

BY REPRESENTATIVES COX AND BROADWATER

1 A CONCURRENT RESOLUTION

2 To urge and request the Louisiana Workforce Commission to provide information regarding

3 gender discrimination by pay disparity and to make the information available to

4 employers for the purpose of educating employees regarding intentional

5 discrimination laws and on the procedures in place for violations of those laws.

6 WHEREAS, the issue of gender discrimination by pay disparity has been at the

7 forefront in recent legislative sessions in Louisiana and around the nation with legislation

8 filed to ensure that employees are paid equally for the same work regardless of gender; and

9 WHEREAS, the pay disparity between men and women in the state of Louisiana is

10 significant and leads to a higher poverty rate in our state due to the number of households

11 led by a single mother; and

12 WHEREAS, R.S. 23:332 prohibits intentionally paying wages to an employee at a

13 rate less than that of another employee of the opposite sex for equal work on a job in which

14 their performance requires equal skill, effort, and responsibility and which are performed

15 under similar working conditions; and

16 WHEREAS, in the event of discrimination, R.S. 23:303 provides for an

17 administrative investigation by the federal Equal Employment Opportunity Commission or

18 the Louisiana Commission on Human Rights as well as for a civil cause of action with

19 penalties when appropriate; and

20 WHEREAS, with proper knowledge and notice, employees within our state can be

21 aware of this law and of their rights.

1 WHEREAS, the Louisiana Workforce Commission (commission) is charged by R.S.
2 23:1 with the administration and enforcement of all labor laws, rules, policies, and
3 regulations as well as the responsibility to meet the needs of employees, job-seekers, and
4 employers seeking to hire a skilled workforce; and

5 WHEREAS, R.S. 23:15 requires that every employer keep conspicuously posted in
6 or about the premises wherein any worker is employed, a printed copy or abstract of those
7 labor laws which the executive director of the commission may designate, in a form to be
8 furnished by the executive director; and

9 WHEREAS, the commission maintains an internet webpage on which employers can
10 view and download the posters mandated by state and federal law; and

11 WHEREAS, although not a mandatory poster, if made available on the webpage, a
12 poster containing the laws regarding gender discrimination by pay disparity and the remedies
13 for any violations can be viewed by employers when employers visit the commission's web
14 page to obtain mandatory posters; and

15 WHEREAS, chambers of commerce serve to promote business interests and
16 disseminate information to member businesses; and

17 WHEREAS, a poster made available to chambers of commerce can be distributed
18 to member businesses to further ensure that businesses throughout our state are provided
19 with information that is important for their protection and for that of their employees; and

20 WHEREAS, it is in the best interest of the state's employers and workforce to be
21 informed of the prohibition against intentional discrimination in employment by pay
22 disparity based on gender.

23 THEREFORE, BE IT RESOLVED that the Legislature of Louisiana does hereby
24 urge and request the Louisiana Workforce Commission to create a poster and make it
25 available to employers and chambers of commerce to ably inform employees of their rights
26 and the procedures to remedy any violation of those rights regarding gender discrimination
27 by pay disparity.

28 BE IT FURTHER RESOLVED that the poster be available on the commission's
29 webpage so that it is readily available to all employers and employees within the state.

- 1 BE IT FURTHER RESOLVED that a copy of this Resolution be transmitted to the
- 2 Louisiana Commission on Human Rights and the Louisiana Workforce Commission.
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DIGEST

The digest printed below was prepared by House Legislative Services. It constitutes no part of the legislative instrument. The keyword, one-liner, abstract, and digest do not constitute part of the law or proof or indicia of legislative intent. [R.S. 1:13(B) and 24:177(E)]

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Cox

Requests the La. Workforce Commission to notify Louisiana employers, chambers of commerce, and employees of their rights regarding pay discrimination based on gender by making posters available online.