

BILL SUMMARY
2nd Session of the 56th Legislature

Bill No.:	HB 1530
Version:	CS
Request Number:	9829
Author:	Rep. Dunnington
Date:	2/28/2018
Impact:	Increases fine. Possible positive impact to agency and GRF.

Research Analysis

HB 1530 clarifies language prohibiting an employer from discriminating between the sexes based on wages, benefits or other compensation. The measure further prohibits paying an employee at wage or salary rates less than those paid to employees of the opposite sex for comparable work, with certain exceptions, including systems based on seniority, merit, quantity or quality of sales, geographic location, education or travel. An employer would be prohibited from lowering the pay of an employee in order to comply with this provision and from discharging or discriminating against an employee who inquires about or discusses pay.. The measure requires actions based on these provisions to be instituted within two years of the alleged violation. Finally, fines for violations are doubled, and in the event a violation is found by the Commissioner of Labor, the employer would be required to pay the employee back pay.

Prepared By: Sean Webster

Fiscal Analysis

The measure relates to discriminatory wages and raises the minimum fine of \$25 to \$50 and the maximum fine from \$100 to \$200 for each violation per month per employer. The measure further authorizes the Department of Labor to initiate proceedings and penalties in civil fines, recover the cost of investigation and proceedings and to keep an amount equal to 25% of the back pay owed to the employee. These funds shall be deposited into the Dept. of Labor's revolving fund. All civil fines recovered shall be deposited into the General Revenue Fund. The fiscal impact would be contingent upon the number of employers who are fined and the amount under which they are fined.

Prepared By: Jenny Mobley

Other Considerations

None.