National Conference of State Legislatures

2010 Legislation on Equal Pay Year End Search 2010

ALABAMA

AL HJR 155 Hall L (D)

Title: Equal Pay Commission

Introduced: 01/26/2010 Status: Failed - Adjourned

Summary: Establishes the equal pay commission.

AL HR 147 Hall L (D)

Title: Equal Pay Commission

Introduced: 01/26/2010

Status: Resolution adopted 01/28/2010.
Summary: Establishes the Equal Pay Commission.

AL SJR 118 Figures (D)

Title: Equal Pay Commission

Introduced: 03/23/2010 Status: Failed - Adjourned

Summary: Establishes the Equal Pay Commission.

CALIFORNIA

CA A 793 Jones (D)

Title: Employment: Discrimination

Introduced: 02/26/2009

Status: Vetoed. 10/11/2009 Vetoed by Governor.

Summary: Specifies when a cause of action for unlawful discrimination or unlawful employment practice with respect to compensation accrues for determining whether a complaint was filed within statutory deadlines.

CA ACR 155 Skinner (D)

Title: Equal Pay for Women Day

Introduced: 04/12/2010 Status: Failed - Adjourned

Summary: Proclaims April 20, 2010 as Equal Pay for Women Day.

COLORADO

CO H 1417 Peniston (D)

Title: Pay Equity Commission

Introduced: 04/19/2010

Status: Enacted. 05/25/2010 Signed by Governor. Session Law Chaptered. Chapter No. 266. Summary: Concerns the creation of the Pay Equity Commission within the Department of Labor and Employment to educate employers about practices that contribute to pay inequities, develop an inventory of best practices for encouraging equal pay, studying other state models that achieve pay equity, recognizing employers who pursue pay equity practices and working to establish the state as a model employer with regard to pay equity.

CO SJR 34 Hudak (D)
Title: Equal Pay Day
Introduced: 04/19/2010

Status: Adopted

Summary: Concerns the designation of April 20, 2010, as Equal Pay Day in Colorado; acknowledges the persisting problem of wage disparity among various groups.

DELAWARE

DE HCR 35 Keeley (D)
Title: Equal Pay Day
Introduced: 04/20/2010
Status: Adopted

Summary: Designates Tuesday, April 20, 2010 as Equal Pay Day in the State.

DE HR 18 Keeley (D)
Title: Equal Pay Day
Introduced: 04/28/2009
Status: Adopted

Summary: Designates Tuesday, April 28, 2009 as Equal Pay Day in the State of Delaware.

FLORIDA

FL H 1623 Cruz (D)

Title: Employment Discrimination

Introduced: 03/02/2010 Status: Failed

Summary: Relates to employment discrimination; creates Helen Gordon Davis Equal Pay Protection Act; requires Agency for Workforce Innovation to conduct studies and provide information to employers, labor organizations and public concerning means available to eliminate pay disparities between men and women; designates Commission on Human Relations as primary enforcement agency for claims under federal Equal Pay Act.

FL S 2672 Joyner (D)

Title: Helen Gordon Davis Equal Pay Protection Act

Introduced: 03/11/2010 Status: Failed

Summary: Relates to Helen Gordon Davis equal pay protection act; recognizes the importance of the AWI and the Commission on Human Relations in ensuring equal pay; requires the AWI to conduct studies and provide information to employers, labor organizations, and the public concerning the means available to eliminate pay disparities between men and women; creates the Governor's Recognition Award for Pay Equity in the Workplace.

HAWAII

HI HCR 267 Marumoto (R)
Title: Furlough Fridays
Introduced: 03/10/2010
Status: Failed - Adjourned

Summary: Urges the governor, the board of education, the department of education, and the Hawaii state teachers association to reopen negotiations to reduce furlough fridays.

IDAHO

ID H 547 House Commerce and Human Resources Committee

Title: Equal Pay Day
Introduced: 02/16/2010
Status: Failed - Adjourned

Summary: Adds to existing law relating to Equal Pay Day to provide legislative intent and to recognize Equal

Pay Day.

