

**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:

1 (e) CONDITIONAL IMPLEMENTATION.—

2 (1) CONDITIONAL EFFECTIVE DATE.—Subject  
3 to subparagraph (3), this section and the amend-  
4 ments made by this section shall become effective on  
5 the date that is 90 days after the Secretary trans-  
6 mits to Congress the report required under subpara-  
7 graph (2).

8 (2) STUDY ON RECRUITMENT, HIRING, PRO-  
9 MOTION, AND INCREASED PAY OF EMPLOYEES.—The  
10 Secretary shall conduct a study to determine the ef-  
11 fect of the requirements of this section and the  
12 amendments made under this section on the ability  
13 of employers to recruit, hire, promote, and increase  
14 the pay of employees irrespective of gender, and not  
15 later than 90 days after the date of enactment of  
16 this Act, shall transmit to Congress a report con-  
17 taining the findings of such study.

18 (3) DETERMINATION BY SECRETARY.—This  
19 section and the amendments made by this section

1 shall not take effect if the Secretary finds that the  
2 requirements of this section may significantly hinder  
3 employers' recruitment, hiring, promotion, and in-  
4 creasing the pay of employees irrespective of gender.

