

Regular Session, 2014

HOUSE BILL NO. 956

BY REPRESENTATIVES STOKES, BROADWATER, HODGES, AND SIMON AND
SENATOR BUFFINGTON

EMPLOYMENT/WAGES: Provides with respect to pay equality

1 AN ACT

2 To amend and reenact R.S. 23:332(A), relative to employment discrimination; to provide
3 with respect to wage discrimination; and to provide for related matters.

4 Be it enacted by the Legislature of Louisiana:

5 Section 1. R.S. 23:332(A) is hereby amended and reenacted to read as follows:

6 §332. Intentional discrimination in employment

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

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

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

18 (3) Intentionally pay wages to an employee in any establishment at a rate less
19 than that of another employee of the opposite sex in such establishment for equal
20 work on jobs in which their performance requires equal skill, effort, and

1 responsibility, and which are performed under similar working conditions. An
2 employer paying wages in violation of this Section may not reduce the wages of any
3 other employee in order to comply with this Section.

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)]

Stokes

HB No. 956

Abstract: Provides that pay inequality in employment is a discriminatory practice.

Present law provides that it is unlawful discrimination in employment for an employer to intentionally refuse to hire, discharge an individual, or otherwise discriminate against an individual on the basis of race, color, religion, sex, or national origin.

Present law prohibits employers from intentionally segregating, limiting, or classifying individuals on the basis of race, color, religion, sex, or national origin in any way that would deprive the individual of employment opportunities.

Proposed law provides that it shall be unlawful to pay an individual less than another individual on the basis of sex, when both individuals work on jobs that require equal skill, effort, and responsibility, and which are performed under similar working conditions.

Proposed law requires that an employer may not reduce the wages of any other employee in order to comply with proposed law.

(Amends R.S. 23:332(A))