

Session 125 - (2023-2024)

H 4212 General Bill, By Dillard, W. Jones, Wetmore and Bauer

Summary: Pay Equity

A BILL TO AMEND THE SOUTH CAROLINA CODE OF LAWS BY ENACTING THE "ACT TO ESTABLISH PAY EQUITY" BY ADDING CHAPTER 12 TO TITLE 41 SO AS TO PROVIDE THAT NO EMPLOYER MAY PAY WAGES TO EMPLOYEES AT RATES LESS THAN THE RATES PAID TO EMPLOYEES OF OTHER RACES, RELIGIONS, COLORS, SEXES, INCLUDING GENDER IDENTITY AND SEXUAL ORIENTATION, AGES, NATIONAL ORIGINS, OR DISABILITY STATUSES FOR COMPARABLE WORK, TO PROVIDE EXCEPTIONS, TO PROVIDE CERTAIN EMPLOYMENT PRACTICES RELATING TO REQUESTS FOR THE DISCLOSURE OF WAGES ARE UNLAWFUL, TO PROVIDE EXCEPTIONS, TO PROVIDE CIVIL ACTIONS ASSERTING VIOLATIONS MAY BE MAINTAINED AGAINST EMPLOYERS IN COURTS OF COMPETENT JURISDICTION, TO PROVIDE FOR THE RECOVERY OF UNPAID WAGES AND DAMAGES, TO PROVIDE PENALTIES FOR EMPLOYERS WHO VIOLATE THE PROVISIONS OF THIS ACT, TO ESTABLISH PAY EQUITY, TO PROVIDE THAT THE DEPARTMENT OF LABOR, LICENSING AND REGULATION SHALL HAVE THE AUTHORITY TO INVESTIGATE VIOLATIONS AND TO BRING CERTAIN ACTIONS, TO PROVIDE EMPLOYERS SHALL POST CERTAIN INFORMATION IN CONSPICUOUS PLACES, AND TO DEFINE NECESSARY TERMS.

03/29/23 House Introduced and read first time (House Journal-page 70)

03/29/23 House Referred to Committee on Labor, Commerce and Industry (House Journal-page 70)