To amend the Fair Labor Standards Act of 1938 to provide more effective remedies to victims of discrimination in the payment of wages on the basis of sex, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

MARCH 6, 2007

Ms. DeLauro (for herself, Mr. Hall of New York, Mr. Levin, Mr. Larson of Connecticut, Ms. DeGette, Ms. Bordallo, Mr. Skelton, Mr. Honda, Ms. Berkley, Ms. Schakowsky, Mr. Doyle, Mr. Kildey, Mr. Boswell, Ms. Carson, Mr. Filner, Mr. Oberstar, Mr. Wynn, Ms. Eshoo, Mr. Price of North Carolina, Ms. Schwartz, Mrs. Maloney of New York, Mrs. Capps, Mr. Hinchey, Mr. George Miller of California, Mr. Butterfield, Mr. Moran of Virginia, Mr. Lantos, Ms. Woolsey, Ms. Norton, Mr. Dingell, Ms. McCollum of Minnesota, Mr. Doggett, Mr. Obey, Mr. Moore of Kansas, Ms. Kilpatrick, Mr. DeFazio, Mr. Berman, Ms. Zoe Lofgren of California, Mrs. Christensen, Mr. Allen, Mr. Sherman, Mr. Conyers, Mr. Kennedy, Mr. Ryan of Ohio, Mr. Baca, Ms. Solis, Mr. Ellison, Mrs. McCarthy of New York, and Mr. Grijalva) introduced the following bill; which was referred to the Committee on Education and Labor

