

Introduced: 2/16/88
Referred: Labor and Commerce

5-1980A

1 IN THE SENATE

BY FANNING

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SENATE BILL NO. 456

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IN THE LEGISLATURE OF THE STATE OF ALASKA

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FIFTEENTH LEGISLATURE - SECOND SESSION

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A BILL

6 For an Act entitled: "An Act relating to unlawful practices by certain

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labor organizations."

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

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* Section 1. AS 18.80.220(a) is amended to read:

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(a) It is unlawful for

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(1) an employer to refuse employment to a person, or to bar

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a person from employment, or to discriminate against a person in

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compensation or in a term, condition, or privilege of employment

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because of the person's race, religion, color or national origin, or

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because of the person's age, physical or mental disability, sex,

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marital status, changes in marital status, pregnancy or parenthood

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when the reasonable demands of the position do not require distinction

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on the basis of age, physical or mental disability, sex, marital

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status, changes in marital status, pregnancy, or parenthood;

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(2) a labor organization, because of a person's sex, mari-

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tal status, changes in marital status, pregnancy, parenthood, age,

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race, religion, physical or mental disability, color, or national

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origin, to exclude or to expel a person from its membership, or to

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discriminate in any way against one of its members or an employer or

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an employee;

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(3) an employer or employment agency to print or circulate

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or cause to be printed or circulated a statement, advertisement, or

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publication, or to use a form of application for employment or to make

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an inquiry in connection with prospective employment, which expresses,

1 directly or indirectly, a limitation, specification or discrimination
2 as to sex, physical or mental disability, marital status, changes in
3 marital status, pregnancy, parenthood, age, race, creed, color, or
4 national origin, or an intent to make the limitation, unless based
5 upon a bona fide occupational qualification;

6 (4) an employer, labor organization or employment agency to
7 discharge, expel or otherwise discriminate against a person because
8 the person has opposed any practices forbidden under AS 18.80.200 -
9 18.80.280 or because the person has filed a complaint, testified, or
10 assisted in a proceeding under this chapter;

11 (5) an employer to discriminate in the payment of wages as
12 between the sexes, or to employ a female in an occupation in this
13 state at a salary or wage rate less than that paid to a male employee
14 for work of comparable character or work in the same operation, busi-
15 ness or type of work in the same locality; [OR]

16 (6) a person to print, publish, broadcast or otherwise
17 circulate a statement, inquiry or advertisement in connection with
18 prospective employment that expresses directly, a limitation, speci-
19 fication or discrimination as to sex, physical or mental disability,
20 marital status, changes in marital status, pregnancy, parenthood, age,
21 race, religion, color, or national origin, unless based upon a bona
22 fide occupational qualification; or

23 (7) a labor organization to deny an employment opportunity
24 to a member or an applicant for membership for expressing a belief on
25 a political issue.