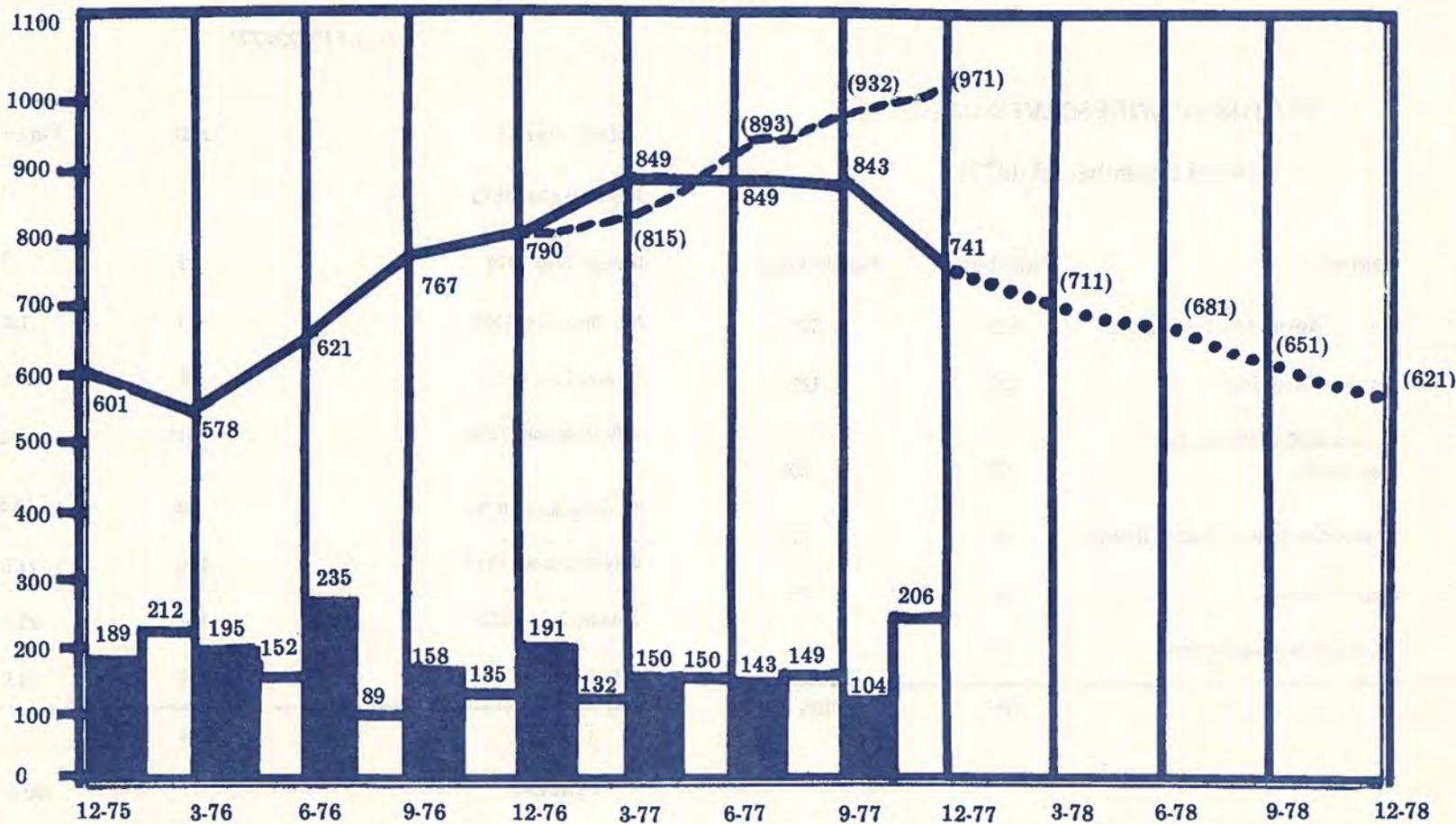


appendix

QUARTERLY CASE PRODUCTION ANALYSIS

1976-1978



-  *Cases Filed*
-  *Cases Closed*
-  *Level of unresolved cases*
-  *Unresolved case level projected December 1976*
-  *1978 Projected unresolved case level*

AGE OF UNRESOLVED CASES

(As of 12-23-77)

STATUS OF UNRESOLVED CASES

(As of December 23, 1977)

Status	Number	Percentage
1. Not Yet Assigned for Investigation	422	57%
2. Under Investigation	238	32%
3. Settlement/Conciliation Being Negotiated	37	5%
4. Conciliation Failed/Awaiting Hearing	18	3%
5. Appeal Pending	14	2%
6. Hearing Held/Awaiting Order	12	1%
	741	100%

Time Period	Total	Percent
July-December 1973	1	.1
January-June 1974	2	.3
July-December 1974	7	1.0
January-June 1975	39	5.2
July-December 1975	61*	8.2
January-June 1976	123	16.5
July-December 1976	160	21.6
January-June 1977	172	23.2
July-December 1977	176	23.8
TOTAL	741	
PERCENT		100.0

* Cases filed in 1975 and earlier are mostly in court or being settled.

