

House Bill 634

By: Representatives Shannon of the 84th, Nguyen of the 89th, Cannon of the 58th, Dreyer of the 59th, and Davis of the 87th

A BILL TO BE ENTITLED
AN ACT

1 To amend Chapter 1 of Title 34 of the Official Code of Georgia Annotated, relating to
2 general provisions of labor and industrial relations, so as to require employers to provide
3 certain salary information; to provide for legislative findings and intent; to provide for
4 definitions; to prohibit certain conduct by the employer; to provide for related matters; to
5 repeal conflicting laws; and for other purposes.

6 BE IT ENACTED BY THE GENERAL ASSEMBLY OF GEORGIA:

7 **SECTION 1.**

8 Chapter 1 of Title 34 of the Official Code of Georgia Annotated, relating to general
9 provisions of labor and industrial relations, is amended by adding a new Code section to read
10 as follows:

11 "34-1-11.

12 (a) The General Assembly finds that pay discrimination on the basis of gender, race, or
13 ethnicity results in billions of dollars in lost wages for workers each year. The General
14 Assembly further finds that pay discrimination harms families and the state's economy.
15 Although there are legitimate and lawful reasons for paying some employees more than
16 others, pay discrimination persists, is often hidden from sight, and can be the result of
17 unconscious biases or historic inequities. The General Assembly, in recognizing that pay
18 discrimination is difficult to detect and address, intends to allow employees to collect wage
19 data more efficiently to identify wage patterns and allow for targeted enforcement of equal
20 pay and discrimination laws when appropriate.

21 (b) As used in this Code section, the term:

22 (1) 'Employee' means any individual who works full time or part time.

23 (2) 'Employer' means any individual or entity that employs one or more employees. The
24 term includes the state and its political subdivisions and instrumentalities.

25 (3) 'Salary' means current wages, benefits, or other compensation.

26 (c) Every employer shall provide the salary information of any employee when requested
27 to do so by another employee of said employer. Such salary information shall be provided
28 in writing within 30 days of receiving a written request for such information.

29 (d) It shall be an unlawful practice for an employer to:

30 (1) Prohibit an employee from inquiring about the employee's own wages or about the
31 wages of any other employee; or

32 (2) Discharge or in any other manner retaliate against any employee because such
33 employee seeks another employee's wage information pursuant to this Code section."

34 **SECTION 2.**

35 All laws and parts of laws in conflict with this Act are repealed.