

## Session 123 - (2019-2020)

**H 3615 General Bill, By Brawley, Rose, Henderson-Myers, Garvin, King, McDaniel, Henegan, Clary, Rivers, Gilliard, Jefferson, Norrell, Rutherford, Pendarvis, Cogswell, Bernstein, Howard, Simmons, Cobb-Hunter, Wheeler, Parks, Thigpen, Dillard, Bales, Govan, Hyde and Robinson**

**Similar (S 0372)**

**Summary:** Act to Establish Pay Equity

A BILL TO AMEND THE CODE OF LAWS OF SOUTH CAROLINA, 1976, BY ADDING CHAPTER 11 TO TITLE 41 SO AS TO ENACT THE "ACT TO ESTABLISH PAY EQUITY", 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.

<b>01/16/19</b>	<b>House</b>	<b>Introduced and read first time (House Journal-page 21)</b>
<b>01/16/19</b>	<b>House</b>	<b>Referred to Committee on Judiciary (House Journal-page 21)</b>
<b>01/16/19</b>	<b>House</b>	<b>Member(s) request name added as sponsor: Pendarvis</b>
<b>01/29/19</b>	<b>House</b>	<b>Member(s) request name added as sponsor: Cogswell, Bernstein</b>
<b>01/31/19</b>	<b>House</b>	<b>Member(s) request name added as sponsor: Howard, Simmons</b>
<b>02/05/19</b>	<b>House</b>	<b>Member(s) request name added as sponsor: Cobb-Hunter</b>
<b>02/13/19</b>	<b>House</b>	<b>Member(s) request name added as sponsor: Dillard</b>
<b>02/14/19</b>	<b>House</b>	<b>Member(s) request name added as sponsor: Wheeler</b>
<b>02/19/19</b>	<b>House</b>	<b>Member(s) request name added as sponsor: Parks</b>
<b>03/27/19</b>	<b>House</b>	<b>Member(s) request name added as sponsor: Thigpen</b>
<b>04/02/19</b>	<b>House</b>	<b>Member(s) request name added as sponsor: Bales, Govan</b>
<b>02/27/20</b>	<b>House</b>	<b>Member(s) request name added as sponsor: Hyde</b>
<b>03/03/20</b>	<b>House</b>	<b>Member(s) request name added as sponsor: Robinson</b>