

to be hired, they receive lower salaries when they are, and are less likely to be tapped on the shoulder for promotion. (Ironic given research suggests moms are some of the most productive employees.)

And women work around two-thirds of the low-paying jobs in the United States; jobs that not only put workers at an economic disadvantage, but also tend to be more unstable.

There is also “invisible labor”—things like caregiving responsibilities and household chores—that women do in addition to their full-time work. “Women perform up to 30 percent more unpaid labor,” Dr. Mason said. Not to put too fine a point upon it, but “unpaid labor is unpaid.” And it’s very hard—if not impossible—to do both your job and take care of the household at the same time.

There’s also good old-fashioned sexism at play: Even when men and women are performing the exact same jobs, women tend to receive less compensation thanks to overt or unconscious biases, as well as stereotypes that make it more difficult for women to negotiate.

The pay gap is caused by a “layering effect” of all of these things, said Kimberly Churches, the CEO of the American Association of University Women. Ultimately, “this really is how we value women and how we value women of color in our society,” she said.

Did Covid make it worse?

In a year of devastating job loss, especially for women—hence the talk of a “she-cession”—the Institute for Women’s Policy Research released a piece of research that seemed, on its face, like good news. In 2020, it found the weekly gender wage gap for full-time workers shrunk to 17.7 percent from 18.5 percent. Seems positive, right? Not so fast.

As Ms. Goldin of Harvard explained, if the female labor force is reduced, but most of those reductions are from the bottom part of distribution (restaurant servers and retail workers, for instance), then women’s wages relative to men’s will rise.

This manifests as an overall rise in women’s wages. And that’s what happened here.

But underneath the top-line number, Dr. Mason pointed out, many, many lower-paid female workers are struggling.

What should companies do about it?

Closing the wage gap demands an investment of time and resources.

First, companies can audit workers’ pay and collect data to determine the levels of disparity between their male and female workers, said Serena Fong, a vice president at Catalyst. Salesforce, for example, committed to reviewing all its workers’ salaries in 2015, and over the following years spent more than \$9 million on adjustments to give women equal pay.

Salary bands, which give the range of pay for a given role, can also help level the playing field between male and female workers in salary negotiations. (Though broadly speaking, a wide salary band can provide “too much range to pay people unequally,” Dr. Mason said.)

And governments?

The Equal Pay Act, passed nearly 60 years ago, made it illegal to discriminate by sex in setting wages. But in practice, it can be hard for women to know whether they’re actually being paid equally. It’s not common to ask your colleagues what they make while you’re chatting by the water cooler.

In the last decade, more than a dozen states and the District of Columbia have adopted legislation prohibiting pay secrecy in the workplace. Still, a 2017-18 survey found that nearly half of fulltime workers were discouraged or prohibited from talking about their pay, meaning more legislation and enforcement is needed.

Ms. Churches also supports passing the Paycheck Fairness Act at a federal level, “so we can ban the use of salary history questions in the hiring process.” Such questions “just compound women’s lack of earnings going forward as they negotiate their salaries.”

And individuals?

Ask your colleagues how much they make, as awkward as that may sound.

Negotiation is also key. Research shows that women who consistently negotiate their salaries make more than \$1 million more over the course of their lifetimes, compared with those who don’t. But of course, Covid hasn’t helped: A new survey from Ann Elizabeth Konkel of Indeed suggests women feel even more uncomfortable asking for a raise or promotion than they did prepandemic.

Mr. DESAULNIER. Mr. Speaker, on the anniversary of Women’s Equal Pay Day, U.S. women’s soccer player Megan Rapinoe, in a congressional hearing said: “One cannot simply outperform inequality.”

Wage discrimination isn’t limited to any one sector or income level, and Congress must act to stop it.

Mr. Speaker, the importance of this issue is really about the proper enforcement of a bill that was first enacted in 1963. We generally agree on the importance of that legislation.

Where we disagree is enforcement. And we have had years to see what the proper disincentives are and incentives for proper behavior when it comes to protecting women in the workforce, and on the second bill—predominantly women—but people who work in vulnerable positions where they are subject to greater violence.

