

Regular Session, 2014

HOUSE BILL NO. 742

BY REPRESENTATIVE MORENO

LOCAL EMPLOYEES: Provides for pay equity for employees of local governmental and political subdivisions

1 AN ACT

2 To amend and reenact R.S. 23:663(3), relative to equal pay for women; to provide with  
3 respect to public employment; to provide for definitions; and to provide for related  
4 matters.

5 Be it enacted by the Legislature of Louisiana:

6 Section 1. R.S. 23:663(3) is hereby amended and reenacted to read as follows:

7 §663. Definitions

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

10 \* \* \*

11 (3) "Employer" means any department, office, division, agency, commission,  
12 board, committee or other organizational unit of the state, or any local governmental  
13 subdivision, political subdivision, or any agency or department thereof.

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DIGEST

The digest printed below was prepared by House Legislative Services. It constitutes no part of the legislative instrument. The keyword, one-liner, abstract, and digest do not constitute part of the law or proof or indicia of legislative intent. [R.S. 1:13(B) and 24:177(E)]

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Moreno

HB No. 742

**Abstract:** Includes all public employers in the Louisiana Equal Pay for Women Act.

Present law created the Louisiana Equal Pay for Women Act which provides that no employer may discriminate against an employee on the basis of sex by paying wages to that

employee at a rate less than that paid to an employee of a different sex for the same or substantially similar work.

Present law defines "employee" as both:

- (1) Any individual employed to work 40 or more hours a week.
- (2) Any female individual employed by the employer.

Present law defines "employer" as any department, office, division, agency, commission, board, committee, or other organizational unit of the state.

Proposed law extends the definition of "employer" to specifically include local governmental subdivisions, political subdivisions, and any agency or department under the local subdivision.

(Amends R.S. 23:663(3))