

S 728

Paycheck Fairness Act

Congress: 118 (2023–2025, Ended)

Chamber: Senate

Policy Area: Labor and Employment

Introduced: Mar 9, 2023

Current Status: Placed on Senate Legislative Calendar under General Orders. Calendar No. 134.

Latest Action: Placed on Senate Legislative Calendar under General Orders. Calendar No. 134. (Jul 18, 2023)

Official Text: <https://www.congress.gov/bill/118th-congress/senate-bill/728>

Sponsor

Name: Sen. Murray, Patty [D-WA]

Party: Democratic • **State:** WA • **Chamber:** Senate

Cosponsors (51 total)

Cosponsor	Party / State	Role	Date Joined
Sen. Baldwin, Tammy [D-WI]	D · WI		Mar 9, 2023
Sen. Bennet, Michael F. [D-CO]	D · CO		Mar 9, 2023
Sen. Blumenthal, Richard [D-CT]	D · CT		Mar 9, 2023
Sen. Booker, Cory A. [D-NJ]	D · NJ		Mar 9, 2023
Sen. Brown, Sherrod [D-OH]	D · OH		Mar 9, 2023
Sen. Cantwell, Maria [D-WA]	D · WA		Mar 9, 2023
Sen. Cardin, Benjamin L. [D-MD]	D · MD		Mar 9, 2023
Sen. Carper, Thomas R. [D-DE]	D · DE		Mar 9, 2023
Sen. Casey, Robert P., Jr. [D-PA]	D · PA		Mar 9, 2023
Sen. Coons, Christopher A. [D-DE]	D · DE		Mar 9, 2023
Sen. Cortez Masto, Catherine [D-NV]	D · NV		Mar 9, 2023
Sen. Duckworth, Tammy [D-IL]	D · IL		Mar 9, 2023
Sen. Durbin, Richard J. [D-IL]	D · IL		Mar 9, 2023
Sen. Feinstein, Dianne [D-CA]	D · CA		Mar 9, 2023
Sen. Fetterman, John [D-PA]	D · PA		Mar 9, 2023
Sen. Gillibrand, Kirsten E. [D-NY]	D · NY		Mar 9, 2023
Sen. Hassan, Margaret Wood [D-NH]	D · NH		Mar 9, 2023
Sen. Heinrich, Martin [D-NM]	D · NM		Mar 9, 2023
Sen. Hickenlooper, John W. [D-CO]	D · CO		Mar 9, 2023
Sen. Hirono, Mazie K. [D-HI]	D · HI		Mar 9, 2023
Sen. Kaine, Tim [D-VA]	D · VA		Mar 9, 2023
Sen. Kelly, Mark [D-AZ]	D · AZ		Mar 9, 2023
Sen. King, Angus S., Jr. [I-ME]	I · ME		Mar 9, 2023
Sen. Klobuchar, Amy [D-MN]	D · MN		Mar 9, 2023
Sen. Lujan, Ben Ray [D-NM]	D · NM		Mar 9, 2023
Sen. Manchin, Joe, III [D-WV]	D · WV		Mar 9, 2023
Sen. Markey, Edward J. [D-MA]	D · MA		Mar 9, 2023
Sen. Menendez, Robert [D-NJ]	D · NJ		Mar 9, 2023
Sen. Merkley, Jeff [D-OR]	D · OR		Mar 9, 2023
Sen. Murphy, Christopher [D-CT]	D · CT		Mar 9, 2023
Sen. Ossoff, Jon [D-GA]	D · GA		Mar 9, 2023
Sen. Padilla, Alex [D-CA]	D · CA		Mar 9, 2023
Sen. Peters, Gary C. [D-MI]	D · MI		Mar 9, 2023
Sen. Reed, Jack [D-RI]	D · RI		Mar 9, 2023
Sen. Rosen, Jacky [D-NV]	D · NV		Mar 9, 2023
Sen. Sanders, Bernard [I-VT]	I · VT		Mar 9, 2023
Sen. Schatz, Brian [D-HI]	D · HI		Mar 9, 2023
Sen. Schumer, Charles E. [D-NY]	D · NY		Mar 9, 2023
Sen. Shaheen, Jeanne [D-NH]	D · NH		Mar 9, 2023
Sen. Sinema, Kyrsten [I-AZ]	I · AZ		Mar 9, 2023
Sen. Smith, Tina [D-MN]	D · MN		Mar 9, 2023

Cosponsor	Party / State	Role	Date Joined
Sen. Stabenow, Debbie [D-MI]	D · MI		Mar 9, 2023
Sen. Tester, Jon [D-MT]	D · MT		Mar 9, 2023
Sen. Van Hollen, Chris [D-MD]	D · MD		Mar 9, 2023
Sen. Warner, Mark R. [D-VA]	D · VA		Mar 9, 2023
Sen. Warnock, Raphael G. [D-GA]	D · GA		Mar 9, 2023
Sen. Warren, Elizabeth [D-MA]	D · MA		Mar 9, 2023
Sen. Welch, Peter [D-VT]	D · VT		Mar 9, 2023
Sen. Whitehouse, Sheldon [D-RI]	D · RI		Mar 9, 2023
Sen. Wyden, Ron [D-OR]	D · OR		Mar 9, 2023
Sen. Butler, Laphonza R. [D-CA]	D · CA		Mar 14, 2024

Committee Activity

Committee	Chamber	Activity	Date
Health, Education, Labor, and Pensions Committee	Senate	Reported By	Jul 18, 2023

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

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

Summary (as of Mar 9, 2023)

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

- **Jul 18, 2023:** Committee on Health, Education, Labor, and Pensions. Reported by Senator Sanders without amendment. Without written report.
- **Jul 18, 2023:** Placed on Senate Legislative Calendar under General Orders. Calendar No. 134.
- **Jun 21, 2023:** Committee on Health, Education, Labor, and Pensions. Ordered to be reported without amendment favorably.
- **Mar 9, 2023:** Introduced in Senate
- **Mar 9, 2023:** Read twice and referred to the Committee on Health, Education, Labor, and Pensions.