

HOUSE JOINT RESOLUTION NO. 18

INTRODUCED BY HARRINGTON, LYNCH, MENAHAN, PAVLOVICH,
MCCARTHY, DRISCOLL, DAILY, WHALEN,
O'KEEFE, HARPER, LARSON, KILPATRICK, BROOKE,
JACOBSON, STIMATZ, DOHERTY, TOOLE,
DAVIS, REAM

IN THE HOUSE

FEBRUARY 5, 1991 INTRODUCED AND REFERRED TO COMMITTEE
ON LABOR & EMPLOYMENT RELATIONS.

FEBRUARY 6, 1991 FIRST READING.

FEBRUARY 15, 1991 COMMITTEE RECOMMEND BILL
DO PASS. REPORT ADOPTED.

FEBRUARY 16, 1991 PRINTING REPORT.

FEBRUARY 21, 1991 POSTED ON ALTERNATE CONSENT CALENDAR.

FEBRUARY 23, 1991 THIRD READING, PASSED.
AYES, 71; NOES, 25.

TRANSMITTED TO SENATE.

IN THE SENATE

FEBRUARY 25, 1991 INTRODUCED AND REFERRED TO COMMITTEE
ON LABOR & EMPLOYMENT RELATIONS.

FIRST READING.

MARCH 13, 1991 COMMITTEE RECOMMEND BILL BE
CONCURRED IN. REPORT ADOPTED.

MARCH 16, 1991 SECOND READING, CONCURRED IN.

MARCH 18, 1991 THIRD READING, CONCURRED IN.
AYES, 35; NOES, 14.

RETURNED TO HOUSE.

IN THE HOUSE

MARCH 19, 1991 RECEIVED FROM SENATE.

SENT TO ENROLLING.

REPORTED CORRECTLY ENROLLED.

1 *House* JOINT RESOLUTION NO. *18*
 2 INTRODUCED BY *Hamilton, Stewart, Mendenhall, Carls, Paul*
 3 *McClellan, Smith, Kelly, Whalen, Ruff, Hoyer*
 4 A JOINT RESOLUTION OF THE SENATE AND THE HOUSE OF
 5 REPRESENTATIVES OF THE STATE OF MONTANA SUPPORTING THE
 6 MACBRIDE PRINCIPLES OF FAIR EMPLOYMENT IN NORTHERN IRELAND *Ream*
 7 AND URGING PRIVATE COMPANIES AND THE STATE TO CONSIDER
 8 ADHERENCE TO THE MACBRIDE PRINCIPLES BEFORE CONDUCTING
 9 BUSINESS WITH A COMPANY.

10
 11 WHEREAS, according to British government findings, a
 12 Catholic (nationalist) in Northern Ireland is 2 1/2 times
 13 more likely to be unemployed than a Protestant (loyalist),
 14 even though the Catholic and the Protestant communities have
 15 roughly the same educational levels and the same job skills;
 16 and

17 WHEREAS, the British government passed legislation
 18 banning employment discrimination in Northern Ireland in
 19 1920, 1973, and 1976 in its Fair Employment Act and in 1987
 20 proposed even further anti-discrimination legislation that
 21 was not acted upon until 1990; and

22 WHEREAS, unemployment in Northern Ireland is a
 23 staggering 22%, with 36% of Catholics being unemployed and
 24 only 16% of Protestants being unemployed; and

25 WHEREAS, the primarily Catholic area of West Belfast has

1 an 80% unemployment rate and 40% of young Catholic males
 2 between 18 and 25 years of age are unemployed; and
 3 WHEREAS, employment discrimination is considered the
 4 primary cause of violence in Northern Ireland; and
 5 WHEREAS, many organizations, as well as 12 states and 20
 6 cities, in the United States have supported the MacBride
 7 Principles for fair employment for Northern Ireland either
 8 through legislation or resolutions.

9
 10 NOW, THEREFORE, BE IT RESOLVED BY THE SENATE AND THE HOUSE
 11 OF REPRESENTATIVES OF THE STATE OF MONTANA THAT:

12 (1) The Legislature recognizes that employment
 13 discrimination in Northern Ireland and all other forms of
 14 discrimination practiced in Northern Ireland must be
 15 addressed forcefully and forthrightly;

16 (2) The Legislature supports the MacBride Principles
 17 that call upon employers in Northern Ireland to:

18 (a) increase representation of individuals from
 19 underrepresented religious groups in the workforce,
 20 including managerial, supervisory, administrative, clerical,
 21 and technical jobs;

22 (b) provide for adequate security for the protection of
 23 minority employees both at the workplace and while traveling
 24 to and from work;

25 (c) ban provocative religious or political emblems from



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1 the workplace;

2 (d) publicly advertise all job openings and pursue
3 special recruitment efforts to attract applicants from
4 underrepresented religious groups;

5 (e) provide that all layoff, recall, and termination
6 procedures do not, in practice, favor a particular religious
7 group;

8 (f) abolish job reservations, apprenticeship
9 restrictions, and differential employment criteria that
10 discriminate on the basis of religion or ethnic origin;

11 (g) develop training programs that will prepare
12 substantial numbers of current minority employees for
13 skilled jobs, including the expansion of existing programs
14 and the creation of new programs to train and upgrade and
15 improve the skills of minority employees;

16 (h) establish procedures to assess, identify, and
17 actively recruit minority employees with potential for
18 further advancement; and

19 (i) provide for the appointment of a senior management
20 staff member to oversee the company's affirmative action
21 efforts and the setting up of timetables to carry out
22 affirmative action principles.

23 (3) The Legislature calls upon all businesses,
24 corporations, and industries in this state doing business
25 with a company with operations in Northern Ireland to

1 consider the company's adherence to the MacBride Principles
2 of fair employment in Northern Ireland before conducting
3 business with the company; and

4 (4) The Legislature urges the state, including the
5 governing bodies of the state's retirement systems, to
6 consider a company's adherence to the MacBride Principles
7 before it invests in or does business with a company with
8 operations in Northern Ireland.

-End-

APPROVED BY COMMITTEE
ON LABOR & EMPLOYMENT
RELATIONS

1 *House* JOINT RESOLUTION NO. *18*
 2 INTRODUCED BY *Hawington, Sped, Mungovan, Landolt*
 3 *McCarthy, Merrill, Daryl Whalen, O'Keefe, Hagan*
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 2 INTRODUCED BY Hamilton, Spink, Mendenhall, Carlsail
 3 McCarthy, Merrill, Daily, Whalen, Rife, Hays
 4 Boake, Fredson, Stines, Shetty, Ford
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