

Regular Session, 2014

SENATE BILL NO. 322

BY SENATOR MURRAY

EMPLOYMENT. Provides relative to the "Equal Pay for Women Act". (8/1/14)

1 AN ACT

2 To amend and reenact R.S. 23:665(B), 667(B), and R.S. 51:2231(C), 2232(12), and 2235(9),
3 relative to the Equal Pay for Women Act; to provide for prohibited discrimination
4 in employment; to provide for jurisdiction; to provide for prescription; to provide for
5 suspension of prescription; to provide for agencies; and to provide for related
6 matters.

7 Be it enacted by the Legislature of Louisiana:

8 Section 1. R.S. 23:665(B) and 667(B), are hereby amended and reenacted to read as
9 follows:

10 §665. Complaint procedure

11 * * *

12 B. If an employer fails to resolve the dispute to the satisfaction of such
13 employee within the time provided herein, the employee may file a complaint with
14 the commission requesting an investigation of the complaint pursuant to R.S. ~~23:301~~
15 **51:2257**.

16 * * *

17 §667. Limitation of actions

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B. This one-year prescriptive period shall be suspended during the sixty-day period allowed the employer by this Chapter to respond to the employee's written notice, during the pendency of any administrative review or investigation of the employee's claim by the ~~commission~~ Louisiana Commission on Human Rights or the United States ~~Department of Labor~~ Equal Employment Opportunity Commission, or both.

Section 2. R.S. 51:2231(C), 2232(12), and 2235(9) are hereby amended and reenacted read as follows:

§2231. Statement of purpose; limitation on prohibitions against discrimination because of age

* * *

C. The Louisiana Commission on Human Rights shall have enforcement powers including adjudication of claims of discrimination prohibited by R.S. 23:312, 323, and 332, sickle cell trait discrimination prohibited by R.S. 23:352, and discrimination because of pregnancy prohibited by R.S. 23:341 et seq., and pay discrimination prohibited by R.S. 23:664.

§2232. Definitions

As used in this Chapter:

* * *

(12) "Discriminatory practice in connection with employment" means an employment practice prohibited by R.S. 23:312, 323, ~~or 332,~~ or 664.

* * *

§2235. Powers and duties of commission

In the enforcement of this Chapter, the commission shall have the following powers and duties:

* * *

(9) To receive, initiate, investigate, seek to conciliate, hold hearings on, and pass upon complaints alleging violations of this Chapter or Chapter 3-A or