JULY 28, 2008

Additional sponsors: Mr. Etheridge, Mr. Waxman, Mr. McGovern, Mr. Holt, Mr. Wu, Ms. Slaughter, Mr. Serrano, Mr. Sestak, Mr. Lewis of Georgia, Mr. Meeks of New York, Mr. Pastor, Ms. Baldwin, Mr. Davis of Illinois, Mr. Farr, Ms. Jackson-Lee of Texas, Mrs. Lowey, Ms. Matsui, Mr. McDermott, Mr. McNulty, Mr. Nadler, Mr. Stark, Ms. Eddie Bernice Johnson of Texas, Mr. Wexler, Mr. Loeb, Mr. Sutton, Ms. Tiberney, Ms. Linda T. Sanchez of California, Mr. Andrews, Mr. Udall of New Mexico, Mr. Al Green of Texas, Mr. Dicks, Mr. Miller of North Carolina, Mr. Abercrombie, Mrs. Tauscher, Mr. Israel, Ms. Shea-Porter, Ms. Clarke, Mr. Crowley, Mr. Hare, Mr. Rodriguez, Mr. Schiff, Mr. Bishop of New
York, Mr. PAYNE, Ms. HIRONO, Mr. COURTNEY, Mr. COHEN, Mr. BRADY of Pennsylvania, Mr. JOHNSON of Georgia, Mr. SMITH of Washington, Mr. ENGEL, Ms. ROYBAL-ALLARD, Mr. DELAHUNT, Mrs. NAPOLITANO, Mrs. Jones of Ohio, Ms. WATSON, Mr. LANGEVIN, Mr. ROTHMAN, Mrs. DAVIS of California, Mrs. GILLIBRAND, Mr. JACKSON of Illinois, Mr. WEINER, Ms. CORRINE BROWN of Florida, Mr. CAPUANO, Mr. CARNAHAN, Mr. FRANK of Massachusetts, Mr. GUTIERREZ, Mr. HOLDEN, Mr. HINOJOSA, Mr. JEFFERSON, Ms. LEE, Mr. MICHAUD, Mr. NEAL of Massachusetts, Mr. OLVER, Mr. PALLONE, Mr. VAN HOLLEN, Mr. THOMPSON of Mississippi, Ms. WASSERMAN SCHULTZ, Mr. RUPPERSBERGER, Mr. POMEROY, Mr. CUMMINGS, Ms. HOOLEY, Mr. BISHOP of Georgia, Mr. CRAMER, Mr. BERRY, Mr. FATTAH, Mr. KIND, Mr. MARKEY, Ms. KAPTUR, Mr. CHANDLER, Mr. GENE GREEN of Texas, Mr. BAIRD, Mr. MCNERNEY, Mr. WELCH of Vermont, Ms. VELÁZQUEZ, Mr. YARMUTH, Mr. MEEHAN, Ms. CASTOR, Mr. TOWNS, Mr. GONZALEZ, Mr. MURPHY of Connecticut, Mr. ACKERMAN, Mr. THOMPSON of California, Mr. RAHALL, Mr. REYES, Mr. BECERRA, Mr. EMANUEL, Mr. MOLLOHAN, Mr. WATT, Mr. PASCRELL, Mr. CLYBURN, Mr. CLAY, Mr. HASTINGS of Florida, Mr. RANGEL, Mr. RUSH, Ms. LINDA T. SÁNCHEZ of California, Mr. COSTELLO, Mr. ARCURI, Mr. HOYER, Mr. ROSS, Mr. MEER of Florida, Mr. STUPAK, Mr. SCOTT of Virginia, Mr. MATHESON, Mr. INSLEE, Mr. KUCINICH, Ms. MOORE of Wisconsin, Ms. HARMAN, Mr. DAVIS of Alabama, Mr. CLEAVER, Mr. KANJORSKI, Mr. HOEDE, Mr. HIGGINS, Mr. BLUMENAUER, Mr. VISCOSKY, Mr. ALTMIER, Ms. HERSETH SANDLIN, Mr. PETERSON of Minnesota, Mr. MURTHA, Mr. PERLMUTTER, Mr. LINCOLN DAVIS of Tennessee, Mr. SCOTT of Georgia, Mr. SIRES, Mr. BOYD of Florida, Ms. WATERS, Mr. BRALEY of Iowa, Mr. FALEOMAVAEGA, Mr. COOPER, Mr. LARSEN of Washington, Mr. MELANCON, Mr. SARHANES, Mr. SPRATT, Mr. KAGEN, Mr. WILSON of Ohio, Mr. LYNCH, Mr. EDWARDS, Mr. WALZ of Minnesota, Mr. SNYDER, Mr. BARROW, Ms. GIFFORDS, Mr. MAHONEY of Florida, Mr. SALAZAR, Mr. SPACE, Mr. MITCHELL, Mr. SHULER, Mr. LIPINSKI, Mr. CARNEY, Mr. ELLSWORTH, Mr. BOREN, Mr. PATRICK J. MURPHY of Pennsylvania, Mr. CUellar, Mr. ORTIZ, Mr. KLEIN of Florida, Mr. SHAYS, Mr. McINTYRE, Mr. UDALL of Colorado, Mr. MARSHALL, Mr. BOUCHER, Mr. CARDOZA, Ms. SPEIER, Mr. CARSON, Ms. RICHARDSON, and Ms. TSONGAS

July 28, 2008

Reported with an amendment, committed to the Committee of the Whole House on the State of the Union, and ordered to be printed
A BILL

To amend the Fair Labor Standards Act of 1938 to provide more effective remedies to victims of discrimination in the payment of wages on the basis of sex, and for other purposes.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,

SECTION 1. SHORT TITLE.

This Act may be cited as the “Paycheck Fairness Act”.

SEC. 2. FINDINGS.

Congress finds the following:

(1) Women have entered the workforce in record numbers over the past 50 years.

(2) Despite the enactment of the Equal Pay Act in 1963, many women continue to earn significantly lower pay than men for equal work. These pay disparities exist in both the private and governmental sectors. In many instances, the pay disparities can only be due to continued intentional discrimination or the lingering effects of past discrimination.

