The original instrument and the following digest, which constitutes no part of the legislative instrument, were prepared by Sharon F. Lyles.

## DIGEST 2020 Regular Session

Bouie

<u>Present law</u>, cited as the La. Equal Pay for Women Act (R.S. 23:661 et seq.), provides for pay equality for women who are employees of any department, office, division, agency, commission, board, committee, or other organizational unit of the state.

<u>Present law</u> prohibits pay discrimination based on sex and provides for definitions, procedures, exceptions, a complaint procedure, damages, and a limitation of actions.

<u>Proposed law</u> provides for equal pay in public government contracts and requires that any contractor who enters into a contract with a public entity to comply with the provisions of <u>present law</u>.

Proposed law provides definitions for "contractor" and "public entity".

<u>Proposed law</u> requires any contractor or subcontractor who enters into a contract with a public entity to submit an affidavit certifying compliance with <u>present law</u>.

<u>Proposed law</u> requires the contractor to keep and maintain employee records containing each employee's name, address, position, and wages for not less than three years from the completion or acceptance of the contract.

<u>Proposed law</u> provides for penalties for violations of <u>proposed law</u> including cancellation of the contract and additionally, penalties in R.S. 23:666 including unpaid wages, reasonable attorney fees, and costs.

Effective August 1, 2020.

SB 77 Original

(Adds R.S. 39:2301-2304)