ILLINOIS

IL H 2102 Madigan (D)

Title: Equal Pay Act of 2003

Introduced: 02/17/2009 Status: Pending

Summary: Amends the Equal Pay Act of 2003. Makes a technical change in a Section concerning

enforcement.

IL H 3634 Currie (D)

Title: Underpayment of Wages

Introduced: 02/24/2009

Status: Enacted. 08/14/2009 Signed by Governor. Public Act No. 467.

Summary: Amends the Equal Pay Act of 2003. Requires that an employee file a complaint within a specified time period following the date of an underpayment. Provides that an employer subject to the Act shall preserve personnel records for a specified period of time. Provides that an action to collect a wage claim under the Act shall be brought within a specified number of years from the date of the underpayment.

IL H 4139 Schmitz (R)

Title: Illinois Human Rights Act

Introduced: 02/27/2009 Status: Pending

Summary: Amends the Illinois Human Rights Act. Provides that the Department of Human Rights must charge the complainant a fee of \$100 for filing a charge, that the fee must be paid in advance, and that it may not be waived. Provides that if a complainant who has filed a charge with the Equal Employment Opportunity Commission notifies the Department of his or her decision to proceed with the Department, the Department shall charge the complainant the filing fee.

IL HR 1103 Currie (D)
Title: Pay Equity Day
Introduced: 04/13/2010
Status: Adopted

Summary: Designates April 20, 2010 as Pay Equity Day in the State.

IL S 1121 Cullerton (D)

Title: Equal Pay Act of 2003

Introduced: 02/06/2009 Status: Pending

Summary: Amends the Equal Pay Act of 2003. Makes a technical change in a Section concerning

enforcement.

IL S 1928 Silverstein (D)

Title: Department of Human Rights Special Fund

Introduced: 02/20/2009

Status: Enacted. 08/28/2009 Signed by Governor. Public Act No. 786.

Summary: Amends the State Finance Act. Creates the Department of Human Rights Special Fund. Provides that moneys in the Fund are not subject to transfer to the General Revenue Fund. Amends the Human Rights Act to provide for the registration fee for filing an Employer Report Form to establish eligibility to be awarded a contract by a State agency. Provides for deposit of the fee into the Fund. Provides that moneys in the Fund shall be used to fund the Department's public contract compliance monitoring program.

IL S 2315 Radogno (R)

Title: Equal Pay Act of 2003

Introduced: 02/20/2009 Status: Pending Summary: Amends the Equal Pay Act of 2003. Makes a technical change in a Section concerning

enforcement.

IL SJR 61 Steans (D)
Title: Pay Equity Day
Introduced: 04/23/2009
Status: Pending

Summary: Designates April 28, 2009 as Pay Equity Day in the State of Illinois.

IL SR 762 Hutchinson (D)
Title: Pay Equity Day
Introduced: 04/14/2010
Status: Adopted

Summary: Designates April 20, 2010 as Pay Equity Day in the state.

IOWA

IA D 1394 Beall

Title: Equal Pay Protection Under Iowa Civil Rights Act

Prefiled: 12/04/2008

Status: Failed - Adjourned

Summary: Relates to equal pay protection under Iowa Civil Rights Act.

IA HSB 73 House State Government Committee

Title: Unfair Unemployment

Introduced: 01/22/2009 Status: Failed - Adjourned

Summary: Provides that discrimination against any employee on the basis of pay because of the age, race, creed, color, sex, sexual orientation, gender identity, national origin, religion, or disability of such employee is an unfair employment practice under the State Civil Rights Act.

IA SSB 1089 Senate State Government Committee

Title: Wage Discrimination

Introduced: 01/22/2009 Status: Failed - Adjourned

Summary: Provides that wage discrimination is an unfair employment practice under the Iowa civil rights Act and providing an enhanced remedy.