RACE OF PERSONS FILING CHARGES

Race	Number	Percentage
1. Caucasian	238	40%
2. Black	170	29%
3. Alaska Native	82	14%
4. Other/Unknown	52	9%
5. Hispanic	34	6%
6. Asian	12	2%
TOTAL	588	100%

SEX OF PERSONS FILING CHARGES

Definitions	Amount of Cases	Percentages
1. Female	300	51%
2. Male	266	45%
3. Director's Charges and Multiple Charging Parties	22	4%
TOTAL	588	100%

ANALYSIS OF NEW FILINGS BY REASON ALLEGED BY COMPLAINANT

Definition	Amount of Cases	Percentages
1. Race	231	39%
2. Sex	109	18%
3. Multiple Reasons	86	15%
4. Other (Religion, Pregnancy, Parenthood)	44	7%
5. National Origin	42	7%
6. Age	29	5%
7. Physical Handicap	27	5%
8. Marital Status/Changes in Marital Status	20	3%
TOTAL	588	100%

Filing Statistics January - December 1977

ANALYSIS OF NEW FILINGS, BY TYPE OF UNLAWFUL PRACTICE

	Total Number of Cases	Percent of Total Cases
1. Employment AS 18.80.220	471	80%
2. Government Practices AS 18.80.255	38	6%
3. Retaliation/Coercion AS 18.80.200/AS 18.80.260	33	6%
4. Public Accommodations AS 18.80.230	18	3%
5. Housing AS 18.80.240	16	3%
6. Finance AS 18.80.250	12	2%
TOTALS	588	100%

A Preliminary Study:

The Status of Women in Alaska

contents

Compiled by the University of Alaska Institute for Social and Economic Research, and Joan Katz, for the Alaska State Commission for Human Rights. January, 1977.

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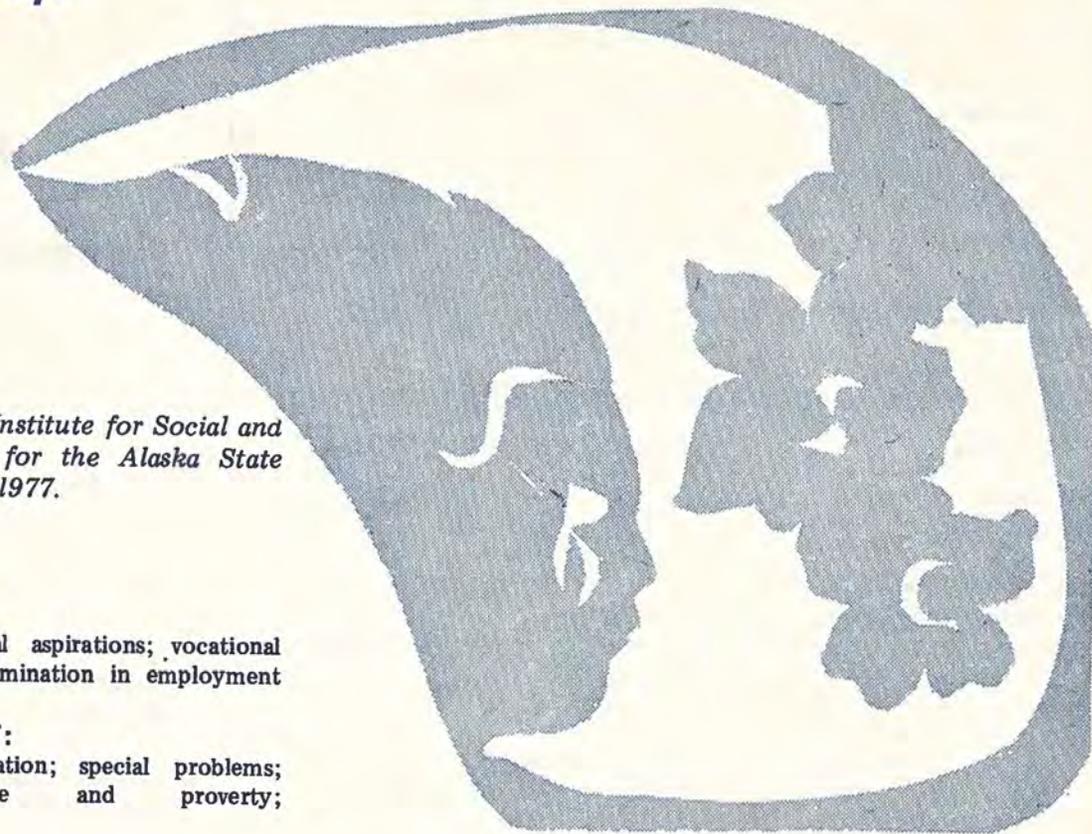
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RECOMMENDATIONS