(3) The existence of such pay disparities—
(A) depresses the wages of working families who rely on the wages of all members of the family to make ends meet;

(B) undermines women’s retirement security, which is often based on earnings while in the workforce;

(C) prevents the optimum utilization of available labor resources;

(D) has been spread and perpetuated, through commerce and the channels and instrumentalities of commerce, among the workers of the several States;

(E) burdens commerce and the free flow of goods in commerce;

(F) constitutes an unfair method of competition in commerce;

(G) leads to labor disputes burdening and obstructing commerce and the free flow of goods in commerce;

(H) interferes with the orderly and fair marketing of goods in commerce; and

(I) in many instances, may deprive workers of equal protection on the basis of sex in violation of the 5th and 14th amendments.
(A) Artificial barriers to the elimination of discrimination in the payment of wages on the basis of sex continue to exist decades after the enactment of the Fair Labor Standards Act of 1938 (29 U.S.C. 201 et seq.) and the Civil Rights Act of 1964 (42 U.S.C. 2000a et seq.).

(B) These barriers have resulted, in significant part, because the Equal Pay Act has not worked as Congress originally intended. Improvements and modifications to the law are necessary to ensure that the Act provides effective protection to those subject to pay discrimination on the basis of their sex.

(C) Elimination of such barriers would have positive effects, including—

(i) providing a solution to problems in the economy created by unfair pay disparities;

(ii) substantially reducing the number of working women earning unfairly low wages, thereby reducing the dependence on public assistance;

(iii) promoting stable families by enabling all family members to earn a fair rate of pay;

(iv) remedying the effects of past discrimination on the basis of sex and ensuring that in
the future workers are afforded equal protection
on the basis of sex; and

(v) ensuring equal protection pursuant to
Congress’ power to enforce the 5th and 14th amendments.

(5) The Department of Labor and the Equal Employment Opportunity Commission have impor-
tant and unique responsibilities to help ensure that women receive equal pay for equal work.

(6) The Department of Labor is responsible for—

(A) collecting and making publicly avail-
able information about women’s pay;

(B) ensuring that companies receiving Federal contracts comply with anti-discrimination affirmative action requirements of Executive Order 11246 (relating to equal employment op-
portunity);

(C) disseminating information about wom-
en’s rights in the workplace;

(D) helping women who have been victims of pay discrimination obtain a remedy; and

(E) being proactive in investigating and prosecuting equal pay violations, especially sys-
temic violations, and in enforcing all of its man-
dates.
(7) The Equal Employment Opportunity Commission is the primary enforcement agency for claims made under the Equal Pay Act, and issues regulations and guidance on appropriate interpretations of the law.

(8) With a stronger commitment by the Department of Labor and the Equal Employment Opportunity Commission to their responsibilities, increased information about the provisions added by the Equal Pay Act of 1963, wage data, and more effective remedies, women will be better able to recognize and enforce their rights.

(9) Certain employers have already made great strides in eradicating unfair pay disparities in the workplace and their achievements should be recognized.

SEC. 3. ENHANCED ENFORCEMENT OF EQUAL PAY REQUIREMENTS.

(a) BONA-FIDE FACTOR DEFENSE AND MODIFICATION OF SAME ESTABLISHMENT REQUIREMENT.—Section 6(d)(1) of the Fair Labor Standards Act of 1938 (29 U.S.C. 206(d)(1)) is amended—

(1) by striking “No employer having” and inserting “(A) No employer having”;

•HR 1338 RH
(2) by striking “any other factor other than sex” and inserting “a bona fide factor other than sex, such as education, training, or experience”; and

(3) by inserting at the end the following:

“(B) The bona fide factor defense described in subparagraph (A)(v) shall apply only if the employer demonstrates that such factor (i) is not based upon or derived from a sex-based differential in compensation; (ii) is job-related with respect to the position in question; and (iii) is consistent with business necessity. Such defense shall not apply where the employee demonstrates that an alternative employment practice exists that would serve the same business purpose without producing such differential and that the employer has refused to adopt such alternative practice.

