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## KENTUCKY YMCA YOUTH ASSOCIATION KENTUCKY YOUTH ASSEMBLY Legislative Bill

Red | Bill # 28

Referred	to	Com	mit	tee:			
House 1							

Authors: Samantha Kolb, Jalen Story, Audrey Denham, Macy Jones	Action on the Bill	
School: Presentation Academy	House	Senate
	Passed	Passed
City: Louisville	Defeated	Defeated

An act to strengthen the power of the national Fair Labor Standard Act of 1938 in the commonwealth of Kentucky

## Be it enacted by the Youth Assembly of the Commonwealth of Kentucky

Section 1: Currently, in Kentucky women are earning 24 cents less than their male co-workers who do comparable work. Overall, there is a 10,000 gap between men and women's pay. African American women make 69 cents and Hispanic women make 58 cents for every dollar a white man earns.

Section 2: This proposed bill will use the Kentucky Department of Labor to make publicly available information about women's pay, help women who have been victims of pay discrimination obtain a remedy, and be proactive in investigating and prosecuting equal pay violations, especially systemic violations, and in enforcing all of its mandates. This bill will ensure that women aren't being treated unfairly, and it addresses gender-based job segregation.

Section 3: The effects of this bill will be more equality and fairness for men and women. All businesses and companies are required to give the same pay for comparable jobs that have skill, effort, and responsibility in their performance. There is an exception to anyone working or being covered by the federal Fair Labor Standards Act (FLSA). Although, the employer must notify the Kentucky Department of Labor by writing down and sending in that they are covered by the FLSA.

Section 4: Those being paid less have grounds for lawsuit for the money they should have earned. If a company is found not following the equal pay requirements, the patron not receiving proper pay may personally file a lawsuit against their employer in order to receive the wages lost. This will be treated on a case by case basis, and an outcome will depend on duration of employment, reasons for unfair pay, or other reasons deemed by the courts.

Section 5: The employer must immediately alter an employee's wages that adhere to the equal pay for equal work requirements. In addition, this bill will have more direction in order to help employers collect wage-related

- Section 6: The Kentucky Department of Labor will monitor this by investigating in reported cases of unequal pay. The Kentucky Department of Labor will also be responsible for enforcing this law.
- Section 7: This bill will go into effect January 1, 2016.