summary of resolutions

TO ELIMINATE SEX BIAS IN EDUCATION IN ALASKA

1. **UNBIASED CURRICULUM MATERIALS**
The State Legislature should appoint a commission to work with all school districts to eliminate sex biased curriculum materials and should provide additional funds to the Alaska Commission for Human Rights to implement Section 18.80.255 of the Human Rights law concerning discriminatory practices by the state or its political subdivisions.
2. **ATHLETICS PROGRAM EQUALITY**
The State Legislature should direct the Alaska Department of Education to work with all school districts to insure equal athletic opportunities for boys and girls at the elementary and secondary levels.
3. **SCHOOL AND EMPLOYMENT COUNSELING**
The State Legislature should provide funds for a systematic study on sex bias in educational counseling as a basis for training programs and in-service training for all educational professionals who have advisory or counseling responsibility in local educational agencies and in colleges or universities. The State Legislature should direct the Alaska Department of Education and Alaska Department of Labor to monitor and evaluate sex bias in vocational training programs for which they are responsible.
4. **AFFIRMATIVE ACTION IN EMPLOYMENT**
We propose that the Alaska Legislature enact a state Title IX law 1) to commit Alaska to the Affirmative action goals the federal government has developed and 2) to enable the state to withhold state funds if non-compliance is found.

TO EQUALIZE EMPLOYMENT IN ALASKA

1. **LABOR FORCE PARTICIPATION**
We recommend that the State Legislature direct the Alaska Department of Labor to record and report all labor force, employment and unemployment statistics by sex and minority status. We also recommend that the legislature authorize and sufficiently fund a full economic analysis based on these sex-specific and minority-specific data of women's employment, unemployment and labor force participation.

2. **PART-TIME EMPLOYMENT OPPORTUNITIES**
We recommend that the state encourage job-sharing and other innovative efforts aimed at expanding the number and variety of part-time jobs in all levels of government.
3. **DAY CARE FUNDING**
We recommend that the State Legislature immediately consider significant increases in day care funding. We also recommend that the State Legislature fund a study of the costs and benefits of increasing both part-time employment opportunities and day care to accommodate the demand of working women and women desiring employment.
4. **UNBIASED UNEMPLOYMENT MONITORING**
Because women have experienced discrimination and lack of opportunity historically, and because the fragmentary data we have considered point to continued and perhaps heightened discrimination with Alaska's transition to a non-pipeline stimulated economy, we recommend that a state monitor be appointed to assure the equitable distribution of jobs to all eligible workers regardless of sex, race or other characteristics.
5. **OCCUPATIONAL TRENDS ANALYSIS**
A more detailed analysis of recent employment trends should be undertaken to encompass these conflicting findings. We recommend that the State Legislature support creation of a State Salary Commission or similar agency to review job classifications in all areas of employment and to recommend timetables for the implementation of non-discriminatory pay schedules, promotional practices and other employment practices. Special attention needs to be paid to patterns of discrimination found in the Department of Education and salary and promotional opportunities available within the clerical field. We also strongly support additional funding for the Alaska Human Rights Commission to increase its enforcement effectiveness in dealing with sex bias and other forms of employment discrimination.
6. **HOUSEHOLD HEAD STUDY**
We recommend that a study of the poverty problem of female-headed households in Alaska be completed as soon as possible.
7. **CHILD SUPPORT ENFORCEMENT**
We recommend that the Child Support Enforcement Agency receive the necessary funding to assure effective enforcement of court-ordered child support.

8. MINORITY WOMEN'S RIGHTS

We recommend that greater efforts be made at all levels of state government to recruit and train on the job minority women. We also recommend that additional funding to the State Human Rights Commission's enforcement efforts be provided, as well as additional funds for public education concerning the rights of minority women.

TO ADJUST MENTAL AND PHYSICAL HEALTH CARE TO COMPENSATE FOR DIFFERENCES IN SEX

MENTAL HEALTH

1. MENTAL HEALTH STATISTICS

The State Legislature should direct its mental health agencies to maintain statistics and records by sex and to monitor the effectiveness of their work with women.

