

2016 Regular Session

HOUSE BILL NO. 387

BY REPRESENTATIVE JACKSON

EMPLOYMENT/WAGES: Provides for the re-creation of the Equal Pay Commission within the La. Workforce Commission

1 AN ACT

2 To amend and reenact Chapter 13 of Title 23 of the Louisiana Revised Statutes of 1950, to
3 be comprised of R.S. 23:2021 through 2024, relative to wages; to re-create the Equal
4 Pay Commission; to provide for its membership; to provide for meetings; to provide
5 for findings and recommendations; and to provide for related matters.

6 Be it enacted by the Legislature of Louisiana:

7 Section 1. Chapter 13 of Title 23 of the Louisiana Revised Statutes of 1950,
8 comprised of R.S. 23:2021 through 2024, is hereby amended and reenacted to read as
9 follows:

10 CHAPTER 13. EQUAL PAY COMMISSION

11 §2021. Equal Pay Commission; creation; purposes

12 A. There is hereby created the Equal Pay Commission, hereafter referred to
13 as the "commission".

14 B. The purpose of the commission is to serve as a collaborative working
15 group to make a full and complete study of:

16 (1) The extent of wage disparities, in both the public and private sector,
17 between men and women, and between minorities and non-minorities.

18 (2) Those factors which cause, or which tend to cause, such disparities,
19 including segregation of women and men, and of minorities and non-minorities
20 across and within occupations; payment of lower wages for occupations traditionally

1 dominated by women and minorities; child-rearing responsibilities; and education
2 and training.

3 (3) The consequences of such disparities on the economy and on affected
4 families.

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

7 §2022. Composition of commission

8 A. The following shall serve as members of the commission:

9 (1) The executive director of the Louisiana Workforce Commission or his
10 designee as a nonvoting ex officio member.

11 (2) Two representatives of business and industry appointed by the governor.

12 (3) Two representatives of organized labor appointed by the governor.

13 (4) Two representatives from the National Association for the Advancement
14 of Colored People appointed by the governor.

15 (5) Two laborers of Hispanic descent appointed by the governor.

16 (6) Two laborers of Asian descent appointed by the governor.

17 (7) Two representatives of the ~~Women's Commission on Research and~~
18 ~~Policy~~ Louisiana Women's Policy and Research Commission appointed by the
19 governor.

20 (8) The chairman of the Louisiana Legislative Women's Caucus and two
21 additional members of the caucus, appointed by the chairman, consisting of one
22 republican and one democratic member.

23 (8) ~~(9)~~ One representative of the Southern University and Agricultural and
24 Mechanical College System.

25 ~~(9)~~ ~~(10)~~ One representative of the Louisiana State University and
26 Agricultural and Mechanical College System.

27 ~~(10)~~ ~~(11)~~ One representative of the University of Louisiana System.

28 ~~(11)~~ ~~(12)~~ One representative of the Louisiana Community and Technical
29 College System.

1 ~~(12)~~ (13) One representative of Loyola University.

2 ~~(13)~~ (14) One representative of Tulane University.

3 ~~(14)~~ (15) One representative of Xavier University of Louisiana.

4 ~~(15)~~ (16) One representative of Dillard University.

5 B. The entities listed in Paragraphs ~~(A)(8) through (15)~~ (A)(9) through (16)
6 of this Section shall each submit a list of up to three nominees to the governor for ~~her~~
7 his consideration in appointing eight of the members representing higher education
8 and who have experience and expertise in the collection and analysis of data
9 concerning such pay disparities.

10 C. The members shall serve without compensation; however, legislative
11 members of the commission shall receive the same per diem and travel expenses as
12 are provided by their respective houses for attendance at legislative committee
13 meetings.

14 §2023. Meetings; staff; data

15 A. Within thirty days after the governor makes ~~her~~ his appointments, the
16 commission shall hold its first meeting and select a chairman. The commission shall
17 meet at least four times per year and at the call of the chairman.

18 B. The Louisiana Workforce Commission shall provide the staff and
19 facilities needed by the commission to accomplish its tasks.

20 C. The commission shall have access to all available resources and data from
21 all agencies of the state.

22 §2024. Findings and recommendations; termination of commission

23 ~~A.~~ The commission shall make a ~~final~~ report of its findings and
24 recommendations ~~on or before February 1, 2006, at least thirty days before each~~
25 regular legislative session to the House and Senate committees on labor and
26 industrial relations.

27 ~~B. The authority and operation provided by this Chapter shall expire on July~~
28 ~~1, 2006.~~

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)]

HB 387 Original

2016 Regular Session

Jackson

Abstract: Re-creates the Equal Pay Commission to study pay disparities among women and minorities.

Present law created the Equal Pay Commission and provided for its purpose and composition. Present law further provided all meeting, staffing, and reporting requirements. Present law terminated the authority of the commission on July 1, 2006.

Proposed law provides for the re-creation of the Equal Pay Commission. The purposes of the commission shall be to study:

- (1) The extent of wage disparities between men and women and between minorities and non-minorities.
- (2) Factors which cause or which tend to cause wage disparities.
- (3) The consequences of wage disparities on the economy and families.
- (4) Actions that can be implemented, including proposed legislation, that are likely to lead to the elimination and prevention of wage disparities.

Proposed law provides that the membership of the commission shall be:

- (1) The executive director of the La. Workforce Commission (LWC) or his designee as a nonvoting ex-officio member.
- (2) Two representatives of business and industry appointed by the governor.
- (3) Two representatives of organized labor appointed by the governor.
- (4) Two representatives from the NAACP appointed by the governor.
- (5) Two laborers of Hispanic descent appointed by the governor.
- (6) Two laborers of Asian descent appointed by the governor.
- (7) Two representatives of the La. Women's Policy and Research Commission appointed by the governor.
- (8) The chairperson of the La. Legislative Women's Caucus and two other members of the caucus appointed by the chairperson, one republican and one democratic.

The following entities may each submit a list of up to three nominees to the governor from whom he may choose the eight of the members to represent higher education and who have experience and expertise in the collection and analysis of data concerning pay disparities:

- (9) One representative of the Southern University System.
- (10) One representative of the Louisiana State University System.

- (11) One representative of the University of Louisiana System.
- (12) One representative of the Louisiana Community and Technical College System.
- (13) One representative of Loyola University.
- (14) One representative of Tulane University.
- (15) One representative of Xavier University of Louisiana.
- (16) One representative of Dillard University.

Proposed law provides that service on the commission is unpaid except for legislative per diem and expenses to which the legislative members are entitled.

Proposed law requires the commission to meet at least four times per year and at the call of the chairman. The first meeting must be held within 30 days of the governor's appointments and a chairperson is to be selected at that time.

Proposed law further provides that the LWC shall staff the commission and provide facilities for the commission. The commission shall have access to resources provided by agencies of the state.

Proposed law requires the commission to report its findings and recommendations annually, at least 30 days before each legislative session, to the House and Senate committees on labor and industrial relations.

(Amends R.S. 23:2021-2024)