

Regular Session, 2014

SENATE BILL NO. 443

BY SENATOR MURRAY

EMPLOYMENT. Requires the "Equal Pay for Women Act" to apply to local governments and political subdivisions. (8/1/14)

1 AN ACT

2 To amend and reenact R.S. 23:663(3) and 667(A), relative to the "Equal Pay for Women
3 Act"; to provide for prohibited discrimination in employment; to provide for
4 applicability to political subdivisions as defined in the constitution; to provide for
5 complaint procedures; and to provide for related matters.

6 Be it enacted by the Legislature of Louisiana:

7 Section 1. R.S. 23:663(3) and 667(A) are hereby amended and reenacted to read as
8 follows:

9 §663. Definitions

10 As used in this Chapter, the following terms shall have the definitions
11 ascribed in this Section unless the context indicates otherwise:

12 * * *

13 (3) "Employer" means any department, office, division, agency, commission,
14 board, committee or other organizational unit of the state or any political
15 subdivision as defined in Article VI, Section 44(2) of the Constitution of
16 Louisiana or any department, office, division, agency, commission, board, or
17 committee of the political subdivision.

1 * * *

2 §667. Limitation of actions

3 A. Any action filed in ~~the Nineteenth Judicial District Court~~ **a court of**
4 **competent jurisdiction where the employee is domiciled or pursuant to the**
5 **provisions of the Code of Civil Procedure Art. 42** to recover unpaid wages or any
6 other form of relief for a violation of this Chapter shall be commenced within one
7 year of the date that an employee is aware or should have been aware that the
8 employee's employer is in violation of this Chapter.

9 * * *

The original instrument was prepared by Carla S. Roberts. The following digest, which does not constitute a part of the legislative instrument, was prepared by Ashley Menou.

DIGEST

Murray (SB 443)

Present law prohibits any employer, whether public or private, from intentionally discriminating against an employee on the basis of sex.

Present law prohibits employment discrimination against women who are state government employees, whether the discrimination is intentional or unintentional, and is known as the "Louisiana Equal Pay for Women Act".

Proposed law retains present law but makes the "Louisiana Equal Pay for Women Act" also applicable to local governments and political subdivisions.

Present law provides that actions be filed in the 19th JDC to recover unpaid wages or any other form of relief for a violation and be commenced within one year of the date that an employee is aware or should have been aware that the employer is in violation.

Proposed law provides that actions to recover unpaid wages or any other form of relief for a violation of this Chapter shall be brought in a court of competent jurisdiction where the employee is domiciled or pursuant to the provisions of the Code of Civil Procedure Art. 42.

Effective August 1, 2014.

(Amends R.S. 23:663(3) and 667(A))

Summary of Amendments Adopted by Senate

Committee Amendments Proposed by Senate Committee on Senate and Governmental Affairs to the original bill

1. Changes the venue for actions to recover unpaid wages or other forms of relief to a court of competent jurisdiction where the employee is domiciled or pursuant to the provisions of the Code of Civil Procedure Art. 42.