On pay equity, we look at States like California where I am from, and we can see that our laws, our aggressive laws have worked, at least to help with the pay equity situation. Who can deny, in our lifetimes, the benefit to the U.S. economy, to all of us, for having women in the workforce? We should be able to compensate that benefit that we have all gotten.

As a survivor of cancer, I have been taken by how many young women went into the medical profession, and they helped to develop the medicine that has saved my life, a disease that, 15 years ago, at stage IV, when I was diagnosed, there was little that could be done to extend people’s lives. That research came from brilliant people, many of them women. Why would I want to inhibit or disincentivize any young person, any woman, any young woman from going into that field?

I know that my friend from Texas knows this, we want the best and the brightest to help with our medical challenges, irrespective of what their background is or what their sex is.

Mr. Speaker, every day we wait to pass these bills, healthcare workers are being harmed and families are going deeper and deeper into poverty. Our inequality issues get worse, not better. We should not waste another moment.

Mr. Speaker, I urge a “yes” vote on the rule and the previous question.

The material previously referred to by Mr. BURGESS is as follows:

AMENDMENT TO HOUSE RESOLUTION 303

At the end of the resolution, add the following:

SEC. 8. Immediately upon adoption of this resolution, the House shall proceed to the consideration in the House of the bill (H.R. 2430) to amend the Temporary Reauthorization and Study of the Emergency Scheduling of Fentanyl Analogues Act to extend for one year the temporary order for fentanyl-related substances. All points of order against consideration of the bill are waived. The bill shall be considered as read. All points of order against provisions in the bill are waived. The previous question shall be considered as ordered on the bill and on any amendment thereto to final passage without intervening motion except: (1) one hour of debate equally divided and controlled by the chair and ranking minority member of the Committee on Energy & Commerce; and (2) one motion to recommit.

SEC. 9. Clause 1(c) of rule XIX shall not apply to the consideration of H.R. 2430.

Mr. DESAULNIER. Mr. Speaker, I yield back the balance of my time, and I move the previous question on the resolution.

The SPEAKER pro tempore (Mr. BLUMENAUER). The question is on ordering the previous question.

The question was taken; and the Speaker pro tempore announced that the ayes appeared to have it.

Mr. BURGESS. Mr. Speaker, on that I demand the yeas and nays.

The SPEAKER pro tempore. Pursuant to section 3(s) of House Resolution 8, the yeas and nays are ordered.

Pursuant to clause 8 of rule XX, further proceedings on this question are postponed.

UNITED STATES ANTI-DOPING AGENCY REAUTHORIZATION ACT OF 2021

The SPEAKER pro tempore. Pursuant to clause 8 of rule XX, the unfinished business is the vote on the motion to suspend the rules and pass the bill (H.R. 172) to reauthorize the United States Anti-Doping Agency, and for other purposes on which the yeas and nays were ordered.

The Clerk read the title of the bill.

The SPEAKER pro tempore. The question is on the motion offered by the gentleman from New Jersey (Mr. PALLONE) that the House suspend the rules and pass the bill.

The vote was taken by electronic device, and there were—yeas 381, nays 37, not voting 11, as follows:

[Roll No. 99]

YEAS—381

Adams	Bentz	Brownley
Aguilar	Bera	Buchanan
Allred	Bergman	Buck
Amodei	Beyer	Bucshon
Armstrong	Bice (OK)	Budd
Arrington	Bilirakis	Burgess
Auchincloss	Bishop (GA)	Bush
Axne	Blumenauer	Bustos
Bacon	Blunt Rochester	Butterfield
Baird	Bonamici	Calvert
Balderson	Bost	Cammack
Banks	Bourdeaux	Carbajal
Barr	Bowman	Cárdenas
Barragán	Boyle, Brendan	Carl
Bass	F.	Carson
Beatty	Brown	Carter (GA)

