

HB 405 -- Equal Employment Practices

Sponsor: Low

This bill requires employers upon an individual's employment and at least annually thereafter to provide a written statement informing each employee of his or her job title, wage rate, and how the wage rate was calculated. The employee notice is to be supplemented whenever the employee is promoted or reassigned.

The Department of Labor and Industrial Relations is required to establish forms and procedures for employers to submit certain job information, protect the confidentiality of the acquired information, and compile and publish any reports it considers appropriate on the submitted information.

The department director must appoint a nine-member Equal Pay Commission to study and identify wage disparities in the public and private sectors between men and women and minorities and nonminorities as well as the causes, consequences, and needed actions including proposed legislation to correct and prevent the disparities. The commission's membership requirements are specified in the bill. The commission must report its findings and recommendations to the department director within 12 months of its formation who will transmit it to the Governor.

The bill requires equal pay for equal work regardless of gender. No employer may discharge or take any adverse action or otherwise discriminate against any individual because he or she opposed any unlawful act or practice or participated in an investigation, hearing, or other proceeding regarding the provisions of the bill.