2. RURAL COMMUNITY ACCESS

The State Legislature should provide funds for a program of community mental health aides for the rural parts of the state similar to the Alaska Area Native Health Service program of community health aides.

3. DISPLACED HOMEMAKERS PROGRAM

The State Legislature should consider funding a pilot program similar to that proposed in the California Legislature to provide counseling, training, and financial assistance for displaced homemakers in training.

4. COUNSELING FOR DIVORCED WOMEN

Given the importance of social interventions at critical points in life, such as divorce, to avert emotional breakdowns, the State Legislature should provide funds for counseling programs for women in divorce and other crises. The State Legislature should also provide funds for research that will systematically document problems of divorced women in Alaska, as a basis for refining support services for them.

5. FUNDING FOR BATTERED WIVES' CARE

The State Legislature should provide funds for emergency shelters for women. The State Legislature should alter State Division of Social Service regulations that prevent granting emergency assistance to battered wives before they have moved to a new location. The State Legislature should also provide funds for research to understand the prevalence and causes of wife battering as a basis for planning in the mental health and criminal justice fields.

6. SEX BIAS INVESTIGATION COMMISSION

The State Legislature should consider establishing a commission to investigate sex bias in State mental health services as a basis for establishing training conferences for mental health professionals.

PHYSICAL HEALTH

7. STUDY CHANGING HEALTH STATUS

We recommend that the State Legislature provide funds for a study which compares working women with housewives and with men as a tool for health planning and for economic planning about the organization of work in Alaska.

8. HEALTH INSURANCE COVERAGE

The State Legislature should order an investigation of the adequacy of health insurance coverage for employees of the State of Alaska; in addition, the legislature could direct the State Commissioner of Insurance to issue a ruling forbidding any form of sex-biased differential coverage in the group or individual health insurance plans offered by any insurance companies or agents within the State of Alaska. The State Legislature should direct the Alaska Division of Health to systematically determine the number of women (and men) who lack health insurance and access to publicly supported health services, and who are unable to pay the cost of health care, and to develop programs to correct this deprivation.

TO CONSIDER LEGISLATIVE, JUDICIAL AND ENFORCEMENT REVISIONS IN THE JUSTICE SYSTEM CONCERNING WOMEN

RAPE

1. RAPE LEGISLATION CHANGES

The State Legislature should revise the rape statutes to eliminate all explicit and implicit requirements for use of physical force by the defendant and actual resistance by the victim. Spousal immunity in rape cases should also be eliminated. The statutes should limit evidence of the victim's prior sexual conduct to activities with the defendant and broaden the evidentiary exclusion to cover other aspects of the victim's private life.

2. RAPIST CONVICTION REFORMS

The Legislature should consider adopting a decree structure for rape with varying penalties for different degrees of the crime. A

court-watching program should be funded to investigate evidentiary practices, use of instructions, prosecution performance and victim treatment. Sentence guidelines for convicted rapists should be set and a study made of alternatives for rehabilitation of rapists.

3. PSYCHIATRIC TREATMENT FUNDING

The Legislature should provide adequate funding to insure compliance with court orders for psychiatric treatment for convicted rapists.

4. POLICE PROCEDURE REFORMS

Police Departments should provide specialized investigators for rape cases, including female officers. They should also evaluate their use of lie detector tests for rape victims, and if necessary, promulgate guidelines for the taking of such tests. Officers handling rape cases should be apprised of all new developments in rape laws.

5. PROSECUTION TRAINING AND REFORMS

Prosecutors should assign rape cases to attorneys specializing in their prosecution, and develop and practice sensitivity towards victims and communicate openly with them. Prosecutors should also provide or develop liaisons with victim counseling services to meet victim needs and encourage victim cooperation with the system.

6. DIVISION OF CORRECTIONS COMPLIANCE

The Division of Corrections should comply with Court Orders for psychiatric treatment of convicted rapists.

WOMEN OFFENDERS

1. FACILITIES AND PROGRAM UPGRADING

The Legislature should direct the Division of Corrections to conduct a needs assessment of women offenders and to review existing facilities and programs for women offenders to determine where such facilities and programs do not measure up to those provided male offenders and do not adequately meet the needs of women offenders.

2. EXPLORATION OF INSTITUTIONAL ALTERNATIVES

The Legislature should direct the Division of Corrections to explore alternatives to institutionalization for women offenders, such as pre-trial intervention and halfway houses, and to implement such programs as appear practicable, on an experimental basis.

3. ADEQUATE LEGISLATIVE FUNDING

The Legislature should provide adequate funding for facilities and programs for women offenders.

