

**BILL SUMMARY**  
2<sup>nd</sup> Session of the 55<sup>th</sup> Legislature

<b>Bill No.:</b>	<b>HB 2929</b>
<b>Version:</b>	<b>CS</b>
<b>Request Number:</b>	<b>8986</b>
<b>Author:</b>	<b>Rep. Dunnington</b>
<b>Date:</b>	<b>2/17/2016</b>
<b>Impact:</b>	<b>Dept. of Labor: no fiscal impact</b>

**Research Analysis**

HB 2929 prohibits an employer from firing or discriminating against an employee who inquires about, discusses or discloses the wages of the employee or another employee. Fines for willful wage discrimination would be made civil fines, issued by the Labor Commissioner, rather than from a court. Fines are also doubled, with the minimum increasing from \$25 to \$50 and the maximum from \$100 to \$200. These fines would be deposited in the General Revenue Fund. Finally, the measure authorizes the Commissioner to keep the equivalent of 25% of the back pay owed to the employee, to recover the cost of investigation and proceedings, with the amount deposited in the Department of Labor Revolving Fund.

Prepared By: Sean Webster

**Fiscal Analysis**

The PCS of HB 2929, with confirmation from the Dept. of Labor, has no fiscal impact considerations at this time. The bill increases the minimum fine amount for infractions from \$25.00 to \$50.00 and the maximum from \$100.00 to \$200.00.

According to the Dept. of Labor, historically, there have never been any instances of Labor enforcing this statute, and therefore, there has never been any revenue collected from the fine.

Prepared By: Kristina King

**Other Considerations**

None.