

Comparison of Equal Pay Bills

What we want in a pay equity bill

	SB241	SB578	HB 830	HB931	HB1243
sponsor	McGarrigle	Williams	Donatucci	Donatucci	Sims
Cover All Employees.					
Public, private, and small business employers are all covered, with no exceptions for those covered by the federal Fair Labor Standards Act.	no	no	yes	no	yes
Offer Protections					
No retaliation or discrimination against employees who discuss their wages	yes	yes	no	yes	yes
Employers can't request salary history	no	no	no	yes	yes
Clarify Employer Defenses.					
Employer defenses must be job-related, a business necessity, and not based on a sex-based differential	no	yes	no	no	yes
Defense does not apply if there is an alternative employment practice available	no	yes	no	no	yes
Establish Strong Legal Procedures and Remedies					
Employer is liable for compensatory and punitive damages	no	no	no	no	yes
Authorizes reinstatement, promotion or other equitable relief	no	no	no	no	yes
High fines act as a deterrent; increased fines for employers who have multiple violations	no	no	yes	yes	no
Comparable Worth.					
Employers must compensate men and women equally for jobs that are comparable in that they require substantially similar skill, effort, and responsibility and are performed under similar working conditions.	no	no	no	yes	yes