Carter (TX) Hinson
Cartwright Hollingsworth
Case Horsford
Casten Houlihan
Castor (FL) Hoyer
Castro (TX) Hudson
Chabot Huffman
Cheney Huizenga
Chu Issa
Cicilline Jackson Lee
Clark (MA) Jacobs (CA)
Clarke (NY) Jacobs (NY)
Cleaver Jayapal
Clyburn Jeffries
Cohen Johnson (GA)
Cole Johnson (LA)
Connolly Johnson (OH)
Cooper Johnson (SD)
Correa Johnson (TX)
Courtney Jones
Craig Jordan
Crawford Joyce (OH)
Crenshaw Joyce (PA)
Crist Kahele
Crow Kaptur
Cuellar Katko
Curtis Keating
Davids (KS) Keller
Davis, Danny K. Kelly (IL)
Dean Kelly (MS)
DeFazio Kelly (PA)
DeGette Khanna
DeLauro Kildee
DelBene Kilmer
Delgado Kim (CA)
Demings Kim (NJ)
DeSaulnier Kind
Deutch Kinzinger
Diaz-Balart Kirkpatrick
Dingell Krishnamoorthi
Doggett Kuster
Donalds Kustoff
Doyle, Michael F. LaHood
Dunn LaMalfa
Emmer Lamb
Escobar Lamborn
Eshoo Langevin
Espallat Larsen (WA)
Estes Ruiz
Evans Latta
Feenstra LaTurner
Ferguson Lawrence
Fischbach Lawson (FL)
Fitzgerald Lee (CA)
Fitzpatrick Lee (NV)
Fleischmann Leger Fernandez
Fletcher Lesko
Fortenberry Letlow
Foster Levin (CA)
Foxy Levin (MI)
Frankel, Lois Lieu
Franklin, C. Long
Scott Lowenthal
Fulcher Lucas
Gallagher Luetkemeyer
Gallo Luria
Garamendi Lynch
Garbarino Mace
Garcia (CA) Malinowski
Garcia (IL) Malliotakis
Garcia (TX) Maloney,
Gibbs Carolyn B.
Gimenez Maloney, Sean
Golden Manning
Gomez Matsui
Gonzales, Tony McBath
Gonzalez (OH) McCarthy
Gonzalez, McCaul
Vicente McCaul
Gooden (TX) McClain
Gotthelmer McCollum
Granger McEachin
Graves (LA) McGovern
Graves (MO) McKinley
Green, Al (TX) McNeerney
Griffith Meeks
Grijalva Meijer
Guest Meng
Guthrie Meuser
Hagedorn Mfume
Harder (CA) Miller (WV)
Harshbarger Miller-Meeks
Hartzler Moolenaar
Hayes Mooney
Hern Moore (AL)
Herrera Beutler Moore (UT)
Higgins (NY) Moore (WI)
Hill Morelle
Thompson (CA)
Thompson (MS)
Thompson (PA)

Tiffany
Timmons
Titus
Tlaib
Tonko
Torres (CA)
Torres (NY)
Trahan
Trone
Turner
Underwood
Upton
Valadao
Van Drew

Aderholt
Allen
Babin
Biggs
Bishop (NC)
Boebert
Brooks
Burchett
Cline
Cloud
Comer
Davidson
DesJarlais

Brady
Cawthorn
Clyde
Costa

Van Duyn
Vargas
Vela
Velázquez
Wagner
Walberg
Walorski
Waltz
Wasserman
Schultz
Waters
Watson Coleman
Weber (TX)
Webster (FL)

NAYS—37
Duncan
Gaetz
Gohmert
Good (VA)
Gosar
Green (TN)
Greene (GA)
Grothman
Harris
Herrrell
Hice (GA)
Higgins (LA)
Jackson

NOT VOTING—11

Davis, Rodney
Fallon
Himes
Lofgren

Welch
Wenstrup
Westernman
Wexton
Wild
Williams (GA)
Williams (TX)
Wilson (FL)
Wilson (SC)
Wittman
Womack
Yarmuth
Young
Zeldin

Loudermilk
Mann
Massie
Mast
McClintock
Miller (IL)
Norman
Rose
Rosendale
Roy
Steube

McHenry
Ruppersberger
Veasey

□ 1641

Messrs. FULCHER, AMODEI, and ARRINGTON changed their vote from “nay” to “yea.”

Mr. ROSE changed his vote from “yea” to “nay.”

