

FEB 24 2005

COMMERCE, REGULATION & LABOR

HOUSE FILE 434
BY T. TAYLOR

Passed House, Date _____ Passed Senate, Date _____
Vote: Ayes _____ Nays _____ Vote: Ayes _____ Nays _____
Approved _____

A BILL FOR

1 An Act providing that employees be paid based on comparable worth
2 and making penalties applicable.

3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

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HF 434

1 Section 1. Section 729.4, subsection 1, Code 2005, is
2 amended to read as follows:

3 1. Every person in this state is entitled to the
4 opportunity for employment on equal terms with every other
5 person. A person or employer shall not discriminate in the
6 employment of individuals because of race, religion, color,
7 sex, national origin, or ancestry, and shall not discriminate
8 in compensation for work of comparable worth between jobs held
9 predominately by women and jobs held predominately by men.
10 "Comparable worth" means the value of work as measured by the
11 composite of the skill, effort, responsibility, and working
12 conditions normally required in the performance of work.
13 However, as to employment an individual must be qualified to
14 perform the services or work required.

15 EXPLANATION

16 This bill provides that a person or employer shall not
17 discriminate in providing compensation for work of comparable
18 worth between jobs predominately held by women and men. The
19 bill defines "comparable worth" as being the value of work as
20 measured by the skill, responsibility, and working conditions
21 involved in performing the work. A violation of this
22 provision constitutes a simple misdemeanor.

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