

106TH CONGRESS
2D SESSION

H. R. 4597

To amend the Fair Labor Standards Act of 1938 to protect employees who seek equal wages under that Act.

IN THE HOUSE OF REPRESENTATIVES

JUNE 7, 2000

Ms. NORTON introduced the following bill; which was referred to the Committee on Education and the Workforce

A BILL

To amend the Fair Labor Standards Act of 1938 to protect employees who seek equal wages under that Act.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Fair Pay Anti-Retalia-
5 tion Act”.

6 **SEC. 2. EMPLOYEE PROTECTION.**

7 Section 15(a) of the Fair Labor Standards Act of
8 1938 (29 U.S.C. 215(a)) is amended by striking the pe-
9 riod at the end of paragraph (5) and inserting a semicolon
10 and by adding after paragraph (5) the following:

1 “(6) to discriminate against any individual be-
2 cause such individual has opposed any act or prac-
3 tice made unlawful by section 6(d) or because such
4 individual made a charge, testified, assisted, or par-
5 ticipated in any manner in an investigation, pro-
6 ceeding, or hearing under section 6(d); or

7 “(7) to discharge or in any other manner dis-
8 criminate against, coerce, intimidate, threaten, or
9 interfere with any employee or any other person be-
10 cause the employee inquired about, disclosed, com-
11 pared, or otherwise discussed the employee’s wages
12 or the wages of any other employee, or because the
13 employee exercised, enjoyed, aided, or encouraged
14 any other person to exercise or enjoy any right
15 granted or protected by section 6(d).”.

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