



Legislating Pay Equity State Statutes and Federal Laws

Jurisdiction	Name/Citation of Statute	Targeted Group(s)	No Pay Differentials and Other Protections Offered	Permitted Justifications	Relief under the Act
Alabama	None				
Alaska	Alaska Human Rights Law, AK Stat. Sec. 18.80.220	Gender, race, religion, color, national origin, age, physical or mental disability, sex, marital status, changes in marital status, pregnancy, or parenthood	<ul style="list-style-type: none"> • Work of comparable character, or • Work in the same operation, business, or type of work • In the same locality 	None specified	None specified
Arizona	AZ Rev. Stat. Sec. 23-340 <i>et. seq.</i>	Gender	<ul style="list-style-type: none"> • Same quantity and quality of the same classification of work 	<ul style="list-style-type: none"> • Seniority • Length of service • Ability and skill • Difference in duties or services performed • Hours of work, shift, or time of day worked • Restrictions on lifting objects in excess of specified weight • Other reasonable factors other than sex 	<ul style="list-style-type: none"> • Private cause of action • Unpaid wages • Costs
Arkansas	Arkansas Equal Pay Law, AR Code Ann. Sec. 11-4-601 <i>et. seq.</i>	Gender	<ul style="list-style-type: none"> • Comparable work 	<ul style="list-style-type: none"> • Seniority • Experience, training • Skill • Ability • Duties and services performed • Shifts worked • Other reasonable differentiation except difference in sex. 	<ul style="list-style-type: none"> • Private action • Amount of unpaid wages • Liquidated damages • Attorneys' fees and costs
California	California Fair Pay Act Cal. Labor Code § 1197.5	Gender, race, ethnicity	<ul style="list-style-type: none"> • Substantially similar work as a "composite of skill, effort and responsibility and performed under similar working conditions" • Across facilities • Protects pay disclosures 	<ul style="list-style-type: none"> • Seniority system • Merit system • Earnings by quantity of quality • Bona fide factors (skills, education, training, experience, shift, geography) • Must justify entire amount of pay differential under certain factors 	<ul style="list-style-type: none"> • Private action • Reinstatement • Reimbursement • Appropriate equitable relief



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Colorado	CO Rev. Stat. Sec. 8-5-101	Gender	<ul style="list-style-type: none"> No discrimination in the amount or rate of wages or salary paid solely on account of sex 	None specified	<ul style="list-style-type: none"> Unpaid wages
Connecticut	Public Act No. 18-8, An Act Concerning Pay Equity (January 1, 2019) Connecticut Human Rights Act Conn. Gen. Stat. Ann. §31-75	All Race, color, creed, age, sex, marital status, national origin, ancestry, disability	<ul style="list-style-type: none"> Employers prohibited from seeking salary history at any time during hiring process. Protects pay discussions. Equal work on a job, the performance of which requires equal skill, effort and responsibility, and which are performed under similar working conditions 	<p>N/A</p> <ul style="list-style-type: none"> Bona fide occupational qualification or need. 	<ul style="list-style-type: none"> Compensatory damages Punitive damages Attorneys' fees and costs Hiring or reinstatement Back pay Attorneys' fees and costs
Delaware	HB 1 – An Act to Amend Title 19 of the Delaware Code Relating to Unlawful Employment Practices (December 2017) Delaware Antidiscrimination Act 19 Del. Code Ann. § 1107(A)	Gender Race, marital status, genetic information color, age, religion, sex, pregnancy, sexual orientation, gender identity, national origin	<ul style="list-style-type: none"> Prohibits screening applicants based on compensation history Prohibits seeking salary history of applicant (unless voluntary) Equal work on a job the performance of which requires equal skill, effort and responsibility, and which is performed under similar working conditions at the same establishment 	<p>N/A</p> <ul style="list-style-type: none"> Seniority system Merit system Quantity or quality of production Different locations for work 	<ul style="list-style-type: none"> Statutory fines Injunctive relief Compensatory damages Attorneys' fees and costs Statutory fines



