

SENATE BILL NO. 425

INTRODUCED BY REGAN, ECK, JACOBSON, FARRIS, MCBRIDE,
CONNELLY, BENGTSON, HOLLIDAY, DARKO, J. BROWN, HEMSTAD,
O'CONNELL, CURTISS, KEENAN, HOWE, HANSEN, HART, BERGENE

IN THE SENATE

February 15, 1983	Introduced and referred to Committee on Labor and Employment Relations.
February 18, 1983	Committee recommend bill do pass. Report adopted.
February 19, 1983	Bill printed and placed on members' desks.
February 21, 1983	Second reading, do pass as amended.
February 22, 1983	Correctly engrossed.
February 23, 1983	Third reading, passed. Ayes, 45; Noes, 4. Transmitted to House.

IN THE HOUSE

February 28, 1983	Introduced and referred to Committee on Labor and Employment Relations.
March 11, 1983	Committee recommend bill be concurred in. Report adopted.
March 19, 1983	Second reading, concurred in.
March 21, 1983	Third reading, concurred in.

IN THE SENATE

March 22, 1983

Returned to Senate. Sent
to enrolling.

Reported correctly enrolled.

1 *Connell* *Asst. Dir.* BILL NO. *425* *McBride*
 2 INTRODUCED BY *Regan* *Eck* *J. Jackson* *Farris*
 3 *Bentley* *D. Brown* *O. Connell* *Emery* *Howe*
 4 A BILL FOR AN ACT ENTITLED: "AN ACT TO DIRECT THE *Keenan* *Blasum*
 5 DEPARTMENT OF ADMINISTRATION TO WORK TOWARD THE GOAL OF *Hart*
 6 ESTABLISHING A STANDARD OF EQUAL PAY FOR COMPARABLE WORTH
 7 AND TO REQUIRE THE DEPARTMENT TO REPORT TO THE LEGISLATURE
 8 THE STATUS OF THE STANDARD UNDER THE STATE CLASSIFICATION
 9 PLAN AND PAY SCHEDULES."
 10
 11 WHEREAS, Article II, section 4, of the Montana
 12 Constitution prohibits discrimination against any person in
 13 the exercise of his or her civil rights on the basis of sex;
 14 and
 15 WHEREAS, Montana laws prohibit compensation of women
 16 "less than that paid to men for equivalent service"; and
 17 WHEREAS, pay disparities between men and women still
 18 exist in Montana in general and in state government in
 19 particular because of both overt sex discrimination and
 20 subtle biases which, although more difficult to recognize,
 21 inherently undervalue the work of women; and
 22 WHEREAS, statistics for state government employees in
 23 Montana reveal that, for the 15-month period ending March
 24 31, 1982:
 25 (1) the average female employee earned only 69.4% as

1 much as the average male employee;
 2 (2) females held 90.2% of all clerical positions,
 3 32.5% of all professional positions, 17.8% of all managerial
 4 positions, and 1.7% of all skilled craft jobs; and
 5 (3) compared to large private-sector employers in
 6 Montana (in 1978), a woman employed by state government is
 7 half as likely to be a professional or managerial employee
 8 as her private-sector colleague; and
 9 WHEREAS, studies being conducted throughout the states
 10 are revealing that jobs dominated by women are accorded less
 11 value than comparable jobs dominated by men; and
 12 WHEREAS, state government in Montana should serve as a
 13 model for the equal employment opportunity that is required
 14 under the State's Constitution and state and federal
 15 statutes and by our basic commitment to human rights and
 16 human dignity.
 17
 18 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MONTANA:
 19 Section 1. Comparable worth. The department of
 20 administration shall, in its continuous efforts to enhance
 21 the current classification plan and pay schedules, work
 22 toward the goal of establishing a standard of equal pay for
 23 comparable worth. This standard for the classification plan
 24 shall be reached by:
 25 (1) eliminating, in the classification of positions,

1 the use of judgments and factors that contain inherent
2 biases based on sex; and

3 (2) comparing, in the classification of positions, the
4 factors for determining job worth across occupational groups
5 whenever those groups are dominated by males or females.

6 Section 2. Status report. The department of
7 administration shall report to the legislature the status of
8 the comparable worth standard under Montana's classification
9 plan and pay schedules and shall make recommendations to the
10 legislature as to what impediments exist to meeting this
11 standard. The department shall continue to make such reports
12 until the standard is met.

-End-

Approved by Committee
on Labor & Employment
Relations

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