KENTUCKY

KY BR 449 Riner (D)

Title: Wage Discrimination

Prefiled: 12/16/2009 Status: Failed - Adjourned

Summary: (HB 133) Relates to wage discrimination; Defines "comparable worth" and use term to prohibit wage discrimination against a person of the opposite sex who is paid less for doing a job of comparable worth.

KY H 133 Riner (D)

Title: Wage Discrimination

Introduced: 01/05/2010 Status: Failed - Adjourned

Summary: Relates to wage discrimination; Defines "comparable worth" and use term to prohibit wage discrimination against a person of the opposite sex who is paid less for doing a job of comparable worth.

LOUISIANA

LA H 673 Norton (D)

Title: Employment Wages

Introduced: 03/29/2010

Status: Failed - Adjourned

Summary: Creates the Equal Pay for Women Act.

LA H 832 Richmond (D)

Title: Employment and Wages

Introduced: 03/29/2010 Status: Failed - Adjourned

Summary: Creates the Equal Pay for Women Act.

LA S 249 Dorsey (D)
Title: Employment
Introduced: 03/29/2010
Status: Failed - Adjourned

Summary: Enacts the Louisiana Equal Pay for Women Act.

MAINE

ME S 33 Simpson (D)
Title: Wage Inquiries
Introduced: 01/08/2009

Status: Enacted. 04/16/2009 Signed by Governor. Public Law No. 29.

Summary: Provides that an employer may not prohibit an employee from disclosing the employee's own wages or from inquiring about another employee's wages if the purpose of the disclosure or inquiry is to enforce the rights granted by this section; provides that nothing in this section creates an obligation to disclose wages.

MASSACHUSETTS

MA H 1880 Wolf (D)

Title: Comparable Work

Introduced: 01/19/2009 Status: Pending

Summary: Defines comparable work.

MA HD 1299 Wolf (D)

Title: Comparable Work

Prefiled: 01/07/2009 Status: Pending

Summary: Defines comparable work.

MA S 689 Jehlen (D)

Title: Comparable Work

Introduced: 01/19/2009 Status: Pending

Summary: Defines comparable work.

MA S 1810 Tarr (R)
Title: Gender Equity
Introduced: 01/19/2009
Status: Pending

Summary: Promotes gender equity.

MA SD 687 Jehlen (D)

Title: Comparable Work

Prefiled: 01/07/2009 Status: Pending

Summary: Defines comparable work.

MA SD 703 Tarr (R)
Title: Gender Equity
Prefiled: 01/07/2009
Status: Pending

Summary: Promotes gender equity.

MICHIGAN

MI H 4851 Bauer (D)

Title: Equal Pay for Equal Work

Introduced: 04/29/2009 Status: Pending

Summary: Prohibits discrimination for failing to provide equal compensation for comparable work under

certain circumstances.

MI H 4852 Byrnes (D)

Title: Wage Discrimination

Introduced: 04/29/2009 Status: Pending

Summary: Modifies provision regarding wage discrimination based on sex.

MI H 4853 Roberts (D)

Title: Wage Discrimination

Introduced: 04/29/2009 Status: Pending

Summary: Increases penalties for wage discrimination based on gender under certain circumstances.

MI H 4854 Slavens (D)
Title: Pay Equity
Introduced: 04/29/2009
Status: Pending

Summary: Establishes a commission on pay equity.

MI HR 251 Kennedy (D)
Title: Equal Pay Day
Introduced: 04/20/2010
Status: Adopted

Summary: Recognizes April 20, 2010, as Equal Pay Day in State.

MI S 486 Brater (D)
Title: Equal Pay
Introduced: 04/29/2009
Status: Pending

Summary: Requires equal compensation for comparable work.

MI S 487 Brater (D)

Title: Wage Discrimination

Introduced: 04/29/2009 Status: Pending

Summary: Modifies provision regarding wage discrimination based on sex.