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Florida	FL Stat. Sec. 448.07	Gender	<ul style="list-style-type: none"> • Equal work on jobs the performance of which requires equal skill, effort, and responsibility, and which are performed under similar working conditions 	<ul style="list-style-type: none"> • Seniority system • Merit system • Measurement of earnings by quantity or quality of production • Reasonable factor other than sex when exercised in good faith 	<ul style="list-style-type: none"> • Private cause of action • Unpaid wages
Georgia	Ga. Code Ann. § 34-5-3, <i>et. seq.</i>	Gender	<ul style="list-style-type: none"> • Equal work in jobs which require equal skill, effort, and responsibility and which are performed under similar working conditions 	<ul style="list-style-type: none"> • Seniority system • Merit system • Measurement of earnings by quantity or quality of production • Differential based on any other factor other than sex 	<ul style="list-style-type: none"> • Private cause of action • Unpaid wages • Attorneys' fees and costs not to exceed 25% of the judgement
Hawaii	Hawaii Wage and Hour Law Haw. Rev. Stat. § 387-1, <i>et. seq.</i>	Race, religion, gender	<ul style="list-style-type: none"> • Same classification of work 	<ul style="list-style-type: none"> • Seniority • Length of service • Substantial difference in duties or services performed • Difference in the shift or time of day worked, or hours of work 	<ul style="list-style-type: none"> • Private cause of action • Unpaid wages • Liquidated damages • Attorneys' fees and costs • Injunction action brought by Director of Labor and Industrial Relations
Idaho	Idaho Code § 44-1701	Gender	<ul style="list-style-type: none"> • Comparable work on jobs which have comparable requirements relating to skill, effort and responsibility 	<ul style="list-style-type: none"> • Seniority system • Merit system 	<ul style="list-style-type: none"> • Private cause of action • Reinstatement • Unpaid wages

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Illinois	Equal Pay Act of 2003, 820 ILCS 112/1, <i>et. seq.</i>	Gender, race	<ul style="list-style-type: none"> • Same or substantially similar work on jobs the performance of which requires equal skill, effort, and responsibility, and which are performed under similar working conditions • Unlawful to prohibit an employee from disclosing compensation • Unlawful to seek employee's wage or salary history from current or former employer (with some exceptions) 	<ul style="list-style-type: none"> • Seniority system • Merit system • Measurement of earnings by quantity or quality of production • Differential based on any other factor other than: (i) sex or (ii) a factor that would constitute unlawful discrimination under the Illinois Human Rights Act 	<ul style="list-style-type: none"> • Private cause of action • Unpaid wages • Attorneys' fees and costs • Interest
Indiana	Ind. Code Ann. §22-2-2-4(a)	Gender	<ul style="list-style-type: none"> • Equal work on jobs the performance of which requires equal skill, effort, and responsibility, and which are performed under similar working conditions 	<ul style="list-style-type: none"> • Seniority system • Merit system • Measurement of earnings by quantity or quality of production • Differential based on any other factor other than sex 	<ul style="list-style-type: none"> • Private cause of action • Unpaid wages • Liquidated damages • Attorneys' fees and costs
Iowa	Wage Discrimination in Employment, Iowa Code § 216.6A	Age, race, creed, color, sex, sexual orientation, gender identity, national origin, religion, or disability	<ul style="list-style-type: none"> • Equal work on jobs, the performance of which requires equal skill, effort, and responsibility, and which are performed under similar working conditions, at the same establishment 	<ul style="list-style-type: none"> • Seniority system • Merit system • Measurement of earnings by quantity or quality of production • Differential based on any other factor other than age, race, creed, color, sex, sexual orientation, gender identity, national origin, religion, or disability 	<ul style="list-style-type: none"> • Complaint filed with Commissioner • Two times unpaid wages • Three times unpaid wages for willful violation • Attorneys' fees and costs
Kansas	Kan. Stat. Ann. 44-1205, <i>et. seq.</i>	Gender	<ul style="list-style-type: none"> • Equal work on jobs, the performance of which requires equal skill, effort and responsibility, and which are performed under similar working conditions 	<ul style="list-style-type: none"> • Seniority system • Merit system • Measurement of earnings by quantity or quality of production • Differential based on any other factor other than sex 	<ul style="list-style-type: none"> • Unpaid wages • Attorneys' fees and costs