“(C) For purposes of subparagraph (A), employees shall be deemed to work in the same establishment if the employees work for the same employer at workplaces located in the same county or similar political subdivision of a State. The preceding sentence shall not be construed as limiting broader applications of the term ‘establishment’ consistent with rules prescribed or guidance issued by the Equal Opportunity Employment Commission.”.

(b) Application of Provisions.—Section 6(d)(1) of the Fair Labor Standards Act of 1938 (29 U.S.C. 206(d)(1)) is further amended by adding at the end the fol-
lowing: “The provisions of this subsection shall apply to applicants for employment if such applicants, upon employment by the employer, would be subject to any provisions of this section.”.

(c) NONRETTALIATION PROVISION.—Section 15 of the Fair Labor Standards Act of 1938 (29 U.S.C. 215(a)(3)) is amended—

(1) in subsection (a)(3), by striking “employee has filed” and all that follows and inserting “employee—

“(A) has made a charge or filed any complaint or instituted or caused to be instituted any investigation, proceeding, hearing, or action under or related to this Act, including an investigation conducted by the employer, or has testified or is planning to testify or has assisted or participated in any manner in any such investigation, proceeding, hearing or action or in an investigation conducted by the employer, or has served or is planning to serve on an industry Committee; or

“(B) has inquired about, discussed or disclosed the wages of the employee or another employee.”; and

(2) by adding at the end the following:
“(c) Subsection (a)(3)(B) shall not apply to instances in which an employee who has access to the wage information of other employees as a part of such employee’s essential job functions discloses the wages of such other employees to individuals who do not otherwise have access to such information, unless such disclosure is in response to a complaint or charge or in furtherance of an investigation, proceeding, hearing, or action under section 6(d) or an investigation conducted by the employer. Nothing in this subsection shall be construed to limit the rights of an employee provided under any other provision of law.”.

(d) ENHANCED PENALTIES.—Section 16(b) of the Fair Labor Standards Act of 1938 (29 U.S.C. 216(b)) is amended—

(1) by inserting after the first sentence the following: “Any employer who violates section 6(d) shall additionally be liable for such compensatory damages or punitive damages as may be appropriate, except that the United States shall not be liable for punitive damages.”;

(2) in the sentence beginning “An action to”, by striking “either of the preceding sentences” and inserting “any of the preceding sentences of this subsection”;
(3) in the sentence beginning “No employees shall”, by striking “No employees” and inserting “Except with respect to class actions brought to enforce section 6(d), no employee”;

(4) by inserting after the sentence referred to in paragraph (3), the following: “Notwithstanding any other provision of Federal law, any action brought to enforce section 6(d) may be maintained as a class action as provided by the Federal Rules of Civil Procedure.”; and

(5) in the sentence beginning “The court in”—

(A) by striking “in such action” and inserting “in any action brought to recover the liability prescribed in any of the preceding sentences of this subsection”; and

(B) by inserting before the period the following: “, including expert fees”.

(e) ACTION BY SECRETARY.—Section 16(c) of the Fair Labor Standards Act of 1938 (29 U.S.C. 216(c)) is amend—

(1) in the first sentence—

(A) by inserting “or, in the case of a violation of section 6(d), additional compensatory or punitive damages,” before “and the agreement”; and
(B) by inserting before the period the following: “, or such compensatory or punitive damages, as appropriate”;

(2) in the second sentence, by inserting before the period the following: “and, in the case of a violation of section 6(d), additional compensatory or punitive damages”;

(3) in the third sentence, by striking “the first sentence” and inserting “the first or second sentence”; and

(4) in the last sentence—

(A) by striking “commenced in the case” and inserting “commenced—

“(1) in the case”;

(B) by striking the period and inserting “; or”; and

(C) by adding at the end the following:

“(2) in the case of a class action brought to enforce section 6(d), on the date on which the individual becomes a party plaintiff to the class action.”.

SEC. 4. TRAINING.

