

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

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

1       (a) NEGOTIATION BIAS TRAINING.—

2               (1) IN GENERAL.—The Secretary of Labor shall  
3       establish a program to award contracts and grants  
4       for the purpose of training employers about the role  
5       that salary negotiation and other inconsistent wage  
6       setting practices can have on allowing bias to enter  
7       compensation.

8               (2) TRAINING TOPICS.—Each training program  
9       established using funds under section (a) shall in-  
10      clude an overview of how structural issues may  
11      cause inequitable earning and advancement opportu-  
12      nities for women and people of color and assist em-  
13      ployers in examining the impact of a range of prac-  
14      tices on such opportunities, including—

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

18                   (B) recruitment of candidates to ensure di-  
19                   verse pools of applicants;

1 (C) salary negotiations that result in simi-  
2 larly qualified workers entering at different  
3 rates of pay;

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

7 (E) consistent use of market rates and in-  
8 centives driven by industry competitiveness;

9 (F) evaluation of the rate of employee  
10 progress and advancement to higher paid posi-  
11 tions;

12 (G) work assignments that result in great-  
13 er opportunity for advancement;

14 (H) training, development and promotion  
15 opportunities;

16 (I) impact of mid-level or senior level hir-  
17 ing in comparison to wage rates of incumbent  
18 workers;

19 (J) opportunities to win commissions and  
20 bonuses;

21 (K) performance reviews and raises;

22 (L) processes for adjusting pay to address  
23 inconsistency and inequity in compensation; and

1                   (M) other topics that research identifies as  
2                   a common area for assumptions, bias and in-  
3                   equity 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)”.

