

**116th Congress**

**1st Session**

**H. Res. \_\_**

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**H.R. 7 - Paycheck Fairness Act**

**H. Res. 124 - Expressing opposition to banning service in the Armed Forces by openly transgender individuals**

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. Makes in order as original text for the purpose of amendment an amendment in the nature of a substitute consisting of the text of Rules Committee Print 116-8, modified by the amendment printed in part A of the Rules Committee report, and provides that it shall be considered as read.
5. Waives all points of order against that amendment in the nature of a substitute.
6. Makes in order only those further amendments printed in part B of the Rules Committee report. Each such amendment may be offered 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, shall not be subject to amendment, and shall not be subject to a demand for division of the question.
7. Waives all points of order against the amendments printed in part B of the report.
8. Provides one motion to recommit with or without instructions.
9. Closed rule for H. Res. 124.
10. Provides one hour of debate equally divided and controlled by the chair and ranking minority member of the Committee on Armed Services.
11. Waives all points of order against consideration of the resolution.
12. Provides that the resolution shall be considered as read and shall not be subject to a demand for division of the question.

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## RESOLUTION

*Resolved*, That at any time after adoption of this resolution the Speaker may, pursuant to clause 2(b) of rule XVIII, declare the House resolved into the Committee of the Whole House on the state of the Union for consideration of 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. The first reading of the bill shall be dispensed with. All points of order against consideration of the bill are waived. General debate shall be confined to the bill and shall not exceed one hour equally divided and controlled by the chair and ranking minority member of the Committee on Education and Labor. After general debate the bill shall be considered for amendment under the five-minute rule. In lieu of the amendment in the nature of a substitute recommended by the Committee on Education and Labor now printed in the bill, it shall be in order to consider as an original bill for the purpose of amendment under the five-minute rule an amendment in the nature of a substitute consisting of the text of Rules Committee Print 116-8 modified by the amendment printed in part A of the report of the Committee on Rules accompanying this resolution. That amendment in the nature of a substitute shall be considered as read. All points of order against that amendment in the nature of a substitute are waived. No amendment to that amendment in the nature of a substitute shall be in order except those printed in part B of the report of the Committee on Rules. Each such amendment may be offered 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, shall not be subject to amendment, and shall not be subject to a demand for division of the question in the House or in the Committee of the Whole. All points of order against such amendments are waived. At the conclusion of consideration of the bill for amendment the Committee shall rise and report the bill to the House with such amendments as may have been adopted. Any Member may demand a separate vote in the House on any amendment adopted in the Committee of the Whole to the bill or to the amendment in the nature of a substitute made in order as original text. The previous question shall be considered as ordered on the bill and amendments thereto to final passage without intervening motion except one motion to recommit with or without instructions.

Sec. 2. Upon adoption of this resolution it shall be in order without intervention of any point of order to consider in the House the resolution (H. Res. 124) expressing opposition to banning service in the Armed Forces by openly transgender individuals. The resolution shall be considered as read. The previous question shall be considered as ordered on the resolution and preamble to adoption without intervening motion or demand for division of the question except one hour of debate equally divided and controlled by the chair and ranking minority member of the Committee on Armed Services.

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

<b>Sponsor</b>	<b># Description</b>
<b>Scott, Bobby (VA)</b>	<b>#20 (LATE)</b> Clarifies how under section 8 the EEOC will build on existing reporting requirements to help it address gender and racial pay gaps.

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

(summaries derived from information provided by sponsors)

<b>Sponsor</b>	<b># Description</b>	<b>Debate Time</b>
<b>1. Foxx (NC)</b>	<b>#12</b> Strikes Section 8 relating to the collection by the Equal Employment Opportunity Commission of pay information and other employment-related data (including hiring, termination, and promotion data) disaggregated by the sex, race, and national origin of employees.	(10 minutes)
<b>2. Torres, Norma (CA)</b>	<b>#2</b> Recognizes the severity of the gender wage gap for girls and women of color.	(10 minutes)
<b>3. Torres, Norma (CA), Harder (CA)</b>	<b>#4 (REVISED)</b> Highlights the gender pay gap's impact on women and girls of color during research and education efforts conducted by the Secretary of Labor.	(10 minutes)
<b>4. Byrne (AL)</b>	<b>#13</b> Clarifies that the "any other factor other than sex" defense in the Equal Pay Act means "a bona fide business-related reason other than sex." Strikes Section 3(a)(B) relating to the application of the factor other than sex defense to an Equal Pay Act claim.	(10 minutes)
<b>5. Waters (CA)</b>	<b>#23 (LATE)</b> Clarifies that the studies conducted by the Department of Labor concerning the elimination of pay disparities between men and women must include information about, and an analysis of, women of all racial and ethnic backgrounds.	(10 minutes)

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| <b>6. Vargas<br/>(CA)</b>       | <b>#16 (REVISED)</b> Prohibits an employer when determining salary from considering: 1) leave used to care for children; or 2) whether or not an employee has children.          | (10<br>minutes) |
| <b>7. Beyer<br/>(VA)</b>        | <b>#15 (REVISED)</b> Exempts employers with fewer than 100 employees from reporting compensation data under Section 8 of this Act.   | (10<br>minutes) |
| <b>8.<br/>Lawrence<br/>(MI)</b> | <b>#19 (LATE)</b> Requires the Department of Labor to conduct a study on the gender pay gap in the teenage workforce and provide recommendations for how to address the gap.     | (10<br>minutes) |
| <b>9. Brown<br/>(MD)</b>        | <b>#6</b> Makes it unlawful to discriminate against an employee for inquiring or discussing with the employer why the wages of the employee are set at a certain rate or salary. | (10<br>minutes) |