

BILL SUMMARY
2nd Session of the 56th Legislature

Bill No.:	HB 2534
Version:	INT
Request Number:	8199
Author:	Rep. Walke
Date:	2/19/2018
Impact:	Dept. of Labor: Fiscal impact negligible to agency.

Research Analysis

HB 2534, 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 as written will have a negligible fiscal impact to the agency. The language amends and increases the civil penalty assessments permitted under existing law to the Employment Standard Division of the Labor Department. The agency does not anticipate the proposed changes to result in an influx of discriminatory wage claim filings.

Prepared By: Jenny Mobley

Other Considerations

None.