

Article - Labor and Employment
Section 3-309
Annotated Code of Maryland
(1999 Replacement Volume and 2003 Supplement)

SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND, That the Laws of Maryland read as follows:

Article - Labor and Employment

3-309.

(A) THERE IS AN EQUAL PAY COMMISSION.

(B) THE COMMISSION CONSISTS OF THE FOLLOWING MEMBERS, APPOINTED BY THE GOVERNOR:

(1) TWO REPRESENTATIVES OF BUSINESS IN THE STATE WHO HAVE BEEN NOMINATED BY STATE BUSINESS ORGANIZATIONS AND BUSINESS TRADE ASSOCIATIONS;

(2) TWO REPRESENTATIVES OF LABOR ORGANIZATIONS WHO HAVE BEEN NOMINATED BY LABOR FEDERATIONS;

(3) TWO REPRESENTATIVES OF ORGANIZATIONS WHOSE OBJECTIVES INCLUDE THE ELIMINATION OF PAY DISPARITIES BETWEEN MEN AND WOMEN AND MINORITIES AND NONMINORITIES AND WHO HAVE UNDERTAKEN ADVOCACY, EDUCATIONAL, OR LEGISLATIVE INITIATIVES IN PURSUIT OF THAT OBJECTIVE; AND

(4) THREE REPRESENTATIVES OF HIGHER EDUCATION OR RESEARCH INSTITUTIONS WHO HAVE EXPERIENCE AND EXPERTISE IN THE COLLECTION AND ANALYSIS OF DATA CONCERNING PAY DISPARITIES AND WHOSE RESEARCH HAS BEEN USED IN EFFORTS TO PROMOTE THE ELIMINATION OF THOSE DISPARITIES.

(C) THE GOVERNOR SHALL DESIGNATE THE CHAIRMAN OF THE COMMISSION.

(D) THE DEPARTMENT OF LABOR, LICENSING, AND REGULATION SHALL PROVIDE STAFF FOR THE COMMISSION.

(E) A MEMBER OF THE COMMISSION:

(1) MAY NOT RECEIVE COMPENSATION; BUT

(2) IS ENTITLED TO REIMBURSEMENT FOR EXPENSES UNDER THE STANDARD STATE TRAVEL REGULATIONS, AS PROVIDED IN THE STATE BUDGET.

(F) THE COMMISSION SHALL STUDY:

(1) THE EXTENT OF WAGE DISPARITIES, BOTH IN THE PUBLIC AND PRIVATE SECTORS, BETWEEN MEN AND WOMEN AND BETWEEN MINORITIES AND NONMINORITIES;

(2) THOSE FACTORS WHICH CAUSE, OR WHICH TEND TO CAUSE, THE DISPARITIES, INCLUDING SEGREGATION BETWEEN WOMEN AND MEN AND BETWEEN