

**GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2013**

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HOUSE BILL 916

Short Title: Survey Equal Pay Practices in Private Sector. (Public)

Sponsors: Representatives Cunningham, Earle, and McManus (Primary Sponsors).
For a complete list of Sponsors, refer to the North Carolina General Assembly Web Site.

Referred to: Rules, Calendar, and Operations of the House.

April 15, 2013

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

The General Assembly of North Carolina enacts:

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

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

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

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

