

2019 Regular Session

HOUSE BILL NO. 289

BY REPRESENTATIVE NORTON

Prefiled pursuant to Article III, Section 2(A)(4)(b)(i) of the Constitution of Louisiana.

EMPLOYMENT: Provides relative to equal pay for women

1 AN ACT

2 To amend and reenact R.S. 23:662, 663, 665, and 667(A), relative to equal pay for women;
3 to provide for public policy; to revise definitions; to provide for a complaint
4 procedure; to provide for appropriate jurisdiction for suits brought for violations; and
5 to provide for related matters.

6 Be it enacted by the Legislature of Louisiana:

7 Section 1. R.S. 23:662, 663, 665, and 667(A) are hereby amended and reenacted to
8 read as follows:

9 §662. Declaration of public policy

10 The public policy of this state is that a woman who ~~performs public service~~
11 for is employed in the state of Louisiana is entitled to be paid the same compensation
12 for her service as is paid to a man who performs the same kind, grade and quality of
13 service, and a distinction in compensation ~~may~~ shall not be made because of sex.

14 §663. Definitions

15 As used in this Chapter, the following terms shall have the definitions
16 ascribed in this Section unless the context indicates otherwise:

- 17 (1) "Commission" means the Louisiana Commission on Human Rights.
- 18 (2) "Employee" means any female individual who ~~is employed to work forty~~
19 ~~or more hours a week and who is employed by~~ works for the employer in return for
20 compensation, on a full-time or part-time basis.

Present law provides for a one-year prescriptive period for bringing any action to recover from the time the employee knows about the violation. Proposed law retains present law.

(Amends R.S. 23:662, 663, 665, and 667(A))