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## DIGEST

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HB 387 Original

2016 Regular Session

Jackson

**Abstract:** Re-creates the Equal Pay Commission to study pay disparities among women and minorities.

Present law created the Equal Pay Commission and provided for its purpose and composition. Present law further provided all meeting, staffing, and reporting requirements. Present law terminated the authority of the commission on July 1, 2006.

Proposed law provides for the re-creation of the Equal Pay Commission. The purposes of the commission shall be to study:

- (1) The extent of wage disparities between men and women and between minorities and non-minorities.
- (2) Factors which cause or which tend to cause wage disparities.
- (3) The consequences of wage disparities on the economy and families.
- (4) Actions that can be implemented, including proposed legislation, that are likely to lead to the elimination and prevention of wage disparities.

Proposed law provides that the membership of the commission shall be:

- (1) The executive director of the La. Workforce Commission (LWC) or his designee as a nonvoting ex-officio member.
- (2) Two representatives of business and industry appointed by the governor.
- (3) Two representatives of organized labor appointed by the governor.
- (4) Two representatives from the NAACP appointed by the governor.
- (5) Two laborers of Hispanic descent appointed by the governor.
- (6) Two laborers of Asian descent appointed by the governor.
- (7) Two representatives of the La. Women's Policy and Research Commission appointed by the

governor.

- (8) The chairperson of the La. Legislative Women's Caucus and two other members of the caucus appointed by the chairperson, one republican and one democratic.

The following entities may each submit a list of up to three nominees to the governor from whom he may choose the eight of the members to represent higher education and who have experience and expertise in the collection and analysis of data concerning pay disparities:

- (9) One representative of the Southern University System.
- (10) One representative of the Louisiana State University System.
- (11) One representative of the University of Louisiana System.
- (12) One representative of the Louisiana Community and Technical College System.
- (13) One representative of Loyola University.
- (14) One representative of Tulane University.
- (15) One representative of Xavier University of Louisiana.
- (16) One representative of Dillard University.

Proposed law provides that service on the commission is unpaid except for legislative per diem and expenses to which the legislative members are entitled.

Proposed law requires the commission to meet at least four times per year and at the call of the chairman. The first meeting must be held within 30 days of the governor's appointments and a chairperson is to be selected at that time.

Proposed law further provides that the LWC shall staff the commission and provide facilities for the commission. The commission shall have access to resources provided by agencies of the state.

Proposed law requires the commission to report its findings and recommendations annually, at least 30 days before each legislative session, to the House and Senate committees on labor and industrial relations.

(Amends R.S. 23:2021-2024)