4. REVISE SEGREGATION RULE

The Division of Corrections should eliminate the sex segregation rule where it impedes full equality in facilities or programs for women offenders; in the alternative, if necessary, the Legislature should enact legislation requiring such curtailment of the segregation rule.

5. CARE FOR RUNAWAYS

The Legislature or municipal governments should provide beds for runaway youth not under state custody pursuant to documented need.

6. JUVENILE OFFENDERS STUDY

The Legislature should study the position of status offenders in the juvenile justice system and make appropriate code revisions for greater family involvement, more or less justice system involvement, or other approaches to the problem of status offenders.

7. GIRLS CLOSED UNIT

The Legislature should fund a six-bed closed unit for girls at McLaughlin Youth Center.

8. INTAKE PROCESS EXAMINATION

Judges and juvenile justice system intake personnel at the court system should examine their own processing of juvenile cases to uncover any possible sex discrimination.

BATTERED WIVES

1. REFORMS FOR VICTIMS

The Legislature should adopt legislation providing for probable cause misdemeanor arrests in cases where one adult member of a household has assaulted another. The violent crimes compensation act should be amended to provide coverage for battered wives.

2. FUNDING FOR SHELTERS

The Legislature should fund shelters for battered wives.

3. MANDATORY OFFENSE REPORTS

The Legislature should consider legislation requiring that doctors, social workers and other professionals report incidents of wife beating much as child abuse is now reported.

4. IMPROVED POLICE PROCEDURES

The police should maintain statistics on wife beating calls. They should provide improved attitude training in relation to wife beating, hire qualified female patrol officers to be available to respond to cases of wife beating and consider innovative crisis intervention programs operated in conjunction with mental health professionals. Upon arrest of a man in response to a wife-beating the police should determine if bail needs to be set at more than the usual \$25.

5. IMPROVED PROSECUTION COUNSELING

The district attorneys should hire, with the assistance of grants if possible, support personnel to assist battered wives and other victims of crime in meeting their immediate needs and making prosecution decisions. They should develop more positive attitudes towards prosecution of wife beating cases.

6. STIFF BAIL AND SENTENCES

Judges should re-evaluate bail schedules for assault and battery charges; and alter sentencing practices in wife beating cases to match the severity of the crime and improve chances of reform.

DIVORCE

1. SETTLEMENT REFORM LEGISLATION

The Legislature should adopt legislation providing objective standards for awarding alimony, requiring full disclosure of assets in all contested divorce cases, and providing for court-ordered wage assignments to insure payment of alimony obligations. The Legislature should limit the courts' jurisdiction to modify custody decisions from other states and to hear custody cases when the child has no substantial connection with Alaska. Priority on the court calendar should be given to custody cases.

2. SUPPORT ENFORCEMENT FUNDING

The Legislature should fund the child support enforcement agency at a level sufficient to allow the agency to fulfill its responsibilities.

3. CUSTODY AWARD IMPROVEMENTS

The courts should refrain from making moral judgments in custody cases and award custody solely on the grounds of the child's best interests. Evidence should be required of maximum effort to locate and notify absent parents prior to adjudicating custody on a temporary or permanent basis. The courts should expedite custody disputes by giving them priority on court calendars and abolishing the use of masters in custody cases; and include enforcement mechanisms, such as wage assignments if available, in alimony and child support orders at the time such orders are issued.

4. FEMALE BAR REFERRALS:

The Anchorage Bar Association should evaluate the propriety of modifying its referral service to provide greater access to female attorneys for clients expressly requesting a female referral.

THE LEGAL PROFESSIONALS

1. JUDICIAL SELECTION EQUALIZATION

The Judicial council should immediately revise its judicial application form to eliminate questions pertaining to marital and parental status; refrain from asking personal questions which do not bear on an applicant's potential competence as a judge; and review the form, use and desirability of the bar poll in the judicial selection process.

2. FEMALE COUNCIL APPOINTEES

The Alaska Bar Association and the Governor should appoint qualified women to positions on the judicial council when vacancies next occur.

3. HIRING PRACTICE REVIEWS

Employers, including Government agencies, should review their hiring practices and work assignments to insure against sex discrimination, explicit or implicit.

4. JUDGES' BIAS EVALUATION

Judges should evaluate their treatment of female litigants and attorneys to uncover any biases producing unjustified leniency or negative discrimination.

5. FEMALE ATTORNEY EFFORTS

Female attorneys should, if qualified and interested, apply for available judgeships and judicial council positions; and insist that those who share their household also share the domestic responsibilities.

1977 CASE ACTION

Complainant- Plaintiff

Respondent- Defendant

Stage & Forum

Issues

Agony

Frontier Rock & Sand

Dismissed: Case dismissed prior to public hearing for lack of evidence.