MI S 488 Whitmer (D)
Title: Pay Equity
Introduced: 04/29/2009
Status: Pending

Summary: Establishes commission on pay equity.

MI S 489 Whitmer (D)

Title: Wage Discrimination

Introduced: 04/29/2009 Status: Pending

Summary: Increases penalties for wage discrimination based on gender.

MISSISSIPPI

MS H 525 Evans B (D)
Title: Fair Pay Act
Introduced: 01/11/2010
Status: Failed

Summary: Creates the Fair Pay Act of 2010 to require equivalent pay for equivalent jobs.

MS H 552 Evans J (D)
Title: Fair Pay Act
Introduced: 01/11/2010
Status: Failed

Summary: Creates the Fair Pay Act of 2010 to require equivalent pay for equivalent jobs.

MS S 2200 Walls (D)
Title: Equal Pay
Introduced: 01/06/2010
Status: Failed

Summary: Relates to equal pay; enacts Fair Pay Act of 2010.

MISSOURI

MO H 1962 Newman (D)

Title: Equal Pay for the Same Work Regardless

Introduced: 02/03/2010 Status: Failed - Adjourned

Summary: Requires equal pay for the same work regardless of gender and establishes a commission to study

wage disparities.

MO S 647 Bray (D)
Title: Equal Pay
Introduced: 01/06/2010
Status: Failed - Adjourned

Summary: Requires equal pay for the same work regardless of gender and establishes a commission to study

wage disparities.

NEW JERSEY

NJ A 1395 Carroll (R)
Title: Defamation Suits
Introduced: 01/12/2010
Status: Pending

Summary: Bars defamation suits against persons who fairly report the contents of a judicial proceeding or

court record.

NJ A 2563 Vainieri Huttle (D)
Title: Workplace Gender Equity

Introduced: 03/16/2010 Status: Pending

Summary: Concerns gender equity in the workplace.

NJ S 87 Rice (D)

Title: Public Works Contract

Introduced: 01/12/2010 Status: Pending

Summary: Establishes division in Department of Treasury to oversee and enforce equal employment

opportunity requirements with regard to public works contracts.

NJ S 1395 Weinberg (D)

Title: Workplace Pay Equity

Introduced: 02/11/2010 Status: Pending

Summary: Concerns pay equity in the workplace.

NEW MEXICO

NM H 288 Campos J (D)

Title: Human Right and Compensation Discrimination

Introduced: 02/03/2010 Status: Failed - Adjourned

Summary: Relates to human rights; provides a definition in the Human Rights Act to clarify discrimination in

matters of compensation.

NEW YORK

NY A 1119 Destito (D)

Title: Worker Compensation

Introduced: 01/07/2009 Status: Pending

Summary: Makes it a discriminatory practice for public employers to compensate employees of different sexes differently for work that is of comparable worth; makes exception for seniority system; prohibits reducing anyone's compensation to conform with this provision; provides three years for a compliance plan.

NY A 2351 Lifton (D)

Title: Discriminatory Practice

Introduced: 01/15/2009 Status: Pending

Summary: Makes it a discriminatory practice to compensate employees of different sexes differently for work that is of comparable worth; specifically provides when differing compensation is permissible; provides for phase-

NY A 3911 John (D)

Title: New York State Fair Pay Act

Introduced: 01/29/2009 Status: Pending

Summary: Enacts the "New York State fair pay act"; provides that it shall be an unlawful employment practice for an employer to discriminate between employees on the basis of sex, race and/or national origin by paying different wages.

NY S 201 Kruger (D)

Title: Public Agency Award Procedure

Introduced: 01/07/2009 Status: Pending

Summary: Establishes detailed procedure for awards following public bidding for purchases and contracts by all public benefit corporations and public authorities not otherwise exempted; establishes an equal employment opportunity program, the minority and women-owned business enterprise program.