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Kentucky	Ky. Rev. Stat. § 337.420, <i>et. seq.</i>	Gender	<ul style="list-style-type: none"> • Comparable work on jobs which have comparable requirements relating to skill, effort and responsibility 	<ul style="list-style-type: none"> • Seniority system • Merit system 	<ul style="list-style-type: none"> • Private cause of action • Unpaid wages • Liquidated damages for willful violations • Reinstatement
Louisiana	Louisiana Employment Discrimination Law, La. Rev. Stat. Ann. § 23:301, <i>et. seq.</i>	Gender	<ul style="list-style-type: none"> • Equal work on jobs in which their performance requires equal skill, effort, and responsibility and which are performed under similar working conditions 	<ul style="list-style-type: none"> • Seniority system • Merit system • Measurement of earnings by quantity or quality of production • Differential based on any other factor other than sex • Different locations 	<ul style="list-style-type: none"> • Private cause of action • Compensatory damages • Back pay & benefits • Reinstatement, or if appropriate, front pay • Reasonable attorney fees and court costs.
Maine	Me. Rev. Stat. Ann. Tit. 26 § 628	Gender	<ul style="list-style-type: none"> • Comparable work on jobs that have comparable requirements relating to skill, effort and responsibility 	<ul style="list-style-type: none"> • Seniority systems • merit increase systems • Difference in the shift or time of the day worked that do not discriminate on the basis of sex 	<ul style="list-style-type: none"> • Private cause of action • Unpaid wages and benefits • Attorneys' fees and costs • Interest • Liquidated damages
Maryland	Maryland Equal Pay for Equal Work Act Md. Labor and Employment Code Ann. § 3-301, <i>et. seq.</i>	Sex or gender identity	<ul style="list-style-type: none"> • In same county • For "work of comparable character" or "in the same operation, in the same business, or of the same type" • Protects pay disclosures 	<ul style="list-style-type: none"> • Seniority system, • Merit increase system, • Different shifts • Quality or quantity/production • Bona fide job- related factor accounting for entire differentials • Different abilities, skills, duties, or services 	<ul style="list-style-type: none"> • If employer knew/should have known, wages, interest, liquidated damages, reasonable attorneys' fees. • More for violating wage disclosure provision • Three year limitations period/final pay date



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Massachusetts	Massachusetts Equal Pay Act, Ann. Laws of Mass. Gen. Laws ch. 149, § 105A	Gender	<ul style="list-style-type: none"> For “comparable work” or “substantially similar skill, effort and responsibility performed under similar working conditions” No compensation history before an offer is made (unless voluntary) Protects pay disclosures 	<ul style="list-style-type: none"> Seniority system (but not counting protected leaves) Quantity or quality/production, sales, revenue Geographic location Education, training or experience if related Travel is regular and necessary Merit system Employer completed a self- evaluation within 3 years and made “reasonable progress” to eliminate pay differentials 	<ul style="list-style-type: none"> Wages, interest, liquidated damages, reasonable attorneys’ fees Must file within three years after alleged violation A violation each time an employee is paid
Michigan	Workforce Opportunity Wage Act, Mich. Comp. Laws Ann. § 750.556	Gender	<ul style="list-style-type: none"> Equal work on jobs, the performance of which requires equal skill, effort, and responsibility and that is performed under similar working conditions, 	<ul style="list-style-type: none"> Seniority system Merit system Measurement of earnings by quantity or quality of production Differential based on any other factor other than sex 	<ul style="list-style-type: none"> Private cause of action Unpaid wages Liquidated damages Attorneys’ fees and costs
Minnesota	Women’s Economic Security Act, Minn. Stat. Ann. § 181.66, et. seq.	Gender, family status	<ul style="list-style-type: none"> Equal pay certification for state contractors Identify disparities in wages or benefits and approach to corrections Protects pay disclosures Various rules and benefits based on familial status 	<ul style="list-style-type: none"> Factor other than sex 	<ul style="list-style-type: none"> Damages Attorneys’ fees
Mississippi	None				



