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## DIGEST

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Stokes

HB No. 956

**Abstract:** Provides that pay inequality in employment is a discriminatory practice.

Present law provides that it is unlawful discrimination in employment for an employer to intentionally refuse to hire, discharge an individual, or otherwise discriminate against an individual on the basis of race, color, religion, sex, or national origin.

Present law prohibits employers from intentionally segregating, limiting, or classifying individuals on the basis of race, color, religion, sex, or national origin in any way that would deprive the individual of employment opportunities.

Proposed law provides that it shall be unlawful to pay an individual less than another individual on the basis of sex, when both individuals work on jobs that require equal skill, effort, and responsibility, and which are performed under similar working conditions.

Proposed law requires that an employer may not reduce the wages of any other employee in order to comply with proposed law.

(Amends R.S. 23:332(A))