

Introduced: 3/1/78
Referred: Labor and Management

1 IN THE HOUSE

BY THE STATE AFFAIRS COMMITTEE

2 *SCS CS* HOUSE BILL NO. 864 *AM*

3 IN THE LEGISLATURE OF THE STATE OF ALASKA

4 TENTH LEGISLATURE - SECOND SESSION

5 A BILL

6 For an Act entitled: "An Act creating an office of equal employment oppor-
7 tunity in the Office of the Governor."

8 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF ALASKA:

9 * Section 1. AS 44.19 is amended by adding new sections to read:

10 ARTICLE 13. OFFICE OF EQUAL EMPLOYMENT OPPORTUNITY.

11 Sec. 44.19.960. OFFICE CREATED. The office of equal employment
12 opportunity is established in the Office of the Governor.

13 Sec. 44.19.962. DIRECTOR. (a) The office is administered by a
14 director appointed by the governor who serves at the pleasure of the
15 governor.

16 (b) The director shall act as an advisor to the governor on equal
17 employment policies and practices and on the program of the state for
18 affirmative action.

19 Sec. 44.19.964. COMMITTEE. The governor shall appoint an advisory
20 committee to assist the director in the development of the programs
21 committed to the office. The committee shall be composed of five persons
22 who are broadly representative of the members of the protected classes.

23 Sec. 44.19.966. PERSONNEL. The director shall employ, with the
24 approval of the governor, such personnel as may be necessary to carry
25 out the provisions of secs. 960 - 968 of this chapter.

26 Sec. 44.19.968. FUNCTIONS AND DUTIES OF THE DIRECTOR. (a) The
27 director shall act to ensure the recruitment of members of the protected
28 classes for employment and to ensure that all employees and applicants
29 for employment are treated fairly and not subjected to discrimination

1 prohibited by state or federal law as to employment, applications for
2 employment, recruitment or recruitment advertising, apprenticeship,
3 training, promotion, demotion, transfer, lay-off, or termination, rates
4 of pay or other forms of compensation, and the terms and conditions of
5 employment.

6 (b) The director shall formulate policies, plans, and programs
7 designed to promote equal employment recruitment and opportunity and
8 shall establish and periodically review an affirmative action plan for
9 employment in the executive branch of the state government.

10 (c) The director shall advise and make administrative and legisla-
11 tive recommendations to the governor on

12 (1) procedures that will insure the effective affirmative re-
13 cruitment of members of the protected classes into the work force of the
14 executive branch;

15 (2) procedures which will identify those departments, agen-
16 cies, and grade levels where corrective action is required;

17 (3) procedures and plans in both the departments and agencies
18 generally and in the personnel system specifically which will eliminate
19 barriers to progress by members of the protected classes and of under-
20 utilized groups;

21 (4) procedures for the continual, periodic review of the
22 success departments and agencies are achieving in their recruitment
23 efforts;

24 (5) procedures for the direct assistance to members of the
25 protected classes and underutilized groups in their applications for
26 employment;

27 (6) procedures to train personnel and administrative officers
28 and make them aware of discriminatory procedures and practices;

29 (7) procedures to counteract conscious or unconscious negative

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29

attitudes on the part of the state's officers and employees towards the members of underutilized groups and of the protected classes;

(8) procedures for the review and restructuring of position descriptions, career ladders, salary scales, the terms and conditions of employment and records maintenance, to promote the employment of the members of underutilized groups and of the protected classes.

(d) The director shall serve as the technical advisor to agencies in the executive branch of the state government on compliance by the agencies with AS 18.80 and with the provisions of federal law prohibiting discrimination.