

H.R.7 - Paycheck Fairness Act

117th Congress (2021-2022) | [Get alerts](#)

Sponsor: [Rep. DeLauro, Rosa L. \[D-CT-3\]](#) (Introduced 01/28/2021)
Committees: House - Education and Labor
Committee Meetings: [03/24/21 12:00PM](#)
Committee Reports: [H. Rept. 117-13](#)
Latest Action: Senate - 04/20/2021 Read the second time. Placed on Senate Legislative Calendar under General Orders. Calendar No. 46. ([All Actions](#))
Roll Call Votes: There have been [3 roll call votes](#)
Tracker: Introduced **Passed House** Passed Senate To President Became Law

Summary(3) [Text\(4\)](#) [Actions\(30\)](#) [Titles\(4\)](#) [Amendments\(3\)](#) [Cosponsors\(225\)](#) [Committees\(1\)](#) [Related Bills\(2\)](#)

There are 3 summaries for H.R.7.

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Shown Here:

Passed House (04/15/2021)

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.