

Original sponsor: State Affairs Committee

Offered: 4/14/78
Referred: Rules

1 IN THE HOUSE

BY THE LABOR AND MANAGEMENT COMMITTEE

2 CS FOR HOUSE BILL NO. 864

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; and providing for
8 an effective date."

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

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

11 ARTICLE 13. OFFICE OF EQUAL EMPLOYMENT OPPORTUNITY.

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

14 Sec. 44.19.962. DIRECTOR. (a) The office is administered by a
15 director appointed by the governor and serving at the pleasure of the
16 governor. The director shall be selected by the governor from at least
17 three names submitted by the committee.

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

21 Sec. 44.19.964. COMMITTEE. (a) The governor shall appoint an
22 advisory committee to assist the director in the development of the
23 state equal employment opportunity and affirmative action programs. The
24 committee shall be composed of seven persons who are broadly represen-
25 tative of the members of the protected classes and who are not state
26 employees. Members of the committee serve three-year terms at the
27 pleasure of the governor.

28 (b) The committee members serve without compensation but are
29 entitled to per diem and travel expenses established under AS 39.20.180.

1 (c) The director of the division of personnel and labor relations
2 is a non-voting, ex officio member of the committee.

3 Sec. 44.19.966. PERSONNEL. The director shall employ, with the
4 approval of the governor, such personnel as may be necessary to carry
5 out the provisions of secs. 960 - 970 of this chapter.

6 Sec. 44.19.968. FUNCTIONS AND DUTIES OF THE DIRECTOR. (a) The
7 director shall act to ensure the recruitment of members of the protected
8 classes for employment and to ensure that all employees and applicants
9 for employment are treated fairly and not subjected to discrimination
10 prohibited by state or federal law as to employment, applications for
11 employment, recruitment or recruitment advertising, apprenticeship,
12 training, promotion, demotion, transfer, lay-off, or termination, rates
13 of pay or other forms of compensation, and the terms and conditions of
14 employment.

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

19 (c) The director shall make an annual report to the legislature
20 on the status of the office's efforts and achievements on equal employ-
21 ment policies and practices. The report shall include an assessment
22 of the progress made by each department toward equal employment oppor-
23 tunities. The director or committee may also make reports to the
24 ombudsmen and the Commission for Human Rights concerning problems in
25 agency compliance with affirmative action plans.

26 (d) The director shall advise and make administrative and legisla-
27 tive recommendations to the governor on

28 (1) procedures that will insure the effective affirmative re-
29 cruitment of members of the protected classes into the work force of the

1 executive branch;

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

4 (3) procedures and plans in both the departments and agencies
5 generally and in the personnel system specifically which will eliminate
6 barriers to progress by members of the protected classes;

7 (4) procedures for the continual, periodic review of the
8 success departments and agencies are achieving in their recruitment
9 efforts;

10 (5) procedures for the direct assistance to members of the
11 protected classes in their applications for employment;

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

14 (7) procedures to counteract conscious or unconscious nega-
15 tive attitudes on the part of the state's officers and employees towards
16 the members of the protected classes;

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

21 (e) The director shall serve as the technical advisor to agencies
22 in the executive branch of the state government on compliance by the
23 agencies with AS 18.80 and with the provisions of federal law prohi-
24 biting discrimination.

25 Sec. 44.19.970. DEFINITIONS. As used in secs. 960 - 970 of this
26 chapter, "members of the protected classes" means those persons pro-
27 tected by federal or state anti-discrimination laws.

28 * Sec. 2. This Act takes effect July 1, 1978.

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