HB 1144 - AS INTRODUCED

2020 SESSION

HOUSE BILL 1144

AN ACT requiring certain employers to submit data on wage differences between male and female employees to the department of labor.


COMMITTEE: Labor, Industrial and Rehabilitative Services

ANALYSIS

This bill requires certain employers to submit data on wage differences between male and female employees to the department of labor.

Explanation: Matter added to current law appears in **bold italics.**
Matter removed from current law appears [in brackets and struckthrough.]
Matter which is either (a) all new or (b) repealed and reenacted appears in regular type.
AN ACT requiring certain employers to submit data on wage differences between male and female employees to the department of labor.

Be it Enacted by the Senate and House of Representatives in General Court convened:

1 New Paragraphs; Discrimination in the Workplace; Equal Pay. Amend RSA 275:37 by inserting after paragraph II the following new paragraphs:

III. An employer with more than 100 employees located in the state of New Hampshire shall disclose the following information to the department of labor no later than June 30, 2021, and biennially thereafter. For the purposes of this paragraph, "exempt" shall mean not subject to overtime requirements as an administrative, executive, or professional employee:

(a) The difference between the mean wages of male exempt employees and female exempt employees located in New Hampshire, by each job classification or title.

(b) The difference between the median wages of male exempt employees and female exempt employees located in New Hampshire, by each job classification or title.

(c) The difference between the mean wages of male board members and female board members located in New Hampshire.

(d) The difference between the median wages of male board members and female board members located in New Hampshire.

(e) The number of employees on which the data in subparagraphs (a) and (b) is based.

IV. An employer shall disclose the information required in paragraph III in the following format:

(a) In one column, list in order the data required in paragraph III.

(b) For each instance in which a wage differential is the result of one of the exceptions listed in paragraph I, a space for explanation shall appear next to the data in question.

V. The department of labor shall publish the data it receives on the department of labor website pursuant to RSA 275:41-c.

2 Effective Date. This act shall take effect 60 days after its passage.