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A bill to be entitled
 An act relating to wage discrimination; creating the
 "Equal Pay Commission Act"; providing for the director of
 Workforce Innovation to appoint the Equal Pay Commission;
 providing membership criteria; requiring the commission to
 conduct a study; specifying the subject of the study;
 providing an effective date.

WHEREAS, despite federal and state laws banning
 discrimination in employment and pay in both the public and
 private sectors, wage differentials persist between women and
 men and between minorities and nonminorities in the same jobs
 and in jobs that are dissimilar but that require equivalent
 composites of skill, effort, responsibility, and working
 conditions, and

WHEREAS, the existence of such wage differentials depresses
 wages and living standards for employees, thereby compromising
 their health and efficiency, reduces family incomes and
 contributes to higher poverty rates among households headed by
 females and minority households, prevents the maximum
 utilization of available labor resources, and tends to cause
 labor disputes, thereby burdening and obstructing commerce, and

WHEREAS, the Florida Civil Rights Act of 1992, sections
 760.01-760.11, Florida Statutes, states that it is an unlawful
 employment practice for an employer "to discriminate against any
 individual with respect to compensation, terms, conditions, or
 privileges of employment, because of such individual's race,
 color, religion, sex, national origin, age, handicap, or marital
 status," and



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30 WHEREAS, discrimination in wage-setting practices has
 31 played a role in depressing wages for women and minorities
 32 generally, and

33 WHEREAS, many individuals work in occupations that are
 34 dominated by individuals of their own sex, race, or national
 35 origin, and discrimination in hiring, job assignments, and
 36 promotion has played a role in establishing and maintaining
 37 segregated workforces, and

38 WHEREAS, eliminating discrimination in compensation based
 39 on sex, race, and national origin would have positive effects,
 40 including providing a solution to problems in the economy
 41 created by discriminatory wage differentials, reducing the
 42 number of working women and people of color earning low wages,
 43 thereby lowering their incidence of poverty during normal
 44 working years and in retirement, and promoting stable families
 45 by raising family incomes, and

46 WHEREAS, it is the purpose of this act to correct and as
 47 rapidly as practicable eliminate discriminatory wage practices
 48 based on sex, race, color, religion, national origin, age,
 49 handicap, or marital status, NOW, THEREFORE,

50

51 Be It Enacted by the Legislature of the State of Florida:

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53 Section 1. Equal Pay Commission Act; commission
 54 membership, duties.--

55 (1) This section may be cited as the "Equal Pay Commission
 56 Act."

57 (2) Within 90 days after the effective date of this
 58 section, the director of Workforce Innovation shall appoint a



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59 commission consisting of nine members, to be known as the Equal
60 Pay Commission.

61 (3) Membership on the commission shall include:

62 (a) Two representatives of business in this state who are
63 appointed from among individuals nominated by state business
64 organizations and business trade associations;

65 (b) Two representatives of labor organizations who have
66 been nominated by state labor federations. As used in this
67 paragraph, the term "state labor federation" means an
68 organization that:

69 1. Is chartered by a federation of national or
70 international unions;

71 2. Admits to membership local unions; and

72 3. Exists primarily to carry on educational, legislative,
73 and coordinating activities;

74 (c) Two representatives of organizations the objectives of
75 which include the elimination of pay disparities between men and
76 women or between minorities and nonminorities, and who have
77 undertaken advocacy, educational, or legislative initiatives in
78 pursuit of such objectives; and

79 (d) Three individuals drawn from higher education or
80 research institutions who have experience and expertise in the
81 collection and analysis of data concerning such pay disparities
82 and whose research has already been used in efforts to promote
83 the elimination of those disparities.

84 (4) The commission shall make a full and complete study
85 of:

86 (a) The extent of wage disparities in the public sector
87 between men and women and between minorities and nonminorities;



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88 (b) Those factors that cause or tend to cause such
89 disparities, including segregation between women and men and
90 between minorities and nonminorities across and within
91 occupations, payment of lower wages for work in female-dominated
92 occupations, child-rearing responsibilities, and education and
93 training;

94 (c) The consequences of such disparities on the economy
95 and on affected families; and

96 (d) Actions, including proposed legislation, which are
97 likely to lead to the elimination and prevention of such
98 disparities.

99 Section 2. This act shall take effect upon becoming a law.