

DIGEST

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Murray

SB No. 322

Present law prohibits any employer, whether public or private, from intentionally discriminating against an employee on the basis of sex.

Present law prohibits employment discrimination against women who are state government employees, whether the discrimination is intentional or unintentional, which is known as the "Louisiana Equal Pay for Women Act".

Present law provides that if an employer fails to resolve the dispute to the satisfaction of such employee within the time provided herein, the employee may file a complaint in court pursuant to the "Louisiana Employment Discrimination Law".

Proposed law provides that a complaint be filed with the Louisiana Commission on Human Rights.

Present law provides that a one-year prescriptive period shall be suspended during the 60 day period allowed for the employer to respond to the employee's written notice, during the pendency of any administrative review or investigation of the employee's claim by the commission or the United States Department of Labor, or both.

Proposed law retains present law but provides that the prescriptive period regarding the employees claim be suspended when filed with the Louisiana Commission on Human Rights but changes the alternative filing from the United States Department of Labor to the U.S. Equal Employment Opportunity Commission.

Present law provides that the Louisiana Commission on Human Rights is a state commission which enforces the policies embodied in the Federal Civil Rights Act of 1964, 1968, and 1972 and the Age Discrimination in Employment Act of 1967. Present law provides that Louisiana Commission on Human Rights accepts the deferral of cases from the federal Equal Employment Opportunity Commission.

Present law provides that the Louisiana Commission on Human Rights shall have enforcement powers including adjudication of claims of discrimination on the basis of age, race, color, religion, sex, or national origin.

Proposed law retains present law but provides that the Louisiana Commission on Human Rights shall also have jurisdiction over matters associated with the "Louisiana Equal Pay for Women Act".

Effective August 1, 2014.

(Amends R.S. 23:665(B), 667(B), R.S. 51:2231(C), 2232(12), and 2235(9))

Summary of Amendments Adopted by House

Committee Amendments Proposed by House Committee on Labor and Industrial Relations to the reengrossed bill.

1. Made technical amendments.