

STATE OF OKLAHOMA

2nd Session of the 55th Legislature (2016)

HOUSE BILL 2929

By: Dunnington

AS INTRODUCED

An Act relating to labor; amending 40 O.S. 2011, Sections 198.1 and 198.2, which relate to discriminatory wages; prohibiting certain actions by employer; increasing penalties; and providing an effective date.

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 A. 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 pays any~~ an 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.

B. It shall be unlawful for an employer to discharge or in any other manner discriminate against an employee because:

1 1. The employee has made a wage claim or discussed, inquired
2 about or consulted an attorney or agency about a wage claim;

3 2. The employee has caused to be instituted any proceedings
4 under or related to this act; or

5 3. The employee has testified or is about to testify in any such
6 proceedings.

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

9 Section 198.2 It shall be the duty of the Commissioner of Labor
10 to enforce the provisions of this act. Whenever the Commissioner is
11 informed of any violations thereof, it shall be his or her duty to
12 investigate ~~same and, in his discretion, said Commissioner is hereby~~
13 authorized to institute proceedings for the enforcement of penalties
14 ~~herein~~ provided before any court of competent jurisdiction. Any
15 employer who violates the provisions of this act shall be deemed
16 guilty of a misdemeanor and shall upon conviction thereof, be
17 punished by a fine of not less than ~~Twenty-five Dollars (\$25.00)~~
18 Fifty Dollars (\$50.00) nor more than ~~One Hundred Dollars (\$100.00)~~
19 Two Hundred Dollars (\$200.00) for each separate violation per pay
20 period. In addition, the employer shall pay any back pay found to
21 be owed to the employee.

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

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24 55-2-7901 LRB 01/20/16