



**CONGRESSIONAL BUDGET OFFICE
COST ESTIMATE**

July 25, 2008

**H.R. 1338
Paycheck Fairness Act**

*As ordered reported by the House Committee on Education and Labor
on July 23, 2008*

H.R. 1338 would authorize the appropriation of \$15 million to enhance enforcement of the equal pay requirement established in the Fair Labor Standards Act of 1938. Additionally, the bill would authorize grants to eligible public agencies to provide training to women and girls on negotiation skills. Finally, the bill would direct the Secretary of Labor to conduct research on the means available to eliminate gender-related pay disparities, and would direct the Commissioner of Labor Statistics to continue to collect data on female workers and pay equity between men and women.

CBO estimates that implementing H.R. 1338 would cost \$15 million over the 2009-2013 period, assuming appropriation of the authorized amounts. The costs of this legislation fall within budget function 500 (education, training, employment, and social services). Enacting the bill would not affect direct spending or revenues.

Section 4 of the Unfunded Mandates Reform Act (UMRA) excludes from the application of that act any legislative provisions that establish or enforce any statutory rights that prohibit discrimination on the basis of race, color, religion, sex, national origin, age, handicap, or disability. CBO has determined that section 3 of H.R. 1338 would fall within that exclusion because it would enforce an existing prohibition of sex discrimination by pay. Therefore, CBO has not reviewed that section of the bill for mandates.

The remaining provisions in the bill would impose no mandates on state, local, or tribal governments. Training programs authorized by the bill would benefit state, local, and tribal governments. Likewise, the remaining provisions of this bill contain no private-sector mandates as defined in UMRA.

The CBO staff contact for this estimate is Jessica Sherry. This estimate was approved by Peter H. Fontaine, Assistant Director for Budget Analysis.