

SENATOR BEUTLER: ...for equal work.

SENATOR CROSBY: Time. Time. I'm sorry, this microphone is being fractious this morning. Thank you, Senator Beutler. Senator Schimek, on the committee amendments.

SENATOR SCHIMEK: Madam President, I will...Senator Beutler, would you like my time? And then I'll just turn my light on again. You can finish your questioning.

SENATOR BEUTLER: Thank you. Thank you very much. Some years ago, not very many years ago, Senator Hall, we had a...we were having debates over bills that had been brought in which basically said that pay discrimination had to...you had to look at jobs regardless of category that involved equal levels of skill, effort and responsibility, and the argument was, for example, that nurses had to be paid equivalent to what other people executing equal degrees of skill and responsibility, etcetera, and the idea being that if there was found to be a discrepancy, all nurses would be paid more regardless of what the market was for nurses. And the business community always objected to that particular philosophy, for obvious reasons, and it never seemed to make sense, to me, to start comparing jobs across categories, but rather that there was some justification for looking at what the market determined with reference to any particular category of jobs. But this language seems to say that what you look at is what's being paid with respect to any particular employee, is what's being paid for equal work on jobs that require skill, effort or responsibility under similar working conditions. So it seems to have adopted the equal pay for equal work argument. Is that...is that an accurate representation of this?

SENATOR HALL: Madam President, members, Senator Beutler, it is, but I believe that that was adopted into statute already and I remember the debates that you're talking about and this merely just shifted that language over when I spoke to the fact that we consolidated both age and equal pay into this act. That's all we did with this language. It is not a substantive nor even a minor change in terms of the policy of the state. As I remember, this is the result of those debates that you talked about earlier.

SENATOR BEUTLER: Okay. On page 29, Senator Hall.