



COMMITTEE ON
**EDUCATION
& LABOR**
REPUBLICANS

**COMMITTEE
STATEMENT**

**Statement in Opposition to H.R. 7
Rep. Virginia Foxx (R-NC), Republican Leader
Committee on Education and Labor
Markup of H.R. 7, H.R. 1065, and H.R. 1195
March 24, 2021**

(As prepared for delivery)

“The *Paycheck Fairness Act* offers no new protections against pay discrimination. Committee Republicans have voiced legitimate concerns about the contents of this bill, all of which have been ignored by the majority. Simply put, this bill is for and about the well-being of trial lawyers, not working women.

Pay discrimination is repugnant and illegal. We must hold bad actors accountable. But this bill doesn’t do that. Instead, what we have before us is just another bill rewarding Democrat special interests at the expense of workers and job creators.

We have the most varied and complex workplaces in the world. Before the onslaught of COVID-19, women were earning merited paychecks in record numbers.

I don’t see how opening the gates to limitless, frivolous lawsuits is going to help anybody.

The *Paycheck Fairness Act* will make it extraordinarily difficult, if not impossible, for employers to defend against pay discrimination suits, even when pay differences are the result of legitimate factors like experience, education, and performance. It also puts at risk the Christmas bonus, which many employees rely on to give their families the holiday season they deserve.

Limiting ways that employers can compensate hard-working employees, especially during a pandemic, harms both employers and employees, as both try to navigate what increasingly amounts to government oversight of private, mutually agreed upon decisions.

Pay discrimination cases are serious and deserve to be treated as such. We need to focus on policies that will create more opportunities for all workers, women included. This bill does not do that.

We need to see this bill for what it is: a trial lawyer payday. No one, especially those women facing already illegal pay discrimination, stands to gain much, if anything, from this legislation.

Should my Democrat colleagues wish to discuss additional policies which will foster the advancement of women in the workplace, we can discuss legislation that bolsters the gig economy, safely reopens our schools and businesses, and promotes career and technical education, to name a few.

Freedom is difficult to legislate because it requires the federal government to relinquish some of its power. My Democrat colleagues would rather impose radical and unworkable policy, under the guise of 'progress,' rather than foster environments where individuals are empowered to make the decisions that are best for them.

Thank you and I yield back.”

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