

SENATE BILL REPORT

SB 6354

As of January 24, 1996

Title: An act relating to employment based on higher education.

Brief Description: Prohibiting employment discrimination based on higher education.

Sponsors: Senator Sutherland.

Brief History:

Committee Activity: Labor, Commerce & Trade: 1/25/96.

SENATE COMMITTEE ON LABOR, COMMERCE & TRADE

Staff: Katie Healy (786-7403)

Background: An employer is prohibited from refusing to hire or employ, or to fire an individual on the basis of the individual's age. There is concern that a similar provision is needed prohibiting employers from discriminating against an individual who has not attended or graduated from an institution of higher education.

Summary of Bill: An employer commits an unfair practice by refusing to hire or employ or to bar or terminate from employment any individual because that person did not attend or graduate with a degree from an institution of higher education. An employer may require that a job applicant possess a high school diploma or the equivalent.

An employer or employment agency is prohibited from advertising or publishing a job opening which expresses any limitation, specification, or discrimination regarding those who have not attended or received a degree from an institution of higher education. In a civil action alleging such a violation, the court may impose a penalty of \$1,000 in addition to any award of actual damages. The prevailing party may be awarded reasonable attorneys' fees and costs.

Appropriation: None.

Fiscal Note: Not requested.

Effective Date: Ninety days after adjournment of session in which bill is passed.