

**HOUSE BILL NO. 99**

**IN THE LEGISLATURE OF THE STATE OF ALASKA**

**SEVENTEENTH LEGISLATURE - FIRST SESSION**

**BY REPRESENTATIVES DONLEY, Koponen, Gruenberg, Ellis, Boyer, Brown, Ulmer, Ivan, Carney, Bruckman, B.Davis, Moyer, MacLean**

**Introduced: 2/4/91**

**Referred: Labor and Commerce, Judiciary, Finance**

**A BILL**

**FOR AN ACT ENTITLED**

1 **"An Act requiring equal pay for work of comparable worth."**

2 **BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF ALASKA:**

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

4 (a) It is unlawful for

5 (1) an employer to refuse employment to a person, or to bar a person  
6 from employment, or to discriminate against a person in compensation or in a term,  
7 condition, or privilege of employment because of the person's race, religion, color, or  
8 national origin, or because of the person's age, physical or mental disability, sex,  
9 marital status, changes in marital status, pregnancy, or parenthood when the reasonable  
10 demands of the position do not require distinction on the basis of age, physical or  
11 mental disability, sex, marital status, changes in marital status, pregnancy, or parenthood;

12 (2) a labor organization, because of a person's sex, marital status,  
13 changes in marital status, pregnancy, parenthood, age, race, religion, physical or mental  
14 disability, color, or national origin, to exclude or to expel a person from its

1 membership, or to discriminate in any way against one of its members or an employer  
2 or an employee;

3 (3) an employer or employment agency to print or circulate or cause to be  
4 printed or circulated a statement, advertisement, or publication, or to use a form of  
5 application for employment or to make an inquiry in connection with prospective  
6 employment, which expresses, directly or indirectly, a limitation, specification, or  
7 discrimination as to sex, physical or mental disability, marital status, changes in marital  
8 status, pregnancy, parenthood, age, race, creed, color, or national origin, or an intent  
9 to make the limitation, unless based upon a bona fide occupational qualification;

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

14 (5) an employer to discriminate in the payment of wages as between the sexes,  
15 or to employ a female in an occupation in this state at a salary or wage rate less  
16 than that paid to a male employee for work of comparable worth [CHARACTER] or  
17 work in a comparable [THE SAME] operation, business, or type of work in a  
18 comparable [THE SAME] locality; or

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