

SHB 1646 - H AMD 54

By Representative Short

WITHDRAWN 03/11/2015

1 On page 1, beginning on line 7, after "INTENT." strike all
2 material through "color." on line 12

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4 On page 2, line 23, after "between" insert "individuals"

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6 On page 2, line 24, after "~~be~~)" strike "individuals" and insert
7 "in equal jobs"

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9 On page 2, beginning on line 29, after "~~be~~)" strike all material
10 through "gender," on line 31

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12 On page 2, beginning on line 34, after "actual damages" strike all
13 material through "owed;" on line 36 and insert "plus statutory damages
14 equal to the amount of actual damages or five thousand dollars,
15 whichever is greater,"

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17 On page 3, line 5, after "including" insert "but not limited to"

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19 On page 3, beginning on line 9, after "section" strike all
20 material through "positions" on line 15

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22 On page 4, beginning on line 3, after "actual damages" strike all
23 material through "owed" on line 5 and insert "plus statutory damages
24 equal to the amount of actual damages or five thousand dollars,
25 whichever is greater"

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EFFECT:

- Deletes from the Equal Pay Act the violation for receiving less favorable employment opportunities. (Retains language that a differential in employment opportunities does not constitute discrimination.)
- Adds that the prohibited discrimination between individuals similarly employed is between individuals in equal jobs.
- Provides that the employer defense factors are expressly not limited to education, training, or experience.
- Changes statutory damages from twice the actual damages or \$5,000, whichever is greater, to an amount equal to the actual damages or \$5,000, whichever is greater.
- Strikes intent language finding an unfair gap and inequality in wages among workers, especially women, with a more disparate gap for women of color, and stating that women working full-time in the state earn 80 cents for every dollar earned by a man working the same job.

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