

SB085_L.047

HOUSE COMMITTEE OF REFERENCE AMENDMENT I

Committee on Business Affairs & Labor.

SB19-085 be amended as follows:

- 1 Amend reengrossed bill, page 7, line 26, after "(1)" insert "(a)".
- 2 Page 8, line 15, strike "DAMAGES. IF" and substitute "DAMAGES, EXCEPT
- 3 AS PROVIDED IN SUBSECTION (1)(b) OF THIS SECTION.
- 4 (b) (I) If".
- 5 Page 8, after line 19 insert:

6 "(II) IN DETERMINING WHETHER THE EMPLOYER'S VIOLATION WAS
7 IN GOOD FAITH, THE FACT FINDER MAY CONSIDER EVIDENCE THAT WITHIN
8 TWO YEARS PRIOR TO THE DATE OF THE COMMENCEMENT OF A CIVIL
9 ACTION PURSUANT TO SECTION 8-5-103, THE EMPLOYER COMPLETED A
10 THOROUGH AND COMPREHENSIVE PAY AUDIT OF ITS WORKFORCE, WITH
11 THE SPECIFIC GOAL OF IDENTIFYING AND REMEDYING UNLAWFUL PAY
12 DISPARITIES."

** ** ** ** **