

H. Res. ____

H.R. 7 – Paycheck Fairness Act

H.R. 1195 – Workplace Violence Prevention for Health Care and Social Service Workers Act

1. Structured rule for H.R. 7.
2. Provides one hour of general debate equally divided and controlled by the chair and ranking minority member of the Committee on Education and Labor.
3. Waives all points of order against consideration of the bill.
4. Provides that the amendment in the nature of a substitute recommended by the Committee on Education and Labor now printed in the bill, modified by the amendment printed in part A of the Rules Committee report, shall be considered as adopted and the bill, as amended, shall be considered as read.
5. Waives all points of order against provisions in the bill, as amended.
6. Provides that following debate, each further amendment printed in part B of the Rules Committee report not earlier considered as part of amendments en bloc pursuant to section 3 shall be considered only in the order printed in the report, may be offered only by a Member designated in the report, shall be considered as read, shall be debatable for the time specified in the report equally divided and controlled by the proponent and an opponent, may be withdrawn by the proponent at any time before the question is put thereon, shall not be subject to amendment, and shall not be subject to a demand for division of the question.
7. Provides that at any time after debate the chair of the Committee on Education and Labor or his designee may offer amendments en bloc consisting of further amendments printed in part B of the Rules Committee report not earlier disposed of. Amendments en bloc shall be considered as read, shall be debatable for 20 minutes equally divided and controlled by the chair and ranking minority member of the Committee on Education and Labor or their designees, shall not be subject to amendment, and shall not be subject to a demand for division of the question.

8. Provides one motion to recommit.
9. Structured rule for H.R. 1195.
10. Provides one hour of general debate equally divided and controlled by the chair and ranking minority member of the Committee on Education and Labor.
11. Waives all points of order against consideration of the bill.
12. Provides that the amendment in the nature of a substitute recommended by the Committee on Education and Labor now printed in the bill shall be considered as adopted and the bill, as amended, shall be considered as read.
13. Waives all points of order against provisions in the bill, as amended.
14. Provides that following debate, each further amendment printed in part C of the Rules Committee report not earlier considered as part of amendments en bloc pursuant to section 6 shall be considered only in the order printed in the report, may be offered only by a Member designated in the report, shall be considered as read, shall be debatable for the time specified in the report equally divided and controlled by the proponent and an opponent, may be withdrawn by the proponent at any time before the question is put thereon, shall not be subject to amendment, and shall not be subject to a demand for division of the question.
15. Provides that at any time after debate the chair of the Committee on Education and Labor or his designee may offer amendments en bloc consisting of further amendments printed in part C of the Rules Committee report not earlier disposed of. Amendments en bloc shall be considered as read, shall be debatable for 20 minutes equally divided and controlled by the chair and ranking minority member of the Committee on Education and Labor or their designees, shall not be subject to amendment, and shall not be subject to a demand for division of the question.
16. Provides one motion to recommit.
17. Waives all points of order against the amendments printed in parts B and C of the Rules Committee report or amendments en bloc described in sections 3 and 6 of the resolution.

RESOLUTION

Resolved, That upon adoption of this resolution it shall be in order to consider in the House the bill (H.R. 7) 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. All points of order

against consideration of the bill are waived. The amendment in the nature of a substitute recommended by the Committee on Education and Labor now printed in the bill, modified by the amendment printed in part A of the report of the Committee on Rules accompanying this resolution, shall be considered as adopted. The bill, as amended, shall be considered as read. All points of order against provisions in the bill, as amended, are waived. The previous question shall be considered as ordered on the bill, as amended, and on any further amendment thereto, to final passage without intervening motion except: (1) one hour of debate equally divided and controlled by the chair and ranking minority member of the Committee on Education and Labor or their respective designees; (2) the further amendments described in section 2 of this resolution; (3) the amendments en bloc described in section 3 of this resolution; and (4) one motion to recommit.

Sec. 2. After debate pursuant to the first section of this resolution, each further amendment printed in part B of the report of the Committee on Rules not earlier considered as part of amendments en bloc pursuant to section 3 of this resolution shall be considered only in the order printed in the report, may be offered only by a Member designated in the report, shall be considered as read, shall be debatable for the time specified in the report equally divided and controlled by the proponent and an opponent, may be withdrawn by the proponent at any time before the question is put thereon, shall not be subject to amendment, and shall not be subject to a demand for division of the question.

Sec. 3. It shall be in order at any time after debate pursuant to the first section of this resolution for the chair of the Committee on Education and Labor or his designee to offer amendments en bloc consisting of further amendments printed in part B of the report of the Committee on Rules accompanying this resolution not earlier disposed of. Amendments en bloc offered pursuant to this section shall be considered as read, shall be debatable for 20 minutes equally divided and controlled by the chair and ranking minority member of the Committee on Education and Labor or their respective designees, shall not be subject to amendment, and shall not be subject to a demand for division of the question.