Alleged Race Discrimination

Alaska State
Commission for
Human Rights

V.E. Construction Co.

*Superior Court
3rd Judicial District*

Complaint for preliminary injunction prohibiting employer from filling secretarial vacancy until Commission staff has investigated the merits of the administrative complaint. Temporary Restraining order granted December 21, 1977. Hearing on preliminary injunction motion cancelled because administrative parties reached amicable settlement of their dispute through agency's resolution conference.

Alaska State
Commission for
Human Rights

Miller

*Superior Court
3rd Judicial District*

Complaint for preliminary injunction and temporary restraining order to allow the Commission an opportunity to conciliate or hear a public accommodation discrimination complaint involving a trailer park. The case was settled in open court. The complainants remained in the trailer court and were not required to bear the expense of removing a storage shed.

Allen

Laborers/Hod Carriers Local 341

*Commission opinion issued
11/11/77
Appeal filed*

*Race and Sex Discrimination
Union found to have discriminated against minorities in its hiring practices for paid union positions: Ordered to post vacancies, draw up criteria and interview applicants qualified for the position of Field Representative.*

Bald

RCA Alascom and Teamsters

*Alaska Supreme Court
Decided October 14, 1977*

Bald argued that a Seventh Day Adventist is not required under AS 18.80.220(a) (1) to pay dues, as a condition of her employment, to the union that represents workers at the RCA facility. The issue on appeal was whether the National Labor Relations Act preempts AS 18.80.220(a) (1). Held, the NLRA does not preempt AS 18.80 and does not deprive the Alaska courts of jurisdiction to hear the Blad case.

Bechtel

Savell

*Superior Court
3rd Judicial District
Voluntarily dismissed*

Actions to remove Commission Hearing Examiner for alleged lack of impartiality.

Behrends	Bradley et.al.	Superior Court 1st Judicial District Decided	In 1975, a number of female employees of Behrends Department Store in Juneau filed complaints with the Human Rights Commission alleging a pattern of discrimination in unequal pay because of their sex. While the Commission was attempting to settle the matter prior to commencement of adversary proceedings, Behrends went to court and argued that it was entitled to see the complete files of all complaints alleging sex discrimination filed since the establishment of the Commission's Juneau office. Held, plaintiff-employer has a limited right under AS 09.25.120 to access to the Commission's investigatory file of the administrative complaint to which plaintiff-employer is a party. The file shall only be used by plaintiff through its counsel, for engaging in conciliation efforts with the Commission and shall not be disclosed to the public. As to the Commission's other investigatory files, when the Commission investigates sex discrimination complaints pursuant to Federal Law, the investigatory files are exempt from disclosure to the public pursuant to the Federal Freedom of Information Act (5 U.S.C. 552(b) (7) (A)-(E) and the 1964 Civil Rights Act (42 U.S.C. 2000e-8(e)).
Bellero	Brown & Root	Superior Court 3rd Judicial District Settled before trial	The Commission intervened in this private civil action wherein the Plaintiff alleged discrimination on the basis of sex and marital status.
Berry	Green-Associated, Inc.	Closed: Monetary settlement before public hearing	Alleged sex discrimination in hiring at pipeline camp.
Betancourt	Banister-Joyce-Leonard	Federal District Court-Alaska Dismissed	Respondent prevailed in this case wherein Plaintiff alleged that she was not granted the same rest periods as American-born employees were. Plaintiff was born in South America.
Bell	Parker Drilling Co.	Commission opinion issued April 23, 1977	Physical Handicap - Commission found that Bell was unable to safely and efficiently perform the reasonable demands of the job of floorman on a drilling rig because of his hearing disability. Commission found that Respondent demonstrated that no reasonable accommodation was possible.
Borch	Island King Restaurant	Hearing Examiners recommendation filed October 10, 1977; Commission opinion pending	Did AS 18.80 protect women against discrimination on the basis of pregnancy as unlawful sex discrimination prior to the time (June 75) it was amended to specifically mention pregnancy? Was the June 1975 amendment an addition or merely a clarification? Examiner found that Complainant was not discharged because of pregnancy.
Bray	Alaska Court System	Superior Court 3rd Judicial District	Alleged unequal pay to female plaintiff as compared to males performing comparable work.

