

Amendment to the Chairman's Mark

Offered by Representatives Norcross, Van Hollen, Yarmouth, Pascrell, Castor, McDermott, Lee, Pocan, Lujan Grisham, and Dingell

Equal Pay for Equal Work

1. At the end of Title VI, add the following:

“POLICY STATEMENT ON PASSAGE OF THE PAYCHECK FAIRNESS ACT

(a) FINDINGS. — The House finds the following:

- (1) Wage inequality still exists in this country. Women make only 79 cents for every dollar earned by men, and the pay gap for African American women and Latinas is even larger.
- (2) This pay disparity exists 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 depresses the wages of working families who rely on the wages of all members of the family to make ends meet and undermines women's retirement security.

(b) POLICY ON PASSING THE PAYCHECK FAIRNESS ACT. — It is the policy of this resolution that Congress should pass the Paycheck Fairness Act and ensure that women receive equal pay for equal work, and that the Department of Labor have the necessary resources to properly investigate and enforce the Act.”

2. Increase mandatory budget authority and outlays for Function 500 by the following amounts in billions of dollars to help the Department of Labor and Equal Employment Opportunity Commission (EEOC) enforce the Paycheck Fairness Act, implement the President's directive to the EEOC, and ensure women are paid equal wages for equal work

	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
BA	0.050									
Outlays	0.028	0.013	0.004	0.002	0.001					

3. Adjust the aggregate levels of revenue by amounts equal to the foregoing outlay changes in paragraph 2, reflecting the reduction of unjustified corporate tax breaks permitting U.S. companies to "invert" and pretend to move overseas purely to reduce taxes and of provisions that encourage firms to ship jobs and capital overseas and shelter their profits in foreign tax havens.

4. Make all necessary and conforming changes to the Chairman's mark.
5. Amend the committee report to reflect the following policy assumptions:

The resolution states Congress's intent to enact the Paycheck Fairness Act and it provides the funding necessary for the Department of Labor (DOL) and the Equal Employment Opportunity Commission (EEOC) to enforce the Act, properly investigate cases of wage discrimination, and implement the President's directive to improve data collection from businesses to provide better insight into discriminatory pay practices.

The DOL has an important responsibility to help ensure that women receive equal pay for equal work. It is responsible for collecting and making publicly available information about women's pay; ensuring that companies receiving Federal contracts comply with anti-discrimination affirmative action requirements; disseminating information about women's rights in the workplace; helping women who have been victims of pay discrimination obtain a remedy; proactively investigating and prosecuting equal pay violations, especially systemic violations; and enforcing all of its mandates. The EEOC is the primary enforcement agency for claims made under the Equal Pay Act, and issues regulations and guidance on appropriate interpretations of the law.

The resolution provides DOL and EEOC with the appropriate resources to investigate and enforce the provisions of the Paycheck Fairness Act once it is passed, and to enforce the labor laws in general. This additional funding will allow them to fill 300 Full Time Equivalent positions for additional enforcement, training staff, and support. Additional resources that are focused on planned enforcement will allow the agencies to address systemic compliance problems more strategically. Data show that using resources toward those planned activities achieves better results for low-wage workers who are less likely to complain. Wage theft and other wage violations are costing U.S. workers billions of dollars in lost income each year, and American workers deserve to be paid properly.

The resolution accommodates this funding by reducing unjustified corporate tax breaks that permit U.S. companies to "invert" and pretend to move overseas purely to reduce taxes, and by reducing provisions that encourage firms to ship jobs and capital overseas and shelter their profits in foreign tax havens.