

FIRST REGULAR SESSION
HOUSE COMMITTEE SUBSTITUTE FOR
HOUSE BILL NO. 44
98TH GENERAL ASSEMBLY

0496H.04C

D. ADAM CRUMBLISS, Chief Clerk

AN ACT

To amend chapter 286, RSMo, by adding thereto one new section relating to pay equality guidelines to be developed by the department of labor and industrial relations.

Be it enacted by the General Assembly of the state of Missouri, as follows:

Section A. Chapter 286, RSMo, is amended by adding thereto one new section, to be
2 known as section 286.350, to read as follows:

**286.350. 1. The department of labor and industrial relations shall create best-
2 practice guidelines in gender pay equality for state and local governments and private
3 businesses. Such guidelines may include, but are not limited to, explanations of the
4 following:**

- 5 **(1) The definition of gender pay equality;**
- 6 **(2) The causes of gender pay inequality;**
- 7 **(3) The benefits of gender pay equality; and**
- 8 **(4) Ways in which to achieve gender pay equality.**

9 **2. The guidelines created in subsection 1 of this section shall be submitted to the
10 general assembly and shall take effect immediately upon passage of a concurrent resolution
11 by both houses of the general assembly approving such guidelines.**

12 **3. Nothing in this section shall be interpreted to create a cause of action on behalf
13 of any employee, and no employer shall be required to adopt or implement the best-
14 practice guidelines.**

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EXPLANATION — Matter enclosed in bold-faced brackets [thus] in the above bill is not enacted and is intended to be omitted from the law. Matter in **bold-face** type in the above bill is proposed language.