NY S 752 Krueger (D)

Title: Equal Pay For Equal Pay

Introduced: 01/15/2009 Status: Pending

Summary: Proposes an amendment to article 1 of the constitution relating to equal pay for equal work; provides that all employees shall receive equal pay for equal work of comparable value, skill, effort and responsibility that is performed under similar working conditions.

NY S 955 Johnson C (D)

Title: New York State Fair Pay Act

Introduced: 01/22/2009 Status: Pending

Summary: Enacts the "New York State fair pay act"; provides that it shall be an unlawful employment practice for an employer to discriminate between employees on the basis of sex, race and/or national origin by paying different wages.

NY S 2968 Krueger (D)

Title: Gender Pay Discrimination

Introduced: 03/09/2009 Status: Pending

Summary: Makes it a discriminatory practice to compensate employees of different sexes differently for work that is of comparable worth; specifically provides when differing compensation is permissible; provides for phase-

NY S 5480 Savino (D)

Title: Required Gender Salary Equality

Introduced: 05/11/2009 Status: Pending

Summary: Makes it a discriminatory practice for public employers to compensate employees of different sexes differently for work that is of comparable worth; makes exception for seniority system; prohibits reducing anyone's compensation to conform with this provision; provides three years for a compliance plan.

NORTH CAROLINA

NC H 1049 Luebke (D)

Title: Nondiscrimination and Teacher Employment

Introduced: 04/06/2009 Status: Failed - Adjourned

Summary: Amends the State Personnel Act to include sexual orientation and gender identity or expression to the list of classifications covered by the State's Equal Employment Opportunity Law and requiring local Boards of Education to adopt policies for nondiscrimination in employment including sexual orientation and gender identity or expression among the covered classifications.

PENNSYLVANIA

PA SR 99 Orie (R)

Title: Workplace Pay Disparity Study

Introduced: 05/01/2009 Status: Pending

Summary: (Concurrent Resolution) Directs the Joint State Government Commission to study the issue of workplace pay disparity, to reexamine existing Federal and State Laws relating to that issue and to make recommendations to the General Assembly.

PA SR 100 Orie (R)
Title: Equal Pay Day
Introduced: 04/28/2009
Status: Adopted

Summary: Designates April 28, 2009, as Equal Pay Day in Pennsylvania.

PA SR 305 Orie (R)
Title: Equal Pay Day
Introduced: 04/19/2010
Status: Adopted

Summary: Designates April 20, 2010, as Equal Pay Day in Pennsylvania.

PUERTO RICO

PR H 998 Gonzalez Colon (PNP)

Title: Equal Pay for Equal Work Women Training Programs

Introduced: 02/23/2009

Status: Enacted. 03/11/2009 Signed by Governor. Law Number 11-2009.

Summary: Adopts as public policy that all departments, agencies and eligible municipalities prepare training programs and education; ensures equal pay for equal work for women and that they shall be beneficiaries of the funds provided by the Lilly Ledbetter Fair Pay Act; orders the Department of Education to prepare and submit proposal for compliance with Federal law to educate and train girls and women to enable them to receive equal pay for equal work.

PR HR 575 Mendez Nunez (PNP)

Title: Middle Class Impoverishment Study

Introduced: 04/14/2009 Status: Adopted

Summary: Orders the Commissioner of Labor and Industrial Relations and Women's Affairs and Equity to investigate the process of gradual impoverishment that has passed through the Puerto Rican middle class employed in the last decade including their social and economic consequences and corrective or remedial strategies to be put in place by the Government to counteract this trend.

PR HR 1516 Cruz Soto (PPD)

Title: Women Salary Data Study

Introduced: 11/11/2010 Status: Pending

Summary: Directs the House Committee on Women's Affairs and Equality to conduct an investigation aimed at determining the scientific truth and real economic impact of federal welfare data provided by the U.S. Census of Population within the American Community Survey of 2009, which argues that Puerto Rico is the only U.S. jurisdiction in the nation where women workers receive higher wages than those earned by male workers.

