

SENATE BILL NO. 120

IN THE LEGISLATURE OF THE STATE OF ALASKA

EIGHTEENTH LEGISLATURE - FIRST SESSION

BY SENATOR KERTTULA

Introduced: 2/19/93
Referred: STA, L&C, JUD

A BILL

FOR AN ACT ENTITLED

1 "An Act prohibiting employment discrimination based on weight."

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 weight, marital status, changes in marital status, pregnancy or parenthood when the
10 reasonable demands of the position do not require distinction on the basis of age,
11 physical or mental disability, sex, weight, marital status, changes in marital status,
12 pregnancy or parenthood;

13 (2) a labor organization, because of a person's sex, weight, marital
14 status, changes in marital status, pregnancy, parenthood, age, race, religion, physical

1 or mental disability, color or national origin, to exclude or to expel a person from its
2 membership, or to discriminate in any way against one of its members or an employer
3 or an employee;

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

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

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

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