Cash	ITT/Arctic Services		<i>The Commission has intervened in this private action alleging age discrimination. In addition to the issue raised in Simpson, defendant also challenges AS 18.80.220(a) (1) as being preempted by the Employment Retirement Income Security Act and its own collective bargaining agreement. December trial-setting conference cancelled when defendant moved to join a third-party defendant. Trial set for April 3rd.</i>
Clemens	Alcantra Youth Center	<i>Closed: Dismissed for failure to proceed.</i>	<i>Alleged sex discrimination.</i>
Davidson	Kent	<i>Petition to review to Alaska Supreme court. Dismissed as moot.</i>	<i>The Commission was granted permission to intervene and argue that the superior court, on its own motion and without a prior request from the Commission, may not defer its civil proceedings for resolution by the Commission. The petition was dismissed as moot.</i>
Ferguson	Fluor Alaska, Inc.	<i>Superior Court 2nd Judicial District</i>	<i>Alleged marital status discrimination</i>
Fetterman	Christie & Strait	<i>Closed: Monetary settlement after public hearing</i>	<i>Alleged age discrimination</i>
Fridriksson	Alaska USA Federal Credit Union	<i>Hearing Examiner filed recommendations after public hearing; Commission decision pending</i>	<i>The Hearing Examiner found that Complainant established a prima facie case that she was denied promotion because of her sex which Respondent failed to adequately rebut. The Hearing Examiner recommended an award of back pay. He further found that Complainant's allegation that she was discharged in retaliation for having filed a complaint was without merit.</i>
Hamilton	Bechtel	<i>Closed: Monetary Settlement before public hearing</i>	<i>Alleged age discrimination</i>
Hernandez	Wien Air Alaska	<i>Closed: Monetary Settlement before public hearing</i>	<i>Alleged sex discrimination</i>
Hoolsema	Alaska Lumber & Pulp Co.	<i>Closed: Commission dismissed Complaint after public hearing</i>	<i>Alleged physical handicap discrimination. The Commission dismissed because the record was inadequate to support a decision.</i>
Hotel, Motel, Restaurant and Construction Camp Employees	Thomas	<i>Superior Court 2nd Judicial District Withdrawn</i>	<i>Plaintiff alleged unfair treatment during the Commission's conciliation and prehearing stages. The Commission's motions for summary judgment and to dismiss were withdrawn when plaintiff and the Commission staff negotiated a settlement on the merits of the administrative complaints.</i>

Jeffers	City & Borough of Juneau	<i>Closed: Non-monetary settlement before public hearing</i>	<i>Alleged sex discrimination</i>
Kirkpatrick	Ketchikan Pulp Co.	<i>Hearing Examiner has filed recommendations; Commission decision pending.</i>	<i>Hearing Examiner recommended to the Commissioners that Respondent's failure to hire Complainant was not unlawful sex discrimination, nor was Complainant discriminated against in her pre-employment physical examination. The Examiner did not address the issue of whether or not exzema may be classified as a physical handicap.</i>
Kreiser	Alyeska	<i>Superior Court 4th Judicial District Filed October 1977</i>	<i>Alleged religious discrimination</i>
LaMug	Whitney-Fidalgo Seafood, Inc.	<i>Monetary settlement before public hearing</i>	<i>Alleged retaliation</i>
McClellan	State of Alaska Division Marine Transportation	<i>On appeal to Alaska Supreme Court</i>	<i>Plaintiff is appealing denial of a motion for summary judgment in this case alleging sex discrimination.</i>
Mayer	Yellow Cab Co.	<i>Commission opinion issued July 18, 1977 Respondent has filed an Appeal in Superior Court</i>	<i>The Commission found that Respondent's failure to hire Complainant was unlawful sex discrimination. The Commission ordered an award of back pay to be computed according to the NLRB formula on a quarterly basis. The Commission further ordered affirmative action to increase the proportion of Respondent's drivers who are women to 40%.</i>
Meade	Operating Engineers Local 302	<i>Superior Court 3rd Judicial District</i>	<i>Alleged sex discrimination in dispatching.</i>
Muldrow	State of Alaska Division of Corrections	<i>Commission issued opinion July 27, 1977 on liability. Parties are preparing a stipulation on the issue of back pay to be presented to the Commission for approval.</i>	<i>The Commission found that Respondent did not adequately rebut Complainant's prima facie case that she was not hired as a correctional worker because of her race.</i>
Presley	Fairbanks Police Department	<i>Public hearing held in June 1977. Examiner's recommendations pending.</i>	<i>Complainant alleged that improper sex stereotyping was responsible for Respondent's failure to hire her as a Police Officer. Complainant challenged Respondent's use of a highly subjective non-validated oral interview to screen applicants.</i>
Raymond	Wien Air Alaska	<i>Closed: A Commission opinion found Respondent liable for sex discrimination. Respondent appealed to Superior Court but the case was settled before a court hearing.</i>	<i>Commission found that the Respondent's failure to hire Complainant as the Cargo Handler at the Deadhorse Station was unlawful sex discrimination.</i>
Reed	Alaska Construction	<i>Superior Court 2nd Judicial District</i>	<i>Alleged age discrimination</i>

