
DIGEST

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Norton

HB No. 658

Abstract: Provides that pay equality shall extend to all persons employed in the state of La.

Present law provides that women employed as public employees shall be entitled to the same compensation as men employed as public employees.

Proposed law extends present law to provide that pay equality shall apply to all employed in the state.

Present law defines "employer" as any department, office, division, agency, commission, board, committee or other organizational unit of the state.

Proposed law extends present law to provide an "employer" is an individual, partnership, corporation, association, business, trust, person, labor organization as defined in this Section, or entity for whom fifteen or more employees are gainfully employed within the state and includes the state of La, any state officer, any department or agency, any unit of local government, and any school district.

Present law makes it unlawful for an employer to pay wages to an employee at a rate less than the rate at which the employer pays wages to another employee of the opposite sex for the same or substantially similar work in the same establishment.

Proposed law retains present law.

Present law provides that if the Human Rights Commission finds evidence of discriminatory action on the part of the employer but fails to resolve the dispute, or fails to render a decision on the dispute within 120 days, the employee may institute a civil suit in the 19th Judicial District Court.

Proposed law does not require that a suit be brought in the 19th Judicial District Court, but instead, allows suit to be brought in any district court of competent jurisdiction. Proposed law otherwise retains present law.

Present law provides for a one-year prescriptive period in bringing any action to recover from the time the employee knows about the violation. Such action would be filed in the 19th Judicial District Court.

Proposed law changes present law by allowing an action to recover to be filed in a district court of competent jurisdiction.

(Amends R.S. 23:662, 663, 665(C), and 667(A))