

SECOND REGULAR SESSION

HOUSE BILL NO. 1527

97TH GENERAL ASSEMBLY

INTRODUCED BY REPRESENTATIVES NEWMAN (Sponsor), NICHOLS, MCNEIL, OTTO, DUNN, KIRKTON, PACE, MEREDITH, ELLINGER, MORGAN, MONTECILLO, GARDNER, NORR, MAY, MITTEN, HUMMEL, WALTON GRAY, SWEARINGEN AND SCHUPP (Co-sponsors).

5017L.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 known as section 290.165, to read as follows:

290.165. 1. By January 1, 2015, the director of the department of labor and industrial relations shall appoint a commission of fifteen members, to be known as the "Equal Pay Commission".

2. Membership of the commission shall be as follows:

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

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

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

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.

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;

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 tem of the senate;
22 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 (4) Actions, including proposed legislation, that are likely to lead to the elimination
34 and prevention of such disparities.

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

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

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