
DIGEST

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HB 289 Original

2019 Regular Session

Norton

Abstract: Provides that pay equality shall extend to all persons employed in the state of La.

Present law provides that women employed as public employees shall be entitled to the same compensation as men employed as public employees.

Proposed law extends present law to provide that pay equality shall apply to all employed in the state.

Present law provides that an employee is any female individual who is employed to work 40 hours or more for an employer.

Proposed law extends present law to provide any female individual who works for an employer on a full-time or part-time basis.

Present law defines "employer" as any department, office, division, agency, commission, board, committee, or other organizational unit of the state.

Proposed law extends present law to provide that an "employer" is an individual, partnership, corporation, association, business, trust, person, labor organization as defined in this Section, or entity for whom 15 or more employees are gainfully employed within the state and includes the state of La., any state officer, any department or agency, any unit of local government, and any school district.

Present law makes it unlawful for an employer to pay wages to an employee at a rate less than the rate at which the employer pays wages to another employee of the opposite sex for the same or substantially similar work in the same workplace. Proposed law retains present law.

Present law provides that if the Human Rights Commission finds evidence of discriminatory action on the part of the employer but fails to resolve the dispute, or fails to render a decision on the dispute within 120 days, the employee may institute a civil suit in the 19th Judicial District Court.

Proposed law changes the jurisdiction from the 19th Judicial District Court to any district court of competent jurisdiction. Proposed law otherwise retains present law.

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))