

CS FOR HOUSE BILL NO. 99 (L&C)

IN THE LEGISLATURE OF THE STATE OF ALASKA

SEVENTEENTH LEGISLATURE - FIRST SESSION

BY THE HOUSE LABOR AND COMMERCE COMMITTEE

Offered: 3/20/91

Referred: Judiciary, Finance

Sponsor(s): REPRESENTATIVES DONLEY, Koponen, Gruenberg, Ellis, Boyer, Brown, Ulmer, Ivan, Carney, Bruckman, B.Davis, Moyer, MacLean

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

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

1 way against one of its members or an employer or an employee;

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

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

13 (5) an employer to discriminate in the payment of wages as between the sexes, or to
14 employ a female in an occupation in this state at a salary or wage rate less than that paid to a
15 male employee for work of comparable worth [CHARACTER] or work in a comparable [THE
16 SAME] operation, business, or type of work with the same employer in the same locality; in
17 this paragraph, "comparable worth" means the value of work as measured by the
18 composite of the skills, efforts, education, training, and responsibility normally required to
19 perform the work; or

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