Sec. 4. Upon adoption of this resolution it shall be in order to consider in the House the bill (H.R. 1195) to direct the Secretary of Labor to issue an occupational safety and health standard that requires covered employers within the health care and social service industries to develop and implement a comprehensive workplace violence prevention plan, and for other purposes. All points of order against consideration of the bill are waived. The amendment in the nature of a substitute recommended by the Committee on Education and Labor now printed in the bill shall be considered as adopted. The bill, as amended, shall be considered as read. All points of order against provisions in the bill, as amended, are waived. The previous question shall be considered as ordered on the bill, as amended, and on any further amendment thereto, to final

passage without intervening motion except: (1) one hour of debate equally divided and controlled by the chair and ranking minority member of the Committee on Education and Labor or their respective designees; (2) the further amendments described in section 5 of this resolution; (3) the amendments en bloc described in section 6 of this resolution; and (4) one motion to recommit.

Sec. 5. After debate pursuant to section 4 of this resolution, each further amendment printed in part C of the report of the Committee on Rules not earlier considered as part of amendments en bloc pursuant to section 6 of this resolution shall be considered only in the order printed in the report, may be offered only by a Member designated in the report, shall be considered as read, shall be debatable for the time specified in the report equally divided and controlled by the proponent and an opponent, may be withdrawn by the proponent at any time before the question is put thereon, shall not be subject to amendment, and shall not be subject to a demand for division of the question.

Sec. 6. It shall be in order at any time after debate pursuant to section 4 of this resolution for the chair of the Committee on Education and Labor or his designee to offer amendments en bloc consisting of further amendments printed in part C of the report of the Committee on Rules accompanying this resolution not earlier disposed of. Amendments en bloc offered pursuant to this section shall be considered as read, shall be debatable for 20 minutes equally divided and controlled by the chair and ranking minority member of the Committee on Education and Labor or their respective designees, shall not be subject to amendment, and shall not be subject to a demand for division of the question.

Sec. 7. All points of order against the further amendments printed in parts B and C of the report of the Committee on Rules accompanying this resolution or amendments en bloc described in sections 3 and 6 of this resolution are waived.

SUMMARY OF AMENDMENT TO H.R. 7 IN PART A PROPOSED TO BE CONSIDERED AS ADOPTED

Sponsor	# Description
1. Scott, Bobby (VA)	#9 (REVISED) (MANAGER'S) Clarifies the definition of sex, clarifies the Equal Employment Opportunity Commission's enforcement authorities with respect to the amendments to the Equal Pay Act made under H.R. 7, and makes technical corrections.

SUMMARY OF AMENDMENTS TO H.R. 7 IN PART B PROPOSED TO BE MADE IN ORDER

(summaries derived from information provided by sponsors)

Sponsor	# Description	Debate Time
1. Beyer (VA), Leger Fernandez (NM)	#7 Requires the EEOC to provide for an annual collection of compensation data from employers disaggregated by the sex, race, and national origin of employees.	(10 minutes)
2. Newman (IL)	#10 (REVISED) Requires employers to inform employees of their rights established under this act through currently required workplace posters and electronically.	(10 minutes)
3. Ocasio-Cortez (NY)	#4 Directs the Secretary of Labor to establish a program to award contracts and grants for the purpose of training employers about the role that salary negotiation and other inconsistent wage setting practices can have on allowing bias to enter compensation. Specifically, the training programs will provide guidance on the structural issues and disadvantages women and people of color face. They will also assist employers in examining the impact of a range of practices on opportunities, including self-auditing to identify structural issues that allow bias and inequity to enter compensation and internal equity among workers with similar skills, effort, responsibility and working conditions - among other things.	(10 minutes)
4. Stefanik (NY)	#8 (SUBSTITUTE) Revises the bill to provide a safe harbor for employers who conduct self-audits to identify and rectify potentially unlawful pay disparities and allows for reasonable employer defenses against trial lawyer abuses. The amendment protects prospective employees from disclosing wage history to prevent compounding pay disparities and requires further study on the causes and effects of pay disparities between men and women.	(10 minutes)

5. Torres, Ritchie (NY)	#3 Requires a review on the gender wage gap in the teenage workforce.	(10 minutes)
6. Williams (GA)	#11 (LATE) Reestablishes the National Equal Pay Enforcement Task Force, a federal interagency task force focused on improving compliance, public education, and enforcement of equal pay laws.	(10 minutes)

SUMMARY OF AMENDMENTS TO H.R. 1195 IN PART C PROPOSED TO BE MADE IN ORDER

(summaries derived from information provided by sponsors)

Sponsor	# Description	Debate Time
1. Brown (MD)	#1 States that additional training shall be provided for covered employees who work with victims of torture, trafficking, or domestic violence.	(10 minutes)
2. Cohen (TN)	#7 Adds Alzheimer's and memory care facilities as facilities covered by this legislation.	(10 minutes)
3. Delgado (NY)	#2 Directs OSHA to prioritize providing technical assistance and advice to employers throughout the first year of the Act to ensure businesses are in compliance.	(10 minutes)
4. Jones, Mondaire (NY)	#5 (REVISED) Clarifies that a covered employer may consult with experts in workplace violence when developing their workplace violence prevention plan.	(10 minutes)
5. Keller (PA), Walberg (MI)	#6 (SUBSTITUTE) Requires OSHA to issue an occupational safety and health standard on workplace violence prevention for the health care and social service industries through the standard rulemaking process.	(10 minutes)
6. Ocasio-Cortez (NY), Wexton (VA)	#3 Ensures that nothing in this Act shall be construed to limit or diminish any protections in relevant Federal, State, or local law related to domestic violence, stalking, dating violence, and sexual assault.	(10 minutes)