

Introduced: 4/18/88
Referred: Labor and Commerce

5-1980B

1 IN THE SENATE

BY FANNING

2

SPONSOR SUBSTITUTE FOR SENATE BILL NO. 456

3

IN THE LEGISLATURE OF THE STATE OF ALASKA

4

FIFTEENTH LEGISLATURE - SECOND SESSION

5

A BILL

6 For an Act entitled: "An Act prohibiting employment discrimination based
7 on certain expressions of political beliefs."

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

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

10 (a) It is unlawful for

11 (1) an employer to refuse employment to a person, or to bar
12 a person from employment, or to discriminate against a person in
13 compensation or in a term, condition, or privilege of employment
14 because of the person's race, religion, color or national origin, or
15 because of the person's age, physical or mental disability, sex,
16 marital status, changes in marital status, pregnancy or parenthood
17 when the reasonable demands of the position do not require distinction
18 on the basis of age, physical or mental disability, sex, marital
19 status, changes in marital status, pregnancy, or parenthood;

20 (2) a labor organization, because of a person's sex, mari-
21 tal status, changes in marital status, pregnancy, parenthood, age,
22 race, religion, physical or mental disability, color, or national
23 origin, to exclude or to expel a person from its membership, or to
24 discriminate in any way against one of its members or an employer or
25 an employee;

26 (3) an employer or employment agency to print or circulate
27 or cause to be printed or circulated a statement, advertisement, or
28 publication, or to use a form of application for employment or to make
29 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) an employer to deny an employment opportunity to a
24 person for expressing a belief on a political issue, unless based upon
25 a bona fide occupational qualification.