1646-S AMH MANW ELGE 017

**SHB 1646** - H AMD **54**

By Representative Short

**WITHDRAWN 03/11/2015**

 On page 1, beginning on line 7, after "INTENT." strike all material through "color." on line 12

 On page 2, line 23, after "between" insert "individuals"

 On page 2, line 24, after "~~be~~))" strike "individuals" and insert "in equal jobs"

 On page 2, beginning on line 29, after "~~be~~))" strike all material through "gender," on line 31

 On page 2, beginning on line 34, after "actual damages" strike all material through "owed;" on line 36 and insert "plus statutory damages equal to the amount of actual damages or five thousand dollars, whichever is greater,"

 On page 3, line 5, after "including" insert "but not limited to"

 On page 3, beginning on line 9, after "section" strike all material through "positions" on line 15

 On page 4, beginning on line 3, after "actual damages" strike all material through "owed" on line 5 and insert "plus statutory damages equal to the amount of actual damages or five thousand dollars, whichever is greater"

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|  |  EFFECT:  * Deletes from the Equal Pay Act the violation for receiving less favorable employment opportunities. (Retains language that a differential in employment opportunities does not constitute discrimination.)
* Adds that the prohibited discrimination between individuals similarly employed is between individuals in equal jobs.
* Provides that the employer defense factors are expressly not limited to education, training, or experience.
* Changes statutory damages from twice the actual damages or $5,000, whichever is greater, to an amount equal to the actual damages or $5,000, whichever is greater.
* Strikes intent language finding an unfair gap and inequality in wages among workers, especially women, with a more disparate gap for women of color, and stating that women working full-time in the state earn 80 cents for every dollar earned by a man working the same job.

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**--- END ---**