

SENATE BILL NO. 322

BY SENATOR MURRAY

1 AN ACT

2 To amend and reenact R.S. 23:665(B) and 667(B), and R.S. 51:2231(C), 2232(12), and
3 2235(9), relative to the Equal Pay for Women Act; to provide for prohibited
4 discrimination in employment; to provide for jurisdiction; to provide for
5 prescription; to provide for suspension of prescription; to provide for agencies; and
6 to provide for related matters.

7 Be it enacted by the Legislature of Louisiana:

8 Section 1. R.S. 23:665(B) and 667(B) are hereby amended and reenacted to read as
9 follows:

10 §665. Complaint procedure

11 * * *

12 B. If an employer fails to resolve the dispute to the satisfaction of such
13 employee within the time provided herein, the employee may file a complaint with
14 the commission requesting an investigation of the complaint pursuant to R.S. ~~23:301~~
15 **51:2257**.

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17 §667. Limitation of actions

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19 B. This one-year prescriptive period shall be suspended during the sixty-day
20 period allowed the employer by this Chapter to respond to the employee's written
21 notice, during the pendency of any administrative review or investigation of the
22 employee's claim by the ~~commission~~ **Louisiana Commission on Human Rights** or
23 the United States ~~Department of Labor~~ **Equal Employment Opportunity**
24 **Commission**, or both.

25 Section 2. R.S. 51:2231(C), 2232(12), and 2235(9) are hereby amended and
26 reenacted to read as follows:

27 §2231. Statement of purpose; limitation on prohibitions against discrimination

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because of age

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C. The Louisiana Commission on Human Rights shall have enforcement powers including adjudication of claims of discrimination prohibited by R.S. 23:312, 323, and 332, sickle cell trait discrimination prohibited by R.S. 23:352, and discrimination because of pregnancy prohibited by R.S. 23:341 et seq., **and pay discrimination prohibited by R.S. 23:664.**

§2232. Definitions

As used in this Chapter:

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(12) "Discriminatory practice in connection with employment" means an employment practice prohibited by R.S. 23:312, 323, ~~or 332,~~ **or 664.**

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§2235. Powers and duties of commission

In the enforcement of this Chapter, the commission shall have the following powers and duties:

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(9) To receive, initiate, investigate, seek to conciliate, hold hearings on, and pass upon complaints alleging violations of this Chapter **or Chapter 3-A or Chapter 6-A of Title 23 of the Louisiana Revised Statutes of 1950.**

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PRESIDENT OF THE SENATE

SPEAKER OF THE HOUSE OF REPRESENTATIVES

GOVERNOR OF THE STATE OF LOUISIANA

APPROVED: _____