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Missouri	Mo. Ann. Stat. § 290.410	Females	<ul style="list-style-type: none"> • Same establishment for the same quantity and quality of the same classification of work 	<ul style="list-style-type: none"> • Seniority • Length of service • Ability • Skill, difference in duties or services performed • Difference in the shift or time of day worked, hours of work, or restrictions or prohibitions on lifting or moving objects in excess of specified weight • Other reasonable differentiation, or factors other than sex, when exercised in good faith 	<ul style="list-style-type: none"> • Private cause of action • Unpaid wages • Attorneys' fees and costs
Montana	Equal Pay for Women for Equivalent Service, Mont. Code Ann. 39-3-104	Women	<ul style="list-style-type: none"> • Equivalent service or for the same amount or class of work or labor in the same industry, school, establishment, office, or place of employment of any kind or description 	None addressed.	None addressed.
Nebraska	Equal Pay Act of Nebraska, Neb. Rev. Stat. Ann. § 48-1221, et. seq.	Gender	<ul style="list-style-type: none"> • For comparable work on jobs • 4 year limitations period 	<ul style="list-style-type: none"> • Seniority system • Merit system • Quantity or quality of production • Other factor (not sex) 	<ul style="list-style-type: none"> • Unpaid wages • Attorneys' fees • Other affirmative relief
Nevada	Nev. Rev. Stat. §608.017	Gender	<ul style="list-style-type: none"> • Equal work which requires equal skill, effort and responsibility and which is performed under similar working conditions. 	<ul style="list-style-type: none"> • Seniority system • Merit system • Quantity or quality of production • Differential based on any other factor other than sex 	None specified.



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New Hampshire	N.H. Rev. Stat. Ann. § 275:37	Gender	<ul style="list-style-type: none"> • Equal work that requires equal skill, effort, and responsibility and is performed under similar working conditions • Protects pay disclosure 	<ul style="list-style-type: none"> • Seniority system • Merit system • Quantity or quality of production • Expertise • Shift differentials • Differential based on demonstrable factor other than sex, such as education, training or experience 	<ul style="list-style-type: none"> • Private cause of action • Unpaid wages • Liquidated damages
New Jersey	Diane B. Allen Equal Pay Act, 2018 N.J. ALS 9, 2018 N.J. Laws 9, 2018 N.J. Ch. 9, 2018 N.J. S.N. 104	Race, creed, color, national origin, ancestry, age, marital status, civil union status, domestic partnership status, affectional or sexual orientation, genetic information, pregnancy or breastfeeding, sex, gender identity or expression, disability, or military service	<ul style="list-style-type: none"> • “Substantially similar work” when viewed as a “composite of skill, effort and responsibility” 	<ul style="list-style-type: none"> • Bona fide factors such as training, education or experience or the quantity or quality of production. • Job related with respect to the position and based on a legitimate business necessity. 	<ul style="list-style-type: none"> • Back pay • All remedies available in common law tort. • Three times any monetary damages.
New Mexico	Fair Pay For Women Act, N.M. Stat. Ann. § 28-23-1	Gender	<ul style="list-style-type: none"> • Equal work on jobs the performance of which requires equal skill, effort and responsibility and that are performed under similar working conditions 	<ul style="list-style-type: none"> • Seniority system • Merit system • Measurement of earnings by quantity or quality of production 	<ul style="list-style-type: none"> • Private cause of action • Unpaid wages • Damages from retaliation • All other actual damages • Treble damages • Punitive damages • Attorneys’ fees and costs • Injunction prohibited.