So (two-thirds being in the affirmative) the rules were suspended and the bill was passed.

The result of the vote was announced as above recorded.

A motion to reconsider was laid on the table.

MEMBERS RECORDED PURSUANT TO HOUSE RESOLUTION 8, 117TH CONGRESS

Allred (Wexton)	Lowenthal	Slotkin
Babin (Nehls)	(Beyer)	(Stevens)
Cárdenas	Mfume (Raskin)	Stefanik
(Gomez)	Moore (WI)	(Tennet)
Crenshaw (Nehls)	(Beyer)	Steube
Greene (GA)	Moulton (Kahele)	(Timmons)
(Gosar)	Napolitano	Trahan (Lynch)
Grijalva (García)	(Correa)	Wasserman
(IL)	Neal (Lynch)	Schultz (Soto)
Jayapal (Raskin)	Norman (Rice)	Watson Coleman
Johnson (TX)	(SC)	(Pallone)
(Jeffries)	Omar (Pressley)	Wilson (FL)
Keating (Clark)	Payne (Pallone)	(Hayes)
(MA)	Porter (Wexton)	Wilson (SC)
Lawson (FL)	Rush	(Timmons)
(Evans)	(Underwood)	
Lieu (Beyer)	Sewell (DelBene)	

HONORING THE LIFE OF ALCEE HASTINGS

(Mr. DIAZ-BALART asked and was given permission to address the House for 1 minute.)

Mr. DIAZ-BALART. Madam Speaker, it is my solemn duty to rise today on behalf of the Florida delegation as we continue to grieve the passing of our colleague and our friend, Alcee Hastings of Florida.

Congressman Alcee Hastings was more than a colleague; he was a dear friend to me and to my family. Madam Speaker, my brother, Congressman Lincoln Diaz-Balart, served with Alcee Hastings on the Rules Committee; and, through him, I also developed a very special relationship.

Along with Congresswomen Carrie Meek and Corrine Brown, Alcee Hastings was the first African American from Florida to serve in Congress after more than 100 years.

Alcee Hastings dedicated his life to serving others and to fighting for human rights. You know, Alcee lived by Dr. Martin Luther King's phrase, “An injustice anywhere is an affront to justice everywhere.”

Alcee Hastings' brilliance, his perseverance, and his charisma, along with his ceaseless fight for human rights, built a lasting and meaningful legacy. And even during that last battle of his, the one that ultimately took his life, he continued to serve with passion, with great heart, and always with that special spark that he had, that smile of his that he always had.

We are truly heartbroken by his passing, and we offer our deepest condolences and prayers to his family and all of those who knew and loved him.

Florida and Congress really lost a trailblazer.

Madam Speaker, I would also like to thank one very special person, Lale Morrison, Alcee's longtime chief of staff, for her service to the people of Florida and equally as important, her dedication and her friendship to Alcee Hastings.

Madam Speaker, I yield to the gentlewoman from Florida (Ms. CASTOR).

Ms. CASTOR of Florida. Madam Speaker, I thank my good friend from Florida for yielding.

It is with great sadness that I rise on behalf of the Florida delegation, and you can see we have many new Floridians in our delegation today because we had such great love, respect, and admiration for our colleague Congressman Hastings.

Congressman Hastings was a towering figure who always stood up for the little guy. He fought for civil rights. He fought for voting rights. He fought for affordable healthcare. He was tireless.

Now, Alcee did not suffer fools or malarky, and he was unafraid to point it out. And he did so with relish. And let that be a great example to all of us who have this tremendous responsibility to stand up every day for the people who send us here, especially the voiceless and the vulnerable.

But Alcee served with great intellect, with passion, with flare. He loved the House of Representatives. He loved the State of Florida. He wanted it to be better, and he worked on that every single day. But I think we are all better for his service and his example.

Madam Speaker, I think Alcee would have appreciated the fact that you are in bright orange today, the color of his beloved Florida A&M University. Go Rattlers.

On behalf of the great State of Florida, we also send our love, prayers, and condolences to Lale, his chief of staff, his entire team, his family, his devoted friends, and I would respectfully ask that we recognize his life with a moment of silence, but ask and invite you