

**ASSEMBLY AMENDMENT 4,
TO 2001 ASSEMBLY BILL 522**

October 30, 2001 – Offered by Representative BLACK.

1 At the locations indicated, amend the bill as follows:

2 **1.** Page 2, line 1: before that line insert:

3 “**SECTION 1c.** 20.445 (1) (gr) of the statutes is created to read:

4 20.445 (1) (gr) *Employment discrimination assessments.* All moneys received
5 from assessments collected under s. 111.39 (4) (c) 2., for the administration of subch.
6 II of ch. 111.

7 **SECTION 1g.** 111.39 (4) (c) of the statutes is renumbered 111.39 (4) (c) 1. and
8 amended to read:

9 111.39 (4) (c) 1. If, after hearing, the examiner finds that the respondent has
10 engaged in discrimination, unfair honesty testing, or unfair genetic testing, the
11 examiner shall make written findings and order such action by the respondent as
12 will effectuate the purpose of this subchapter, with or without back pay. ~~If the~~
13 ~~examiner awards any payment to an employee because of a violation of s. 111.321 by~~

1 ~~an individual employed by the employer, under s. 111.32 (6), the employer of that~~
2 ~~individual is liable for the payment. If the examiner finds a respondent violated s.~~
3 ~~111.322 (2m), the examiner shall award compensation in lieu of reinstatement if~~
4 ~~requested by all parties and may award compensation in lieu of reinstatement if~~
5 ~~requested by any party. Compensation in lieu of reinstatement for a violation of s.~~
6 ~~111.322 (2m) may not be less than 500 times nor more than 1,000 times the hourly~~
7 ~~wage of the person discriminated against when the violation occurred. Back pay~~
8 ~~liability may not accrue from a date more than 2 years prior to the filing of a~~
9 ~~complaint with the department. Interim earnings or amounts earnable with~~
10 ~~reasonable diligence by the person discriminated against or subjected to unfair~~
11 ~~honesty testing or unfair genetic testing shall operate to reduce back pay otherwise~~
12 ~~allowable. Amounts received by the person discriminated against or subject to the~~
13 ~~unfair honesty testing or unfair genetic testing as unemployment benefits or welfare~~
14 ~~payments shall not reduce the back pay otherwise allowable, but shall be withheld~~
15 ~~from the person discriminated against or subject to unfair honesty testing or unfair~~
16 ~~genetic testing and immediately paid to the unemployment reserve fund or, in the~~
17 ~~case of a welfare payment, to the welfare agency making the payment.~~

18 **SECTION 1L.** 111.39 (4) (c) 2. of the statutes is created to read:

19 111.39 **(4)** (c) 2. If the examiner finds that a respondent has discriminated
20 against a person in promotion, compensation, or in terms, conditions, or privileges
21 of employment on the basis of sex, race, color, national origin, or ancestry, the
22 examiner, in addition to any action ordered under subd. 1., shall order the
23 respondent to pay to the person compensatory and punitive damages in an amount
24 that the examiner finds appropriate and to pay to the department an assessment
25 equal to 10% of the amount of compensatory and punitive damages ordered. All

1 assessments collected under this subdivision shall be deposited in the general fund
2 and credited to the appropriation account under s. 20.445 (1) (gr).

3 **SECTION 1p.** 111.39 (4) (c) 3. of the statutes is created to read:

4 111.39 (4) (c) 3. If the examiner orders any payment under subd. 1. or 2. because
5 of a violation of s. 111.321 by an individual employed by an employer, the employer
6 of that individual is liable for the payment.

7 **SECTION 1t.** 111.39 (4) (c) 4. of the statutes is created to read:

8 111.39 (4) (c) 4. If the examiner finds a respondent violated s. 111.322 (2m), the
9 examiner shall award compensation in lieu of reinstatement if requested by all
10 parties and may award compensation in lieu of reinstatement if requested by any
11 party. Compensation in lieu of reinstatement for a violation of s. 111.322 (2m) may
12 not be less than 500 times nor more than 1,000 times the hourly wage of the person
13 discriminated against when the violation occurred.”.

14 **2.** Page 2, line 1: substitute “**SECTION 1x**” for “**SECTION 1**”.

15 **3.** Page 5, line 10: after that line insert:

16 “**SECTION 14. Nonstatutory provisions.**

17 (1) WAGE DISPARITY STUDY.

18 (a) *Definition.* In this subsection, “minority group member” has the meaning
19 given in section 560.036 (1) (f) of the statutes.

20 (b) *Committee.* By the first day of the 3rd month beginning after the effective
21 date of this paragraph, the secretary of workforce development shall create and
22 appoint a committee consisting of the members specified in paragraph (c) to study
23 the issues specified in paragraph (d) and report its findings, conclusions, and
24 recommendations as provided in paragraph (e).

1 (c) *Membership.* The committee shall consist of the following members:

2 1. Two members who are representatives of business and industry, who shall
3 be appointed from a list of candidates submitted by an association that represents
4 the interests of businesses and industries in this state.

5 2. Two members who are representatives of organized labor, who shall be
6 appointed from a list of candidates submitted by a labor organization that is
7 chartered by a federation of national or international labor organizations, admits to
8 membership local labor organizations, and exists primarily to carry on educational,
9 legislative, and coordinating activities.

10 3. Two members who are representatives of organizations whose objectives
11 include the elimination of wage disparities between men and women and between
12 minority group members and nonminority group members and who have
13 undertaken advocacy, educational, or legislative initiatives in pursuit of that
14 objective.

15 4. Three members who are employees of an institution of higher education or
16 a research institution and who have experience and expertise in the collection and
17 analysis of data concerning wage disparities between men and women and between
18 minority group members and nonminority group members and whose research has
19 been used in efforts to eliminate those disparities.

20 (d) *Study.* The committee shall study all of the following:

21 1. The extent to which wage disparities exist, in both the public and private
22 sectors, between men and women and between minority group members and
23 nonminority group members.

24 2. The factors that cause, or that tend to cause, those wage disparities,
25 including segregation between men and women and between minority group

1 members and nonminority group members, both within and across occupations; the
2 payment of lower wages in occupations dominated by women or by minority group
3 members; disparities between men and women in child-rearing responsibilities; and
4 disparities in education and training between men and women and between minority
5 group members and nonminority group members.

6 3. The consequences of those wage disparities on the economy and on individual
7 families.

8 (e) *Recommendations.* The committee shall recommend solutions and policy
9 alternatives, including proposed legislation, to eliminate and prevent wage
10 disparities between men and women and between minority group members and
11 nonminority group members. By the first day of the 15th month beginning after the
12 effective date of this paragraph, the committee shall report its findings, conclusions,
13 and recommendations to the secretary of workforce development who shall submit
14 that report to the appropriate standing committees of the legislature in the manner
15 provided under section 13.72 (3) of the statutes and to the governor by the first day
16 of the 16th month beginning after publication.

17 **SECTION 15. Initial applicability.**

18 (1) EMPLOYMENT DISCRIMINATION DAMAGES. The renumbering and amendment
19 of section 111.39 (4) (c) of the statutes and the creation of section 111.30 (4) (c) 2., 3.,
20 and 4. of the statutes first apply to acts of employment discrimination committed on
21 the effective date of this subsection.”.

22 (END)