

HOUSE BILL NO. HB0232

Fair employment-revisions.

Sponsored by: Representative(s) Connolly, Bonner, Byrd,
Davison, Gilmore, Millin, Roscoe and Wallis
and Senator(s) Landen and Sessions

A BILL

for

1 AN ACT relating to discriminatory compensation practices;
2 providing for backpay for similar discriminatory
3 compensation practices; providing for determination of the
4 time of occurrence of discriminatory compensation
5 practices; and providing for an effective date.

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7 *Be It Enacted by the Legislature of the State of Wyoming:*

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9 **Section 1.** W.S. 27-9-106(n) (iv) and by creating a new
10 subsection (o) is amended to read:

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12 **27-9-106. Filing of complaint; determination; appeal**
13 **for hearing.**

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15 (n) Where the hearing officer determines that the
16 employer, employment agency or labor organization has

1 engaged in any discriminatory or unfair employment practice
2 as defined in this chapter, the hearing officer's decision
3 may:

4
5 (iv) Require the employer, employment agency or
6 labor organization to pay backpay or front pay, including
7 backpay for up to two (2) years preceding the filing of the
8 charge where the unlawful employment practices that have
9 occurred during the charge filing period are similar or
10 related to unlawful employment practices with regard to
11 discrimination in compensation that occurred outside the
12 time for filing the charge but are alleged within the
13 complaint.

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15 (o) For purposes of this section, a discriminatory or
16 unfair employment practice occurs, with respect to
17 discrimination in compensation, when:

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19 (i) A discriminatory compensation decision or
20 other practice is adopted;

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22 (ii) An individual becomes subject to a
23 discriminatory compensation decision or other practice; or

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1 (iii) An individual is affected by application
2 of a discriminatory compensation decision or practice,
3 including each time wages, benefits or other compensation
4 is paid, resulting in whole or in part from such a decision
5 or other practice.

6

7 **Section 2.** This act is effective July 1, 2009.

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(END)