

*Equal Pay for Equal Work*

## 55A.

*No employer shall discriminate in any way by paying wages or salaries in any occupation to employees of one sex at a rate less than that paid employees of the opposite sex for work of comparable character or work on the same operations, business or type of work in the same establishment. This provision applies to all employers of both men and women in any lawful business, industry, trade or profession.*

*Provided, however, that nothing herein contained shall prohibit a variation in salary or wage rate based upon difference in seniority or merit increase systems, which do not discriminate on the basis of sex, or on jobs requiring different skill or ability, different duties or services performed regularly, or work on different shifts or time of day.*

*Provided that an employer who is paying a wage rate differential in violation of this subtitle shall not, in order to comply with the provisions of this subtitle, reduce the wage rate of any employee.*

## 55B.

*(a) The term "employee" as used in this subtitle shall mean any person employed for hire in any lawful business, industry, trade or profession or in any other lawful enterprise.*

*(b) "Employer" includes any person, natural or artificial, acting directly or indirectly in the interest of any employer in relations with an employee and shall include the state, county and municipal governments and their subdivisions. BUT SHALL NOT INCLUDE ANY EMPLOYER COVERED BY THE FEDERAL EQUAL PAY ACT OF 1963.*

*(c) "Employ" means to engage, suffer or permit to work.*

*(d) "Occupation" includes any industry, trade, business or branch thereof, or any employment or class of employment.*

*(e) "Commissioner" means the Commissioner of Labor and Industry.*

*(f) "Person" includes one or more individuals, partnerships, corporations, associations, legal representatives, trustees, trustees in bankruptcy or receivers, or voluntary organizations.*

*(g) "Wage Rate" means all compensation for employment, including accommodations for board, room and other advantages when such are furnished for the convenience of the employer.*

## 55C.

*(a) The Commissioner shall have the power and it shall be his duty to carry out and administer the provisions of this subtitle. WHEN HE FIRST HAS REASON TO BELIEVE A VIOLATION EXISTS UNDER THIS SUBSECTION.*

*(b) For this purpose, the Commissioner, or his authorized representatives, shall have the power to enter the place of employment of any employer to inspect and copy pay rolls and other employment*