 2023
Rep. Jackson, Jonathan L. [D-IL-1]	D · IL		Mar 10, 2023
Rep. Jacobs, Sara [D-CA-51]	D · CA		Mar 10, 2023
Rep. Jayapal, Pramila [D-WA-7]	D · WA		Mar 10, 2023
Rep. Jeffries, Hakeem S. [D-NY-8]	D · NY		Mar 10, 2023
Rep. Johnson, Henry C. "Hank," Jr. [D-GA-4]	D · GA		Mar 10, 2023
Rep. Kamlager-Dove, Sydney [D-CA-37]	D · CA		Mar 10, 2023
Rep. Kaptur, Marcy [D-OH-9]	D · OH		Mar 10, 2023
Rep. Keating, William R. [D-MA-9]	D · MA		Mar 10, 2023
Rep. Kelly, Robin L. [D-IL-2]	D · IL		Mar 10, 2023
Rep. Khanna, Ro [D-CA-17]	D · CA		Mar 10, 2023
Rep. Kildee, Daniel T. [D-MI-8]	D · MI		Mar 10, 2023
Rep. Kilmer, Derek [D-WA-6]	D · WA		Mar 10, 2023
Rep. Kim, Andy [D-NJ-3]	D · NJ		Mar 10, 2023
Rep. Krishnamoorthi, Raja [D-IL-8]	D · IL		Mar 10, 2023
Rep. Kuster, Ann M. [D-NH-2]	D · NH		Mar 10, 2023
Rep. Larsen, Rick [D-WA-2]	D · WA		Mar 10, 2023
Rep. Larson, John B. [D-CT-1]	D · CT		Mar 10, 2023
Rep. Lee, Barbara [D-CA-12]	D · CA		Mar 10, 2023
Rep. Lee, Summer L. [D-PA-12]	D · PA		Mar 10, 2023
Rep. Lee, Susie [D-NV-3]	D · NV		Mar 10, 2023
Rep. Leger Fernandez, Teresa [D-NM-3]	D · NM		Mar 10, 2023
Rep. Levin, Mike [D-CA-49]	D · CA		Mar 10, 2023
Rep. Lieu, Ted [D-CA-36]	D · CA		Mar 10, 2023
Rep. Lofgren, Zoe [D-CA-18]	D · CA		Mar 10, 2023
Rep. Lynch, Stephen F. [D-MA-8]	D · MA		Mar 10, 2023
Rep. Manning, Kathy E. [D-NC-6]	D · NC		Mar 10, 2023
Rep. Matsui, Doris O. [D-CA-7]	D · CA		Mar 10, 2023
Rep. McBath, Lucy [D-GA-7]	D · GA		Mar 10, 2023
Rep. McClellan, Jennifer L. [D-VA-4]	D · VA		Mar 10, 2023
Rep. McCollum, Betty [D-MN-4]	D · MN		Mar 10, 2023
Rep. McGarvey, Morgan [D-KY-3]	D · KY		Mar 10, 2023
Rep. McGovern, James P. [D-MA-2]	D · MA		Mar 10, 2023
Rep. Meeks, Gregory W. [D-NY-5]	D · NY		Mar 10, 2023
Rep. Menendez, Robert [D-NJ-8]	D · NJ		Mar 10, 2023
Rep. Meng, Grace [D-NY-6]	D · NY		Mar 10, 2023

