

AMENDMENTS TO SENATE BILL NO. 241

Sponsor: SENATOR WILLIAMS

Printer's No. 281

1 Amend Bill, page 2, line 4, by inserting after "a"

2 bona fide

3 Amend Bill, page 2, by inserting between lines 8 and 9

4 (a.1) The bona fide factor defense described under
5 subsection (a)(4) shall apply only if the employer demonstrates
6 that the factor is (1) not based upon or derived from a sex-
7 based differential in compensation; (2) job related with respect
8 to the position; and (3) consistent with business necessity. The
9 defense shall not apply if the employe demonstrates an
10 alternative employment practice exists which would serve the
11 same business purpose without producing the differential and the
12 employer refused to adopt the alternative practice.