AMENDMENT TO THE AMENDMENT IN THE
NATURE OF A SUBSTITUTE TO H.R. 7
OFFERED BY M_.

Page 11, after line 9, insert the following:

(e) CONDITIONAL IMPLEMENTATION.—

(1) CONDITIONAL EFFECTIVE DATE.—Subject to subparagraph (3), this section and the amendments made by this section shall become effective on the date that is 90 days after the Secretary transmits to Congress the report required under subparagraph (2).

(2) STUDY ON RECRUITMENT, HIRING, PROMOTION, AND INCREASED PAY OF EMPLOYEES.—The Secretary shall conduct a study to determine the effect of the requirements of this section and the amendments made under this section on the ability of employers to recruit, hire, promote, and increase the pay of employees irrespective of gender, and not later than 90 days after the date of enactment of this Act, shall transmit to Congress a report containing the findings of such study.

(3) DETERMINATION BY SECRETARY.—This section and the amendments made by this section
shall not take effect if the Secretary finds that the requirements of this section may significantly hinder employers’ recruitment, hiring, promotion, and increasing the pay of employees irrespective of gender.