

F I N A L R E P O R T

JOINT SUBCOMMITTEE ON EQUAL PAY

January, 1983

The Joint Subcommittee on Equal Pay of the Senate and House Standing Committees on State Government was established by the Legislative Council pursuant to House Concurrent Resolution 141 to consider issues involved in the comparable worth concept, particularly those relating to the elimination of paid discrimination through the establishment of "equal pay for work of equal value" principles. The Legislative Council authorized the Joint Subcommittee on Equal Pay two meeting days and appointed the following members:

Senator Edgar H. Holden, Co-chairperson
Representative George Swearingen, Co-chairperson
Senator Forrest V. Schwengels
Senator Ray Taylor
Senator C. W. (Bill) Hutchins
Senator Bob Carr
Representative Dorothy Carpenter
Representative Jim Johnson
Representative Thomas Jochum
Representative Thomas Fey

At its first meeting on August 31, 1982, the Subcommittee received testimony from representatives of public agencies, private agencies, and private persons who were interested in presenting issues involved in the comparable worth concept of eliminating wage discrimination. Testimony was received from representatives of the Commission on the Status of Women, the American Friends Service Committee, the League of Women Voters of Iowa, the Iowa Women's Political Caucus, the Iowa Civil Rights Commission, the Association of Social Workers, the Iowa Merit Employment Department, the American Federation of State, County, and Municipal Employees, and the Iowa Federation of Labor. The Subcommittee also received testimony from Ms. Donna Hylarides, Director, Office of Employment Relations and Mr. Donald Volm, representing the State Board of Regents. The Subcommittee requested additional information from the Iowa Merit Employment Department relating to the number of women applying for, being tested, and being certified for various types of jobs whether in a women-dominated area, a balanced area, or a men-dominated area of employment. In addition, the Subcommittee requested additional information from the State Board of Regents regarding the job classification evaluation system used by the State Board and developed by the Robert Hayes and Associates, Inc.

At its second meeting on November 17, 1982, the Subcommittee received additional testimony relating to the comparable worth concept of eliminating wage discrimination, the feasibility of

eliminating pay discrimination with an appropriate point evaluation classification system, and the advantages and disadvantages of allowing prevailing market conditions to determine the value of jobs. The Subcommittee received testimony from Ms. Carol Uhlenhopp, Ms. Mikel Johnson who represented the Iowa Human Needs Advocates and the American Friends Service Committee, the Iowa Merit Employment Department, the Iowa Manufacturers Association, the State Board of Regents, and Mr. Winn Newman, Special Counsel for Minority and Women's Rights, American Federation of State, County, and Municipal Employees. The Subcommittee also received testimony from Dr. Betty Huffman, Director, Division of Women's Programs, Drake University. The testimony was basically divided between those persons who believe that pay equity for men and women will not be achieved without the development of a job classification evaluation system and those who believe that the marketplace should determine the value of jobs and that there is no evaluation system available that can accurately and fairly determine the relative value of various jobs.

After consideration of the testimony received, the Subcommittee recommends to the Legislative Council and the House Committee on State Government that the Iowa Merit Employment Department be directed to compile and submit to the General Assembly by January 1, 1984, a plan to establish equitable compensation relationships between female-dominated, male-dominated, and balanced job classes for employees in the executive branch of state government. Compensation relationships among jobs shall be considered equitable when the primary consideration in negotiating, establishing, recommending, and approving total compensation is the comparability of the value of the job in relation to other jobs in the executive branch. "Comparability of the value of the job" means the value of the job measured by the composite of the skill, effort, responsibility, and working conditions normally required in the performance of the job.

There being no quorum among the Senate members, the Senate Subcommittee on Equal Pay makes no recommendation.

Copies of written testimony received and information disseminated to the Joint Subcommittee are filed with the Legislative Service Bureau.