

## COMPARISON OF EQUAL PAY BILLS

What we want in a pay equity bill	HB819	HB821	HB346	SB186	SB389	SB 547
sponsor	Sims/Davis	Bullock	Isaacson	Tartaglione	Schwank	Santarsiero
<b>Cover All Employees.</b> Removes exception for those covered by the federal Fair Labor Standards Act.	yes	yes	no	yes	no	yes
<b>Removes "establishment" limitation</b>	yes	yes	no	yes	no	yes
<b>Offer Protections</b>						
No retaliation against employees who discuss their wages	yes	yes	no	no	yes	yes
Employers can't rely on/request/screen salary history	yes	yes	no	no	yes	yes
<b>Clarify Employer Defenses.</b>						
Employer defenses must be job-related, a business necessity, and not based on a sex-based differential	yes	yes	no	yes	no	yes
Defense does not apply if there is an alternative employment practice available	yes	yes	no	yes	no	yes
<b>Establish Strong Legal Procedures and Remedies</b>						
Employer is liable for compensatory and punitive damages	yes	yes	no	no	yes	yes
Authorizes reinstatement, promotion or other equitable relief	yes	yes	no	no	yes	yes
High fines act as a deterrent; increased fines for employers who have multiple violations	no	yes	no	no	no	no
Expand Statute of Limitations for violations	yes	yes	no	yes	no	yes
<b>Comparable Worth.</b>						
Equal compensation for jobs that are comparable (substantially similar skill, effort, and responsibility and are performed under similar working conditions).	yes	yes	no	yes	no	yes
<b>Pay Ranges</b>						
Requires employers to provide pay ranges and factors considered in setting them.	no	no	yes	no	no	no