Cosponsor	Party / State	Role	Date Joined
Rep. Mfume, Kweisi [D-MD-7]	D · MD		Mar 10, 2023
Rep. Moore, Gwen [D-WI-4]	D · WI		Mar 10, 2023
Rep. Morelle, Joseph D. [D-NY-25]	D · NY		Mar 10, 2023
Rep. Moskowitz, Jared [D-FL-23]	D · FL		Mar 10, 2023
Rep. Moulton, Seth [D-MA-6]	D · MA		Mar 10, 2023
Rep. Mrvan, Frank J. [D-IN-1]	D · IN		Mar 10, 2023
Rep. Mullin, Kevin [D-CA-15]	D · CA		Mar 10, 2023
Rep. Nadler, Jerrold [D-NY-12]	D · NY		Mar 10, 2023
Rep. Napolitano, Grace F. [D-CA-31]	D · CA		Mar 10, 2023
Rep. Neal, Richard E. [D-MA-1]	D · MA		Mar 10, 2023
Rep. Neguse, Joe [D-CO-2]	D · CO		Mar 10, 2023
Rep. Nickel, Wiley [D-NC-13]	D · NC		Mar 10, 2023
Rep. Norcross, Donald [D-NJ-1]	D · NJ		Mar 10, 2023
Rep. Omar, Ilhan [D-MN-5]	D · MN		Mar 10, 2023
Rep. Pallone, Frank, Jr. [D-NJ-6]	D · NJ		Mar 10, 2023
Rep. Panetta, Jimmy [D-CA-19]	D · CA		Mar 10, 2023
Rep. Pascrell, Bill, Jr. [D-NJ-9]	D · NJ		Mar 10, 2023
Rep. Payne, Donald M., Jr. [D-NJ-10]	D · NJ		Mar 10, 2023
Rep. Pelosi, Nancy [D-CA-11]	D · CA		Mar 10, 2023
Rep. Perez, Marie Gluesenkamp [D-WA-3]	D · WA		Mar 10, 2023
Rep. Peters, Scott H. [D-CA-50]	D · CA		Mar 10, 2023
Rep. Pettersen, Brittany [D-CO-7]	D · CO		Mar 10, 2023
Rep. Phillips, Dean [D-MN-3]	D · MN		Mar 10, 2023
Rep. Pingree, Chellie [D-ME-1]	D · ME		Mar 10, 2023
Rep. Pocan, Mark [D-WI-2]	D · WI		Mar 10, 2023
Rep. Porter, Katie [D-CA-47]	D · CA		Mar 10, 2023
Rep. Pressley, Ayanna [D-MA-7]	D · MA		Mar 10, 2023
Rep. Quigley, Mike [D-IL-5]	D · IL		Mar 10, 2023
Rep. Raskin, Jamie [D-MD-8]	D · MD		Mar 10, 2023
Rep. Ross, Deborah K. [D-NC-2]	D · NC		Mar 10, 2023
Rep. Ruiz, Raul [D-CA-25]	D · CA		Mar 10, 2023
Rep. Ruppersberger, C. A. Dutch [D-MD-2]	D · MD		Mar 10, 2023
Rep. Ryan, Patrick [D-NY-18]	D · NY		Mar 10, 2023
Rep. Salinas, Andrea [D-OR-6]	D · OR		Mar 10, 2023
Rep. Sánchez, Linda T. [D-CA-38]	D · CA		Mar 10, 2023
Rep. Sarbanes, John P. [D-MD-3]	D · MD		Mar 10, 2023
Rep. Scanlon, Mary Gay [D-PA-5]	D · PA		Mar 10, 2023
Rep. Schakowsky, Janice D. [D-IL-9]	D · IL		Mar 10, 2023
Rep. Schiff, Adam B. [D-CA-30]	D · CA		Mar 10, 2023
Rep. Schneider, Bradley Scott [D-IL-10]	D · IL		Mar 10, 2023
Rep. Scholten, Hillary J. [D-MI-3]	D · MI		Mar 10, 2023
Rep. Schrier, Kim [D-WA-8]	D · WA		Mar 10, 2023

