

GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2013

H.B. 916
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HOUSE PRINCIPAL CLERK

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HOUSE DRH70270-MG-50 (02/07)

Short Title: Survey Equal Pay Practices in Private Sector.

(Public)

Sponsors: Representative Cunningham.

Referred to:

1 A BILL TO BE ENTITLED
2 AN ACT REQUIRING THE NORTH CAROLINA DEPARTMENT OF COMMERCE,
3 DIVISION OF EMPLOYMENT SECURITY, TO DEVELOP A SURVEY TO ASSESS
4 EQUAL PAY PRACTICES AMONG PRIVATE EMPLOYERS IN THIS STATE.

5 The General Assembly of North Carolina enacts:

6 **SECTION 1.(a)** The following definitions apply in this section:

- 7 (1) Employee. – Any person who is employed in a business or other capacity of
8 an employer, including any and all business units and subsidiaries that are
9 owned or controlled by the employer.
- 10 (2) Employer. – A person engaged in a private business that meets all of the
11 following criteria:
12 a. Employed at least 300 employees as of January 1, 2013.
13 b. Had a net income in excess of three million dollars (\$3,000,000) for
14 the 2012 calendar year.
- 15 (3) Wages. – Compensation for labor or services rendered by an employee
16 whether determined on a time, task, piece, job, day, commission, or other
17 basis of calculation. The term includes salary, overtime pay, bonuses, stock
18 options, profit sharing and bonus plans, life insurance, vacation and holiday
19 pay, cleaning or gasoline allowances, hotel accommodations, reimbursement
20 for travel expenses, and benefits.

21 **SECTION 1.(b)** By no later than September 1, 2013, the North Carolina
22 Department of Commerce, Division of Employment Security, shall develop a survey to assess
23 employer practices with respect to payment of wages for men and women who perform
24 substantially equal work. The Division shall invite the 100 largest employers in the State to
25 complete the survey by no later than November 1, 2013. Upon receipt of the completed
26 surveys, the Division shall post the cumulative results of the survey on the Department's
27 Internet Web site by no later than December 31, 2013, without disclosing any individually
28 identifying information about the employers that participated in the survey, or any of their
29 employees; provided, however, the Department shall post the names of all employers that
30 declined to participate in the survey.

31 **SECTION 2.** This act is effective when it becomes law.

