

113TH CONGRESS  
2D SESSION

# H. R. 5256

To encourage compensation transparency.

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## IN THE HOUSE OF REPRESENTATIVES

JULY 30, 2014

Mrs. MCMORRIS RODGERS (for herself, Mrs. CAPITO, Ms. JENKINS, Mrs. ELLMERS, Mrs. BACHMANN, Mr. VALADAO, Mr. RODNEY DAVIS of Illinois, Ms. GRANGER, Mrs. LUMMIS, and Mr. FITZPATRICK) introduced the following bill; which was referred to the Committee on Education and the Workforce

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## A BILL

To encourage compensation transparency.

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 “Stop Discrimination  
5 in the Workplace Act”.

6 **SEC. 2. ENHANCED ENFORCEMENT OF EQUAL PAY ACT RE-**  
7 **QUIREMENTS.**

8 Section 15(a) of the Fair Labor Standards Act of  
9 1938 (29 U.S.C. 215(a)) is amended—

1           (1) in paragraph (5), by striking the period at  
2           the end and inserting “; or”; and

3           (2) by adding at the end the following:

4           “(6) to discharge or in any other manner retali-  
5           ate against any employee because such employee has  
6           inquired about, discussed, or disclosed comparative  
7           compensation information for the purpose of deter-  
8           mining whether the employer is compensating an  
9           employee in a manner that provides equal pay for  
10          equal work, except that this paragraph shall not  
11          apply to instances in which an employee who has ac-  
12          cess to the wage information of other employees as  
13          a part of such employee’s job functions discloses the  
14          wages of such other employees to an individual who  
15          does not otherwise have access to such information,  
16          unless such disclosure is in response to a charge or  
17          complaint or in furtherance of an investigation, pro-  
18          ceeding, hearing, or action under section 6(d), in-  
19          cluding an investigation conducted by the employer.  
20          Nothing in paragraph (6) shall be construed to limit the  
21          rights of an employee provided under any other provision  
22          of law.”.

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