The Equal Employment Opportunity Commission and the Office of Federal Contract Compliance Programs, subject to the availability of funds appropriated under section 11, shall provide training to Commission employees and af-
fected individuals and entities on matters involving dis-

crimination in the payment of wages.

SEC. 5. NEGOTIATION SKILLS TRAINING FOR GIRLS AND WOMEN.

(a) Program Authorized.—

(1) In general.—The Secretary of Labor, after consultation with the Secretary of Education, is au-

thorized to establish and carry out a grant program.

(2) Grants.—In carrying out the program, the Secretary of Labor may make grants on a competitive basis to eligible entities, to carry out negotiation skills training programs for girls and women.

(3) Eligible Entities.—To be eligible to re-

ceive a grant under this subsection, an entity shall be a public agency, such as a State, a local government in a metropolitan statistical area (as defined by the Office of Management and Budget), a State edu-

cational agency, or a local educational agency, a pri-

vate nonprofit organization, or a community-based organization.

(4) Application.—To be eligible to receive a grant under this subsection, an entity shall submit an application to the Secretary of Labor at such time, in such manner, and containing such information as the Secretary of Labor may require.
(5) **USE OF FUNDS.**—An entity that receives a grant under this subsection shall use the funds made available through the grant to carry out an effective negotiation skills training program that empowers girls and women. The training provided through the program shall help girls and women strengthen their negotiation skills to allow the girls and women to obtain higher salaries and rates of compensation that are equal to those paid to similarly-situated male employees.

(b) **INCORPORATING TRAINING INTO EXISTING PROGRAMS.**—The Secretary of Labor and the Secretary of Education shall issue regulations or policy guidance that provides for integrating the negotiation skills training, to the extent practicable, into programs authorized under—

(1) in the case of the Secretary of Education, the Elementary and Secondary Education Act of 1965 (20 U.S.C. 6301 et seq.), the Carl D. Perkins Vocational and Technical Education Act of 1998 (20 U.S.C. 2301 et seq.), the Higher Education Act of 1965 (20 U.S.C. 1001 et seq.), and other programs carried out by the Department of Education that the Secretary of Education determines to be appropriate; and
(2) in the case of the Secretary of Labor, the
seq.), and other programs carried out by the Depart-
ment of Labor that the Secretary of Labor determines
to be appropriate.

(c) REPORT.—Not later than 1 year after the date of
enactment of this Act, and annually thereafter, the Sec-
retary of Labor and the Secretary of Education shall pre-
pare and submit to Congress a report describing the activi-
ties conducted under this section and evaluating the effec-
tiveness of such activities in achieving the purposes of this
Act.

SEC. 6. RESEARCH, EDUCATION, AND OUTREACH.

The Secretary of Labor shall conduct studies and pro-
vide information to employers, labor organizations, and the
general public concerning the means available to eliminate
pay disparities between men and women, including—

(1) conducting and promoting research to de-
velop the means to correct expeditiously the conditions
leading to the pay disparities;

(2) publishing and otherwise making available to
employers, labor organizations, professional associa-
tions, educational institutions, the media, and the
general public the findings resulting from studies and
other materials, relating to eliminating the pay dis-
parities;

(3) sponsoring and assisting State and commu-
nity informational and educational programs;

(4) providing information to employers, labor
organizations, professional associations, and other in-
terested persons on the means of eliminating the pay
disparities;

(5) recognizing and promoting the achievements
of employers, labor organizations, and professional
associations that have worked to eliminate the pay
disparities; and

(6) convening a national summit to discuss, and
consider approaches for rectifying, the pay dispari-
ties.

SEC. 7. ESTABLISHMENT OF THE NATIONAL AWARD FOR
PAY EQUITY IN THE WORKPLACE.

(a) In General.—There is established the Secretary
of Labor’s National Award for Pay Equity in the Work-
place, which shall be awarded, as appropriate, to encourage
proactive efforts to comply with this Act.