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New York	New York Achieve Pay Equality Act N.Y. Labor Law §194, 198	Gender	<ul style="list-style-type: none"> • equal work on a job the performance of which requires equal skill, effort and responsibility, and which is performed under similar working conditions • Protects pay discussions, with reasonable limits on time, place, manner • Effective Jan. 6, 2020, employers prohibited from inquiring about applicant's past salary history or using such information in deciding whether to make an offer of employment or in determining a new employee's salary 	<ul style="list-style-type: none"> • Seniority system • Merit system • Quantity or quality of production • Bona fide job- related factor (education, training, experience, other), consistent with business necessity 	<ul style="list-style-type: none"> • Wages, interest, liquidated damages, reasonable attorneys' fees. • Willful violation, up to triple wages
North Carolina	None				
North Dakota	N.D. Cent. Code, § 34-06.1-01, <i>et. seq.</i>	Gender	<ul style="list-style-type: none"> • Comparable work on jobs that have comparable requirements relating to skill, effort, and responsibility 	<ul style="list-style-type: none"> • Seniority systems • Systems that measure earnings by quantity or quality of production • Merit systems • Bona fide factors other than gender, such as education, training, or experience, and which do not discriminate on the basis of gender 	<ul style="list-style-type: none"> • Private cause of action • Unpaid wages • Liquidated damages for willful violations • Attorneys' fees and costs
Ohio	Ohio Rev. Code § 4111.17	race, color, religion, sex, age, national origin, or ancestry	<ul style="list-style-type: none"> • Equal work on jobs the performance of which requires equal skill, effort, and responsibility, and which are performed under similar conditions 	<ul style="list-style-type: none"> • Seniority system • Merit system • Measurement of earnings by the quantity or quality of production • Differential determined by any factor other than race, color, religion, sex, age, national origin, or ancestry 	<ul style="list-style-type: none"> • Private cause of action • Two times unpaid wages • Attorneys' fees and costs

Oklahoma	40 Okla. Stat. Ann. § 198.1	Women	<ul style="list-style-type: none">• Comparable work on jobs which have comparable requirements relating to skill, effort and responsibility	<ul style="list-style-type: none">• Seniority system• Merit system• Measurement of earnings by the quantity or quality of production• Differential based on any factor other than sex	<ul style="list-style-type: none">• Enforced by the Commissioner of Labor• No private right of action
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Oregon	Oregon Equal Pay Law Or. Rev. Stat. § 652.220, <i>et. seq.</i>	Race, color, religion, sex, sexual orientation, national origin, marital status, veteran status, disability, age	<ul style="list-style-type: none"> • Work of “comparable character” • Prohibits screening based on current or past compensation • Prohibits seeking pay history of applicants or employee before making an offer. 	<ul style="list-style-type: none"> • Seniority system • Merit system • Measures earnings by quantity or quality of productions • Workplace locations • Travel, if necessary and regular • Education, training, experience 	<ul style="list-style-type: none"> • Back pay in statutory amount. • Injunctive relief • Other equitable relief as appropriate • Compensatory damages
Pennsylvania	Equal Pay Law Pa. Stat. Ann. tit. 43 § 336.1	Gender	<ul style="list-style-type: none"> • Equal work on jobs, the performance of which, requires equal skill, effort, and responsibility, and which are performed under similar working conditions 	<ul style="list-style-type: none"> • Seniority system • Merit system • Measurement of earnings by the quantity or quality of production • Differential based on any factor other than sex 	<ul style="list-style-type: none"> • Private cause of action • Unpaid wages • Liquidated damages for willful violations • Attorneys’ fees and costs
Rhode Island	R.I. Gen. Laws Ann. § 28-6-18	Gender	<ul style="list-style-type: none"> • Equal work or work on the same operations 	<ul style="list-style-type: none"> • Seniority, experience, training, skill, or ability • Duties and services performed, either regularly or occasionally • Shift or time of day worked • Availability for other operations or any other reasonable differentiation except difference in sex. 	<ul style="list-style-type: none"> • Private cause of action • Unpaid wages • Liquidated damages



