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April 7, 2016

COMMITTEE SUBSTITUTE
FOR ENGROSSED
HOUSE BILL NO. 2929

By: Dunnington, Young,
Griffith, Virgin, Lockhart,
Wood, Sherrer, Scott,
Shelton and Hoskin of the
House

and

Loveless, David, Griffin
and Floyd of the Senate

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[ labor - discriminatory wages - Commissioner of
Labor - effective date ]
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~~BE IT ENACTED BY THE PEOPLE OF THE STATE OF OKLAHOMA:~~

SECTION 1. AMENDATORY 40 O.S. 2011, Section 198.1, is amended to read as follows:

Section 198.1 It shall be unlawful for any employer within the State of Oklahoma to willfully pay wages to women employees at a rate less than the rate at which he or she pays any employee of the opposite sex for comparable work on jobs which have comparable requirements relating to skill, effort and responsibility, except where such payment is made pursuant to a seniority system; a merit system; a system which measures earnings by quantity or quality of production; or a differential based on any factor other than sex.

1 SECTION 2. AMENDATORY 40 O.S. 2011, Section 198.2, is
2 amended to read as follows:

3 Section 198.2 It shall be the duty of the Commissioner of Labor
4 to enforce the ~~provisions of this act~~ labor laws of this state.
5 Whenever the Commissioner is informed of any violations thereof, it
6 shall be his or her duty to investigate same and, in his or her
7 discretion, said Commissioner is hereby authorized to institute
8 proceedings for the enforcement of penalties herein provided before
9 any court of competent jurisdiction. Any employer who violates the
10 ~~provisions of this act~~ labor laws of this state shall be deemed
11 guilty of a misdemeanor and shall upon conviction thereof, be
12 punished by a fine of not less than ~~Twenty-five Dollars (\$25.00)~~
13 Fifty Dollars (\$50.00) nor more than ~~One Hundred Dollars (\$100.00)~~
14 Two Hundred Dollars (\$200.00).

15 SECTION 3. This act shall become effective November 1, 2016.

16 COMMITTEE REPORT BY: COMMITTEE ON BUSINESS AND COMMERCE
17 April 7, 2016 - DO PASS AS AMENDED
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