

By Senator Dawson

29-1522-04

1                                   A bill to be entitled  
2           An act relating to wage discrimination;  
3           providing a short title; providing for the  
4           director of Workforce Innovation to appoint the  
5           Equal Pay Commission; providing membership  
6           criteria; requiring the commission to conduct a  
7           study; specifying the subject of the study;  
8           providing an effective date.

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

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

25           WHEREAS, the Florida Civil Rights Act of 1992, sections  
26           760.01-760.11, Florida Statutes, states that it is an unlawful  
27           employment practice for an employer "to discriminate against  
28           any individual with respect to compensation, terms,  
29           conditions, or privileges of employment because of such  
30           individual's race, color, religion, sex, national origin, age,  
31           handicap, or marital status," and

1           WHEREAS, discrimination in wage-setting practices has  
2 played a role in depressing wages for women and minorities  
3 generally, and

4           WHEREAS, many individuals work in occupations that are  
5 dominated by individuals of their own sex, race, or national  
6 origin, and discrimination in hiring, job assignments, and  
7 promotion has played a role in establishing and maintaining  
8 segregated work forces, and

9           WHEREAS, eliminating discrimination in compensation  
10 based on sex, race, and national origin would have positive  
11 effects, including providing a solution to problems in the  
12 economy created by discriminatory wage differentials, reducing  
13 the number of working women and people of color earning low  
14 wages, thereby lowering their incidence of poverty during  
15 normal working years and in retirement, and promoting stable  
16 families by raising family incomes, and

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

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

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24           Section 1. Equal Pay Commission Act; commission  
25 membership, duties.--

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

28           (2) Within 90 days after the effective date of this  
29 section, the director of Workforce Innovation shall appoint a  
30 commission consisting of nine members, to be known as the  
31 Equal Pay Commission.

1           (3) Membership on the commission shall include:  
2           (a) Two representatives of business in this state who  
3 are appointed from among individuals nominated by state  
4 business organizations and business trade associations;  
5           (b) Two representatives of labor organizations who  
6 have been nominated by state labor federations. As used in  
7 this paragraph, the term "state labor federation" means an  
8 organization that:  
9           1. Is chartered by a federation of national or  
10 international unions;  
11           2. Admits to membership local unions; and  
12           3. Exists primarily to carry on educational,  
13 legislative, and coordinating activities;  
14           (c) Two representatives of organizations the  
15 objectives of which include the elimination of pay disparities  
16 between men and women or between minorities and nonminorities,  
17 and who have undertaken advocacy, educational, or legislative  
18 initiatives in pursuit of such objective; and  
19           (d) Three individuals drawn from higher education or  
20 research institutions who have experience and expertise in the  
21 collection and analysis of data concerning such pay  
22 disparities and whose research has already been used in  
23 efforts to promote the elimination of those disparities.  
24           (4) The commission shall make a full and complete  
25 study of:  
26           (a) The extent of wage disparities in the public  
27 sector between men and women and between minorities and  
28 nonminorities;  
29           (b) Those factors that cause or tend to cause such  
30 disparities, including segregation between women and men and  
31 between minorities and nonminorities across and within

1 occupations, payment of lower wages for work in  
2 female-dominated occupations, child-rearing responsibilities,  
3 and education and training;

4 (c) The consequences of such disparities on the  
5 economy and on affected families; and

6 (d) Actions, including proposed legislation, which are  
7 likely to lead to the elimination and prevention of such  
8 disparities.

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

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13 SENATE SUMMARY

14 Creates the "Equal Pay Commission Act." Provides for the  
15 director of Workforce Innovation to appoint the Equal Pay  
16 Commission. Provides membership criteria. Requires the  
commission to conduct a study and specifies the subject  
of the study.

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