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HOUSE FLOOR AMENDMENTS

Amendments proposed by Representative Lopinto to Reengrossed Senate Bill No. 359 by Senator Donahue

1 AMENDMENT NO. 1

2 On page 1, line 2, delete "R.S. 23:632, relative to" and insert in lieu thereof "R.S. 23:332(A)
3 and (H)(3) and 632, relative to wages; to provide with respect to"

4 AMENDMENT NO. 2

5 On page 1, line 4, after "exception;" insert "to provide with respect to employment
6 discrimination;"

7 AMENDMENT NO. 3

8 On page 1, line 6, delete "R.S. 23:632 is" and insert in lieu thereof "R.S. 23:332(A) and
9 (H)(3) and 632 are"

10 AMENDMENT NO. 4

11 On page 1, between lines 6 and 7, insert the following:

12 §332. Intentional discrimination in employment

13 A. It shall be unlawful discrimination in employment for an employer to
14 engage in any of the following practices:

15 (1) Intentionally fail or refuse to hire or to discharge any individual, or
16 otherwise to intentionally discriminate against any individual with respect to ~~his~~
17 compensation, or ~~his~~ terms, conditions, or privileges of employment, because of the
18 individual's race, color, religion, sex, or national origin.

19 (2) Intentionally limit, segregate, or classify ~~his~~ employees or applicants for
20 employment in any way which would deprive or tend to deprive any individual of
21 employment opportunities, or otherwise adversely affect ~~his~~ the individual's status
22 as an employee, because of the individual's race, color, religion, sex, or national
23 origin.

24 (3) Intentionally pay wages to an employee at a rate less than that of another
25 employee of the opposite sex for equal work on jobs in which their performance
26 requires equal skill, effort, and responsibility, and which are performed under similar
27 working conditions. An employer paying wages in violation of this Section may not
28 reduce the wages of any other employee in order to comply with this Section.

29 * * *

30 H. Notwithstanding any other provision of this Section, it shall not be
31 unlawful discrimination in employment for:

32 * * *

33 (3) An employer to apply different standards of compensation or different
34 terms, conditions, or privileges of employment pursuant to a bona fide seniority or
35 merit system, or a system which measures earnings by quantity or quality of
36 production, or any other differential based on any factor other than sex, or to
37 employees who work in different locations, provided that such differences are not
38 the result of an intention to discriminate because of race, color, religion, sex, or
39 national origin.

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