

AMENDMENT TO H.R. 7, AS REPORTED
OFFERED BY MR. BEYER OF VIRGINIA

In subsection (f) as added to section 709 of the Civil Rights Act of 1964 by the amendment made by section 7 of the bill, strike paragraph (1) and insert the following:

1 (1) Not later than 24 months after the date of enact-
2 ment of this subsection, the Commission shall provide for
3 the annual collection from employers of compensation data
4 disaggregated by the sex, race, and national origin of em-
5 ployees. The Commission may also require employers to
6 submit other employment-related data (including hiring,
7 termination, and promotion data) so disaggregated.

At the end of subparagraph (2) of subsection (f) as added to section 709 of the Civil Rights Act of 1964 by the amendment made by section 7 of the bill, strike the last sentence and insert the following:

8 The Commission shall also consider factors including the
9 imposition of burdens on employers, the frequency of re-
10 quired reports (including the size of employers required
11 to prepare reports), appropriate protections for maintain-

1 ing data confidentiality, and the most effective format to
2 report such data.

In paragraph (3) of subsection (f) as added to section 709 of the Civil Rights Act of 1964 by the amendment made by section 7 of the bill, strike “(3)” and all that follows through subparagraph (C), and insert the following:

3 “(3)(A) For each 12-month reporting period for an
4 employer, the data collected under paragraph (1) shall include compensation data disaggregated by the categories
5 described in subparagraph (E).

7 “(B) For the purposes of collecting the disaggregated
8 compensation data described in subparagraph (A), the
9 Commission may use compensation ranges reporting—

10 “(i) the number of employees of the employer
11 who earn compensation in an amount that falls within
12 such compensation range; and

13 “(ii) the total number of hours worked by such
14 employees.

15 “(C) If the Commission uses compensation ranges to
16 collect the pay data described in subparagraph (A), the
17 Commission may adjust such compensation ranges—

1 “(i) if the Commission determines that such ad-
2 justment is necessary to enhance enforcement of
3 Federal laws prohibiting pay discrimination; or
4 “(ii) for inflation, in consultation with the Bu-
5 reau of Labor Statistics.”.

In subparagraph (D) of subsection (f)(3) as added to section 709 of the Civil Rights Act of 1964 by the amendment made by section 7 of the bill, strike “shall” and insert “may”.

In subparagraph (G) of subsection (f)(3) as added to section 709 of the Civil Rights Act of 1964 by the amendment made by section 7 of the bill, strike “annually” and insert “at 18-month intervals”.

