

PA Together

House Bill 931

1. [HB 931](#), Equal Pay Laws.
2. **Descriptions:** **HB 931** would further providing for definitions and for wage rates; providing for additional violations; establishing the Equal Pay Commission; and further providing for collection of unpaid wages and for penalties. On average, an American woman will make 79 cents for every dollar an American man will make for performing the same job. This bill will prohibit discriminatory pay based on gender and place new penalties on employers who practice these discriminatory wage practices. This legislation seeks to correct this economic injustice by allowing employees the ability to inquire about wages and disclose information about wages, and by prohibiting retaliatory actions against workers who discuss or file a complaint regarding pay inequities. By creating an atmosphere that allows for the discussion of wages, we can finally make strides in narrowing the pay gap between the genders.
3. **Status:**
 - [HB 931](#) is in the [PA HOUSE LABOR & INDUSTRY COMMITTEE](#)If you are a constituent of a member of either of these committees, please make a concerted effort to call your legislator. Legislators are most apt to respond to their constituents.
4. **Suggested actions to take:**
 - a. **Write a letter or postcard to your legislator.** Sample wording:
Dear Representative _____,
As your constituent, I am writing to urge you to SUPPORT House Bill 931. PA's equal pay law hasn't been updated in nearly 60 years. This is unfair and economically self-defeating, because pay disparity affects everyone. Women are breadwinners, taxpayers, caregivers, soldiers, heads of families, scientists, educators and much more. It's time that Pennsylvania had an equal-pay law that provides equal pay.
Sincerely,
[Your name]
 - b. **Call your legislator:** Call Script: Hello my name is [...] and I am calling from [insert your address]. I am calling to ask that the Representative SUPPORT HB 931 which would provide for additional violations; establish the Equal Pay Commission; and further provide for collection of unpaid wages and for penalties.
5. **Talking points:**
 - a. Addresses comparable work which requires employers to compensate men and women equally for jobs that require similar skill, effort and responsibility.
 - b. Family leave time for pregnancy or medical issues may not reduce seniority
 - c. Can't require an employee to not ask about salary history
 - d. Can't screen job applicants based on wages or ask about salary history
 - e. Prohibits retaliation for discussing salary or bringing action
 - f. Increases the time to bring action from two years to three
 - g. Raises fines on employers who violate the law.

- h. Establishes an Equal Pay Commission to investigate, analyze and study the factors, causes and impact of pay disparity based on gender.
- i. Does not cover all employees because it continues the exception for those covered by the federal Fair Labor Standards Act.

6. Further reading

- a. Local legislators speak out for Black Women's Equal Pay Day ([The Philadelphia Tribune](#))
- b. Equal Pay — Advocacy in a Box ([AAUW-PA](#))
- c. [PA By the Numbers](#)