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South Carolina	General employment discrimination law only. S.C. Code § 1-13-30	Race, religion, color, sex, age, national origin, or disability	General employment discrimination law only.	<ul style="list-style-type: none"> • Seniority system • Merit system • Measurement of earnings by quantity or quality of production • Work in different locations if the differences are not the result of an intention to discriminate because of race, religion, color, sex, national origin, or disability • Results of a professionally developed ability test if the test, its administration, or action upon the results is not designed, intended, or used to discriminate because of race, color, religion, sex, national origin, or disability • If the differentiation is authorized by Section 6(d) of the Fair Labor Standards Act of 1938 	<ul style="list-style-type: none"> • No private cause of action.
South Dakota	S.D. Codified Laws § 60-12-15, et. seq.	Gender	<ul style="list-style-type: none"> • Comparable work on jobs which have comparable requirements relating to skill, effort, and responsibility, but not to physical strength 	<ul style="list-style-type: none"> • Seniority systems • Job descriptive systems • Merit increase systems • Executive training programs 	<ul style="list-style-type: none"> • Private cause of action • Unpaid wages • Attorneys' fees and costs
Tennessee	Tenn. Code Ann. § 50-2-201, et. seq.	Gender	<ul style="list-style-type: none"> • Comparable work on jobs the performance of which require comparable skill, effort and responsibility, and that are performed under similar working conditions in the same establishment 	<ul style="list-style-type: none"> • Seniority system • Merit system • Measurement of earnings by quantity or quality of production • Other reasonable differential that is based on a factor other than sex. 	<ul style="list-style-type: none"> • Private cause of action • Unpaid wages • Liquidated damages for willful violations • Attorneys' fees and costs



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Texas	None				
Utah	Utah Antidiscrimination Act, Utah Code Ann. § 34a-5-101, <i>et seq.</i>	Race, color, sex, pregnancy, childbirth, or pregnancy-related conditions, age, if the individual is 40 years of age or older, religion, national origin, disability, sexual orientation, gender identity.	<ul style="list-style-type: none"> Differing wages or salaries to employees having substantially equal experience, responsibilities, and skill for the particular job 	<ul style="list-style-type: none"> Seniority system 	<ul style="list-style-type: none"> No private cause of action
Vermont	<p>H.291 An act relating to inquiries about an applicant's salary history</p> <p>Vermont Fair Employment Practices Law, 21 V.S.A. § 495</p>	<p>Gender</p> <p>Sex, Gender Identity</p>	<ul style="list-style-type: none"> Prohibits asking a prospective employee about salary history (unless voluntary) Equal work that requires equal skill, effort, and responsibility and if performed under similar working conditions. Protects pay disclosures. 	<p>N/A</p> <ul style="list-style-type: none"> Seniority system Merit system Quantity or quality of production Any factor other than sex 	<p>None identified.</p> <ul style="list-style-type: none"> Compensatory and punitive damages Equitable relief Restitution of wages or other benefits, reinstatement Attorneys' fees and costs Other appropriate relief Liquidated damages



