1506 AMH STAM ELGE 132

**HB 1506** - H AMD **306**

By Representative Stambaugh

**ADOPTED 03/08/2017**

 On page 3, line 8, after "production;" strike "or"

 On page 3, line 12, after "entire differential" insert "; or

 (v) A bona fide regional difference in compensation levels that is: (A) Consistent with business necessity; (B) not based on or derived from a gender-based differential; and (C) accounts for the entire differential"

 On page 3, line 13, after "An" strike "individual's" and insert "employee's"

|  |  |
| --- | --- |
|  |  EFFECT:  * Adds defense of a bona fide regional difference in compensation levels. Requires the difference to be consistent with business necessity, not be based on or derived from a gender-based differential, and account for the entire differential (same requirements as for the job related factor defense).
* Clarifies that the wage or salary history that is not a defense is the employee's wage or salary history.

  |

|  |  |
| --- | --- |
|  |  |

**--- END ---**