AMENDMENT TO H.R. 7, AS REPORTED
OFFERED BY MS. OCASIO-CORTEZ OF NEW YORK

On page 12, after line 15, insert the following:

(a) NEGOTIATION BIAS TRAINING.—

(1) IN GENERAL.—The Secretary of Labor shall 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.

(2) TRAINING TOPICS.—Each training program established using funds under section (a) shall include an overview of how structural issues may cause inequitable earning and advancement opportunities for women and people of color and assist employers in examining the impact of a range of practices on such opportunities, including—

(A) self-auditing to identify structural issues that allow bias and inequity to enter compensation;

(B) recruitment of candidates to ensure diverse pools of applicants;
(C) salary negotiations that result in similarly qualified workers entering at different rates of pay;

(D) internal equity among workers with similar skills, effort, responsibility and working conditions;

(E) consistent use of market rates and incentives driven by industry competitiveness;

(F) evaluation of the rate of employee progress and advancement to higher paid positions;

(G) work assignments that result in greater opportunity for advancement;

(H) training, development and promotion opportunities;

(I) impact of mid-level or senior level hiring in comparison to wage rates of incumbent workers;

(J) opportunities to win commissions and bonuses;

(K) performance reviews and raises;

(L) processes for adjusting pay to address inconsistency and inequity in compensation; and
(M) other topics that research identifies as a common area for assumptions, bias and inequity to impact compensation.

On page 12, line 16, strike “(a)” and insert “(b)”.

On page 13, line 19, strike “(b)” and insert “(c)”.

On page 14, line 12, strike “(c)” and insert “(d)”.

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