

HB 1506 - H AMD 239

By Representative Stambaugh

WITHDRAWN 03/08/2017

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

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3 On page 3, line 12, after "entire differential" insert "; or
4 (v) A bona fide regional difference in compensation levels that
5 is: (A) Consistent with business necessary; (B) not based on or
6 derived from a gender-based differential; and (C) accounts for the
7 entire differential"

8
9 On page 3, line 13, after "An" strike "individual's" and insert
10 "employee's"

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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.

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