

FIRST REGULAR SESSION

HOUSE BILL NO. 375

99TH GENERAL ASSEMBLY

INTRODUCED BY REPRESENTATIVE NEWMAN.

0222H.011

D. ADAM CRUMBLISS, Chief Clerk

AN ACT

To amend chapter 290, RSMo, by adding thereto one new section relating to pay equity.

Be it enacted by the General Assembly of the state of Missouri, as follows:

Section A. Chapter 290, RSMo, is amended by adding thereto one new section, to be
2 known as section 290.165, to read as follows:

290.165. 1. **By January 1, 2018, the director of the department of labor and
2 industrial relations shall appoint a commission of fifteen members, to be known as the
3 "Equal Pay Commission".**

4 **2. Membership of the commission shall be as follows:**

5 **(1) Two representatives of businesses in the state who are appointed from among
6 individuals nominated by state business organizations and business trade associations;**

7 **(2) Two representatives of labor organizations who have been nominated by a state
8 labor federation chartered by a federation of national or international unions, that admits
9 local unions as members, and that exists primarily to carry on educational, legislative, and
10 coordinating activities;**

11 **(3) Two representatives of organizations whose objectives include the elimination
12 of pay disparities between men and women and between minorities and nonminorities, and
13 who have undertaken advocacy, educational, or legislative initiatives in pursuit of that
14 objective;**

15 **(4) Three individuals drawn from higher education or research institutions who
16 have experience and expertise in the collection and analysis of data concerning such pay
17 disparities;**

18 **(5) The attorney general or his or her designee;**

EXPLANATION — Matter enclosed in bold-faced brackets [thus] in the above bill is not enacted and is intended to be omitted from the law. Matter in **bold-face** type in the above bill is proposed language.

19 **(6) The director of the department of labor and industrial relations or his or her**
20 **designee;**

21 **(7) Two members of the senate appointed by the president pro tempore of the**
22 **senate; and**

23 **(8) Two members of the house of representatives appointed by the speaker of the**
24 **house of representatives.**

25 **3. The commission shall make a full and complete study of:**

26 **(1) The extent of wage disparities, in both the public and private sectors, between**
27 **men and women and between minorities and nonminorities;**

28 **(2) Those factors that cause or that tend to cause such disparities, including**
29 **segregation of women and men and of minorities and nonminorities across and within**
30 **occupations, payment of lower wages for occupations traditionally dominated by women**
31 **and minorities, and education and training;**

32 **(3) The consequences of such disparities on the economy and on affected families;**
33 **and**

34 **(4) Actions, including proposed legislation, that are likely to lead to the elimination**
35 **and prevention of such disparities.**

36 **4. The commission shall, no later than twelve months after its members are**
37 **appointed, make its report to the director of the department of labor and industrial**
38 **relations, the president pro tempore of the senate, the speaker of the house of**
39 **representatives, and the governor.**

40 **5. The commission's report shall include the results of its study, as well as**
41 **recommendations, legislative and otherwise, for the elimination and prevention of**
42 **disparities in wages between men and women and between minorities and nonminorities.**

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