◉ EQUAL PAY LAW

STATUTORY CITATION: Okla. Stat. Title 40, §§ 198.1 – 198.2

GENERAL SUMMARY: It is unlawful for any employer in Oklahoma to willfully pay wages to a female employee at a rate less than the rate paid to a male employee for comparable work for the same employer, on jobs which have comparable requirements relating to skill, effort and responsibility. This prohibition does not, however, preclude wage distinctions under a compensation system based on seniority, merit, quantity or quality of production, or any other factor other than gender.

PROVISIONS APPLICABLE TO AGRICULTURE: The equal pay law applies to agricultural and non-agricultural employment alike.

SPECIAL NOTES OR ADVISORIES

RETALIATION — A person may not discharge, discipline or discriminate in any manner against an employee because the employee has filed a complaint, participated in a proceeding, or exercised any other right afforded by these provisions.

ADMINISTRATION AND ENFORCEMENT

PRIMARY ENFORCEMENT AGENCY — *Wage and Hour Unit, Oklahoma Department of Labor, Oklahoma City, Oklahoma 73105 (405-521-6598).* The Department is obligated to investigate reported or suspected violations of the equal pay provision, and is authorized to take legal action against any employer found to have paid discriminatory wages because of an employee's sex. Violators are subject to a fine of from $25 to $100 for each offense.

SECONDARY OR ASSOCIATED ENFORCEMENT AGENCY — *None.*