(b) Criteria for Qualification.—The Secretary of
Labor shall set criteria for receipt of the award, including
a requirement that an employer has made substantial effort
to eliminate pay disparities between men and women, and
deserves special recognition as a consequence of such effort.

The secretary shall establish procedures for the application and presentation of the award.

(c) Business.—In this section, the term “employer” includes—

(1)(A) a corporation, including a nonprofit corporation;

(B) a partnership;

(C) a professional association;

(D) a labor organization; and

(E) a business entity similar to an entity described in any of subparagraphs (A) through (D);

(2) an entity carrying out an education referral program, a training program, such as an apprenticeship or management training program, or a similar program; and

(3) an entity carrying out a joint program, formed by a combination of any entities described in paragraph (1) or (2).

SEC. 8. COLLECTION OF PAY INFORMATION BY THE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION.

Section 709 of the Civil Rights Act of 1964 (42 U.S.C. 2000e–8) is amended by adding at the end the following:

“(f)(1) Not later than 18 months after the date of enactment of this subsection, the Commission shall—
“(A) complete a survey of the data that is currently available to the Federal Government relating to employee pay information for use in the enforcement of Federal laws prohibiting pay discrimination and, in consultation with other relevant Federal agencies, identify additional data collections that will enhance the enforcement of such laws; and

“(B) based on the results of the survey and consultations under subparagraph (A), issue regulations to provide for the collection of pay information data from employers as described by the sex, race, and national origin of employees.

“(2) In implementing paragraph (1), the Commission shall have as its primary consideration the most effective and efficient means for enhancing the enforcement of Federal laws prohibiting pay discrimination. For this purpose, the Commission shall consider factors including the imposition of burdens on employers, the frequency of required reports (including which employers should be required to prepare reports), appropriate protections for maintaining data confidentiality, and the most effective format for the data collection reports.”.
SEC. 9. REINSTATEMENT OF PAY EQUITY PROGRAMS AND PAY EQUITY DATA COLLECTION.

(a) BUREAU OF LABOR STATISTICS DATA COLLECTION.—The Commissioner of Labor Statistics shall continue to collect data on women workers in the Current Employment Statistics survey.

(b) OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS INITIATIVES.—The Director of the Office of Federal Contract Compliance Programs shall ensure that employees of the Office—

(1)(A) shall use the full range of investigatory tools at the Office’s disposal, including pay grade methodology;

(B) in considering evidence of possible compensation discrimination—

(i) shall not limit its consideration to a small number of types of evidence; and

(ii) shall not limit its evaluation of the evidence to a small number of methods of evaluating the evidence; and

(C) shall not require a multiple regression analysis or anecdotal evidence for a compensation discrimination case;

(2) for purposes of its investigative, compliance, and enforcement activities, shall define “similarly situated employees” in a way that is consistent with
and not more stringent than the definition provided in item 1 of subsection A of section 10–III of the Equal Employment Opportunity Commission Compliance Manual (2000), and shall consider only factors that the Office’s investigation reveals were used in making compensation decisions; and

(3) shall reinstate the Equal Opportunity Survey, as required by section 60–2.18 of title 41, Code of Federal Regulations, designating not less than half of all nonconstruction contractor establishments each year to prepare and file such survey, and shall review and utilize the responses to such survey to identify contractor establishments for further evaluation and for other enforcement purposes as appropriate.

(c) Department of Labor Distribution of Wage Discrimination Information.—The Secretary of Labor shall make readily available (in print, on the Department of Labor website, and through any other forum that the Department may use to distribute compensation discrimination information), accurate information on compensation discrimination, including statistics, explanations of employee rights, historical analyses of such discrimination, instructions for employers on compliance, and any other information that will assist the public in understanding and addressing such discrimination.
SEC. 10. AUTHORIZATION OF APPROPRIATIONS.

There are authorized to be appropriated $15,000,000 to carry out this Act.
A BILL

[Report No. 110–783]

H. R. 1338

July 28, 2008

To amend the Fair Labor Standards Act of 1938.