RHODE ISLAND

RI S 636 Ruggerio (D)

Title: Labor and Labor Relations

Introduced: 02/25/2009

Status: Failed - Adjourned

Summary: Would require that licensed contractors provide an employee supplied by a temporary employment agency or a temporary employee the same benefits that are provided to a full-time employee. This act would take effect upon passage.

TENNESSEE

TN H 763 Turner M (D)
Title: Sex Discrimination

Introduced: 02/11/2009

Status: Failed - Adjourned

Summary: Relates to sex discrimination; enacts Pay Equity in the Workplace Act of 2009.

TN H 776 Turner M (D)

Title: Employees Employers

Introduced: 02/11/2009

Status: Failed - Adjourned

Summary: Relates to employees employers; enacts the Pay Equity in the Workplace Act.

TN S 825 Marrero (D)
Title: Sex Discrimination
Introduced: 02/11/2009

Status: Failed - Adjourned

Summary: Relates to sex discrimination; enacts Pay Equity in the Workplace Act of 2009.

TN S 1664 Harper (D)

Title: Employees Employers

Introduced: 02/12/2009

Status: Failed - Adjourned

Summary: Relates to employees employers; enacts the Pay Equity in the Workplace Act.

TN SJR 831 Finney L (D)
Title: Equal Pay Day
Introduced: 03/03/2010

Status: Failed - Adjourned

Summary: Designates Tuesday, April 20, 2010, as Equal Pay Day in Tennessee.

VERMONT

VT HR 16 Keenan (D)
Title: Equal Pay Day
Introduced: 04/28/2009
Status: Adopted

Summary: Commemorates equal pay day.

VT SR 11 Kittell (D)
Title: Equal Pay Day
Introduced: 04/28/2009
Status: Adopted

Summary: Commemorates equal pay day.

VIRGINIA

VA H 454 Herring (D)

Title: Virginia Human Rights Council

Introduced: 01/13/2010 Status: Failed Summary: Expands the protection for employees for discrimination by certain employers those having more than five but less than 15 employees for failure or refusal to hire or for otherwise discriminating against any individual with respect to his compensation, terms, conditions, or privileges of employment on the basis of race, color, religion, national origin, sex, pregnancy, childbirth or related medical conditions, including lactation, or of age if the employee is 40 years old or older.

WASHINGTON

WA H 2001 Kenney (D)

Title: Higher Education Students

Introduced: 02/05/2009

Status: Failed - Adjourned

Summary: Regards insurance for higher education students participating in study or research abroad; authorizes a governing board of a state institution of higher education to require its students who participate in studies or research outside of the United States sponsored, arranged, or approved by the institution to purchase, as a condition of participation, certain insurance approved by the governing board.

WEST VIRGINIA

WV H 4179 Mahan (D)

Title: Termination Date of the Equal Pay Commission

Introduced: 01/26/2010 Status: Failed - Adjourned

Summary: Removes the termination date of the Equal Pay Commission.

WV H 4421 Mahan (D)

Title: Provision Specifying a Termination Date for the Equal P

Introduced: 02/10/2010 Status: Failed - Adjourned

Summary: Removes the provision specifying a termination date for the Equal Pay Commission.

WV H 4623 Mahan (D)

Title: Equal Pay Commission

Introduced: 02/22/2010

Status: Enacted. 04/01/2010 Signed by Governor. 04/22/2010 Act No. 112.

Summary: Adds additional members to the Equal Pay Commission; provides for additional members from

the House of Delegates and the Senate.

WV S 358 Palumbo (D)

Title: Equal Pay Commission Termination Date

Introduced: 01/27/2010 Status: Failed - Adjourned

Summary: Removes Equal Pay Commission termination date.

WV S 629 Palumbo (D)

Title: Equal Pay Coordinator Within Governors Office

Introduced: 02/19/2010 Status: Failed - Adjourned

Summary: Creates Equal Pay Coordinator within Governor's Office.

Source: StateNet, copyright Information for Public Affairs. Year-end search conducted November 24, 2010.