

BILL SUMMARY
2nd Session of the 56th Legislature

Bill No.:	HB 1530
Version:	INT
Request Number:	5379
Author:	Rep. Dunnington
Date:	2/19/2018
Impact:	Increases fine. Measure has a minimum positive fiscal impact to the Dept. of Labor and the General Revenue Fund.

Research Analysis

HB 1530, as introduced, prohibits an employer from discharging or discriminating in any way against an employee because that employee inquired about or discussed wages, either their own or those of someone else employed by the company. The measure also authorizes the Commissioner of Labor to enforce penalties and civil fines. Fines for willfully paying female employees less than other employees are doubled, and the Commissioner of Labor may receive an amount equivalent to 25% of the back pay awarded to the employee in order to cover investigation and proceedings costs.

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.