Cosponsor	Party / State	Role	Date Joined
Rep. Scott, David [D-GA-13]	D · GA		Mar 10, 2023
Rep. Scott, Robert C. "Bobby" [D-VA-3]	D · VA		Mar 10, 2023
Rep. Sewell, Terri A. [D-AL-7]	D · AL		Mar 10, 2023
Rep. Sherman, Brad [D-CA-32]	D · CA		Mar 10, 2023
Rep. Sherrill, Mikie [D-NJ-11]	D · NJ		Mar 10, 2023
Rep. Slotkin, Elissa [D-MI-7]	D · MI		Mar 10, 2023
Rep. Smith, Adam [D-WA-9]	D · WA		Mar 10, 2023
Rep. Sorenson, Eric [D-IL-17]	D · IL		Mar 10, 2023
Rep. Soto, Darren [D-FL-9]	D · FL		Mar 10, 2023
Rep. Spanberger, Abigail Davis [D-VA-7]	D · VA		Mar 10, 2023
Rep. Stansbury, Melanie Ann [D-NM-1]	D · NM		Mar 10, 2023
Rep. Stanton, Greg [D-AZ-4]	D · AZ		Mar 10, 2023
Rep. Stevens, Haley M. [D-MI-11]	D · MI		Mar 10, 2023
Rep. Strickland, Marilyn [D-WA-10]	D · WA		Mar 10, 2023
Rep. Swalwell, Eric [D-CA-14]	D · CA		Mar 10, 2023
Rep. Sykes, Emilia Strong [D-OH-13]	D · OH		Mar 10, 2023
Rep. Takano, Mark [D-CA-39]	D · CA		Mar 10, 2023
Rep. Thanedar, Shri [D-MI-13]	D · MI		Mar 10, 2023
Rep. Thompson, Bennie G. [D-MS-2]	D · MS		Mar 10, 2023
Rep. Thompson, Mike [D-CA-4]	D · CA		Mar 10, 2023
Rep. Titus, Dina [D-NV-1]	D · NV		Mar 10, 2023
Rep. Tlaib, Rashida [D-MI-12]	D · MI		Mar 10, 2023
Rep. Tokuda, Jill N. [D-HI-2]	D · HI		Mar 10, 2023
Rep. Tonko, Paul [D-NY-20]	D · NY		Mar 10, 2023
Rep. Torres, Norma J. [D-CA-35]	D · CA		Mar 10, 2023
Rep. Torres, Ritchie [D-NY-15]	D · NY		Mar 10, 2023
Rep. Trahan, Lori [D-MA-3]	D · MA		Mar 10, 2023
Rep. Trone, David J. [D-MD-6]	D · MD		Mar 10, 2023
Rep. Underwood, Lauren [D-IL-14]	D · IL		Mar 10, 2023
Rep. Vargas, Juan [D-CA-52]	D · CA		Mar 10, 2023
Rep. Veasey, Marc A. [D-TX-33]	D · TX		Mar 10, 2023
Rep. Velazquez, Nydia M. [D-NY-7]	D · NY		Mar 10, 2023
Rep. Wasserman Schultz, Debbie [D-FL-25]	D · FL		Mar 10, 2023
Rep. Waters, Maxine [D-CA-43]	D · CA		Mar 10, 2023
Rep. Watson Coleman, Bonnie [D-NJ-12]	D · NJ		Mar 10, 2023
Rep. Wexton, Jennifer [D-VA-10]	D · VA		Mar 10, 2023
Rep. Wild, Susan [D-PA-7]	D · PA		Mar 10, 2023
Rep. Williams, Nikema [D-GA-5]	D · GA		Mar 10, 2023
Rep. Wilson, Frederica S. [D-FL-24]	D · FL		Mar 10, 2023
Rep. Goldman, Daniel S. [D-NY-10]	D · NY		Mar 14, 2023
Rep. Jackson, Jeff [D-NC-14]	D · NC		Mar 14, 2023
Rep. Peltola, Mary Sattler [D-AK-At Large]	D · AK		Mar 14, 2023

Cosponsor	Party / State	Role	Date Joined
Rep. Vasquez, Gabe [D-NM-2]	D · NM		Mar 14, 2023
Rep. Case, Ed [D-HI-1]	D · HI		Mar 23, 2023
Rep. Magaziner, Seth [D-RI-2]	D · RI		Apr 17, 2023
Rep. Pappas, Chris [D-NH-1]	D · NH		Oct 10, 2023
Rep. Amo, Gabe [D-RI-1]	D · RI		Mar 6, 2024
Rep. Ramirez, Delia C. [D-IL-3]	D · IL		Mar 7, 2024
Rep. Landsman, Greg [D-OH-1]	D · OH		Mar 11, 2024
Rep. Suozzi, Thomas R. [D-NY-3]	D · NY		Oct 1, 2024
Rep. Kennedy, Timothy M. [D-NY-26]	D · NY		Oct 29, 2024
Rep. McIver, LaMonica [D-NJ-10]	D · NJ		Dec 3, 2024
Rep. Ocasio-Cortez, Alexandria [D-NY-14]	D · NY		Dec 3, 2024
Rep. Lee Carter, Erica [D-TX-18]	D · TX		Dec 9, 2024

## Committee Activity

Committee	Chamber	Activity	Date
Education and Workforce Committee	House	Referred To	Mar 10, 2023
Oversight and Government Reform Committee	House	Referred To	Mar 10, 2023

## Subjects & Policy Tags

### Policy Area:

Labor and Employment

## Related Bills

Bill	Relationship	Last Action
118 HR 9424	Related bill	Aug 27, 2024: 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.
118 HR 1600	Related bill	Mar 14, 2023: Referred to the House Committee on Education and the Workforce.

## **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.

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## **Actions Timeline**

- **Mar 10, 2023:** Introduced in House
- **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.