



Texas Pay Equity

Statute

- [Equal Work, Equal Pay, V.T.C.A. Govt. Code § 659.0001](#)
- [Discrimination by Employer, V.T.C.A. Labor Code § 21.051](#)
- [Bona Fide Employee Benefit Plan; Production Measurement System, V.T.C.A. Labor Code § 21.102](#)

Classes protected

- Sex, race, color, disability, religion, national origin, age

Key language on pay discrimination

- “A woman who performs public service for this state is entitled to be paid the same compensation for her service as is paid to a man who performs the same kind, grade, and quantity of service, and a distinction in compensation may not be made because of sex.”
- “An employer commits an unlawful employment practice if because of race, color, disability, religion, sex, national origin, or age the employer . . . discriminates in any other manner against an individual in connection with compensation[.]”

Exceptions for Pay Disparities (Including Affirmative Defenses)

- A bona fide seniority system, merit system or an employee benefit plan.
- A system that measures earnings by quantity or quality of production.

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Pay Equity Team

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