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Virginia	Va. Code Ann. § 40.1-28.6	Gender	<ul style="list-style-type: none"> • Equal work on jobs the performance of which requires equal skill, effort, and responsibility, and which are performed under similar working conditions 	<ul style="list-style-type: none"> • Seniority system • Merit system • Measurement of earnings by quantity or quality of production • Other differential that is based on a factor other than sex. 	<ul style="list-style-type: none"> • Two times unpaid wages
Washington	Washington Equal Pay Act, 2018 Wa. ALS 116, 2018 Wa. Ch. 116, 2017 Wa. HB 1506	Gender	<ul style="list-style-type: none"> • Similarly employed employees who work for the same employer • The performance of the job requires similar skill effort and responsibility, performed under similar working conditions • May not limit career advancement based on gender • Employer may not require disclosure of salary history as condition of employment • Protects pay discussions 	<ul style="list-style-type: none"> • Bona fide job- related factors consistent with business necessity. not based on or derived from a gender-based differential, or account for the entire differential • May include seniority, education, training, experience, merit system, measure of earning by quantity or quality of production, or bona fide regional difference in compensation levels. 	<ul style="list-style-type: none"> • Actual damages or statutory damages equal to actual damages or \$5000, whichever is greater, plus interest • Costs of investigation • Any other appropriate relief • Civil penalties
West Virginia	Equal Pay for Equal Work, W. Va. Code, § 21-5B-1, et. seq.	Gender	<ul style="list-style-type: none"> • Work of comparable character, the performance of which requires comparable skills 	<ul style="list-style-type: none"> • Seniority system • Merit system • Differential in wages between employees based in good faith on factors other than sex 	<ul style="list-style-type: none"> • Private cause of action • Unpaid wages for 1 year prior to the action • Liquidated damages



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Wisconsin	Wis. Stat. Ann. §111.31	Age, race, creed, color, disability, marital status, sex, national origin, ancestry, arrest record, conviction record, military service, use or nonuse of lawful products off the employer's premises during nonworking hours, or declining to attend a meeting or to participate in any communication about religious matters or political matters.	<ul style="list-style-type: none"> • Equal or substantially similar work, or in terms, conditions or privileges of employment or licensing on the basis of sex where sex is not a bona fide occupational qualification 	<ul style="list-style-type: none"> • None 	<ul style="list-style-type: none"> • No private cause of action.
Wyoming	Wyo. Stat. 1977 § 27-4-301, et. seq.	Gender	<ul style="list-style-type: none"> • Equal work on jobs the performance of which requires equal skill, effort and responsibility and which are performed under similar working conditions 	<ul style="list-style-type: none"> • Seniority system • Merit system • Quantity or quality of production • Any factor other than gender 	<ul style="list-style-type: none"> • Private cause of action • Unpaid wages • Liquidated damages
U.S.	Title VII, ADA, ADEA	Race, color, religion, sex, national origin, age, disability	<ul style="list-style-type: none"> • Covers all terms and conditions of employment 	<ul style="list-style-type: none"> • Legitimate, non-discriminatory, non-retaliatory reasons 	<ul style="list-style-type: none"> • Various types of damages • Attorneys' fees • Equitable remedies
U.S.	Equal Pay Act of 1963, under the Fair Labor Standards Act, §6(b)	Sex	<ul style="list-style-type: none"> • Different wages to employees "within the same establishment" who "perform substantially equal work on jobs requiring equal skill, effort and responsibility;" and "under similar working condition" 	<ul style="list-style-type: none"> • Seniority system • Merit system • Earnings by quantity or quality of production • "Any other factor other than sex" 	<ul style="list-style-type: none"> • Pay differential treated as unpaid minimum wages or overtime compensation
U.S.	Lilly Ledbetter Fair Pay Act of 2009, amends Title VII, ADEA, ADA, RA	Actionable violation each time paid	As per related statutes	As per related statutes	As per related statutes



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U.S.	Collect pay data through EEO-1 report (March 31, 2018), applies to all employers with 100+ employees	Sex, ethnicity, race	<ul style="list-style-type: none"> • Relies on W-2 reporting (wages, salaries, commissions, tips, bonuses, overtime, other supplemental pay) • Report in Bureau of Labor Statistics "pay bands" 	NA	NA