Russo	Printer & Allied Trades Union Local 1140	<i>Closed: Non-monetary settlement before public hearing.</i>	<i>Alleged sex discrimination</i>
Schedler	State of Alaska Department of Highways	<i>Conciliation failed; - public hearing to be scheduled.</i>	<i>Alleged sex discrimination; failure of Respondent to hire female applicant for summer job as highway technician III in the summer of 1974.</i>
Scholle	City of Fairbanks	<i>Closed: Commission opinion issued May 11, 1977</i>	<i>Commission adopted the recommended findings of the Hearing Examiner that city ordinances prohibiting employment of a person when such person's spouse is employed by the city are facially invalid as irreconcilable with the policy, purpose and language of AS 18.801200 and AS 18.80.220 as a bar to employment based solely on marital status. However, because Complainant Scholle's complaint was filed prior to the 1975 amendment that added "marital status" as a protected class to the Alaska Human Rights Law, she was not aggrieved by Respondent's discriminatory policies regarding marital status and had no standing to challenge the ordinance.</i>
Sedor et.al.	Ulmer-Burgess	<i>Superior Court 3rd Judicial District Filed February 1977</i>	<i>Alleged sex discrimination, unequal pay and age discrimination. In this case plaintiff alleges loss of benefits and unequal treatment because of his youth.</i>
Simpson	Providence Washington Insurance Group	<i>Ninth Circuit Court of Appeals</i>	<i>The Commission intervened in this private federal court action in December 1976 to argue that AS 18.80 is not preempted by the Federal Age Discrimination in Employment Act, and further that the Alaska Legislature intended the federal statute to cover those over 65 as well as those between the ages of 40-65. The Federal district court adopted this view; defendant appealed. All parties have briefed the issue and we are awaiting a date for oral argument.</i>
Stainbrook Stainbrook	V.E. Construction Continental Services	<i>Conciliation failed. Anchorage Attorney Joan Katz appointed Hearing Examiner. Public hearing to be scheduled.</i>	<i>Alleged violation of AS 18.80.260 which makes it unlawful for a person to compel or coerce the doing of an act forbidden under AS 18.80. Alleged discrimination on the basis of race. Complainant alleges he was terminated because he associated with a black person at a construction camp.</i>
Stevens	Fluor, Inc.	<i>Closed: Monetary settlement after public hearing</i>	<i>Alleged sex discrimination</i>

Thomas
(Genevieve) Anchorage Telephone Utility

Supreme Court

The class action filed on behalf of numerous female workers at the Anchorage Telephone Company reached the Supreme Court on a discovery question. The Commission moved to intervene and argued that the plaintiffs were entitled to statistical and comparative information regarding the utilization of males and females in certain designated jobs as well as the employment histories of those males who were promoted in their stead.

Thomas Hotel Motel, etc.,
Local 879

Settlement prior to public hearing

Pursuant to a settlement agreement individual women who feel they suffered economic harm because of "male only" dispatches or because they were denied placement on the "A" & "B" dispatch lists have filed claims which will be reviewed by Thomas Fenton, a Fairbanks Attorney who was agreed upon by the parties to review the claims. Approximately 56 individual claims were filed

Thomas et. al. Northern Lights Disco

Hearing Examiner filed his recommendation on January 17, 1977. Transcription of the hearing was incomplete. Commission ordered deposition of Daveed Schwartz to complete the record. Commission decision pending.

The Hearing Examiner recommended to the Commission that the pricing policy complained of was discriminatory on the basis of sex and race. The examiner found that the doormen were acting for the corporation. The Examiner found that Respondent's actions toward Complainant Lavon Williams who alleged that she was pushed and ejected by Respondent's owner who allegedly was uttering racially derogatory remarks, did not constitute unlawful discrimination. Complainant Williams has objected to this recommendation.

Thomas Salzburg Apartments

Closed: Non-monetary settlement before public hearing

Alleged refusal to rent to blacks; Respondent agreed to affirmative action measures to increase the percentage of minorities among his renters.

Thomas State of Alaska
Division of Marine
Transportation

Commission cases are not being acted upon pending the outcome of a similar case before the Supreme Court of Alaska

Alleged sex discrimination; this case is a consolidation of numerous charges filed by women who sought positions on the Marine Highway System. See McClean case.

Wien Air Alaska Raymond

*Administrative Appeal to Supreme Court
3rd Judicial District.
Settled out of court Appeal dismissed.*

Wien appealed the Commission order finding that it had discriminated against Raymond and awarding back pay, a job offer and fringe benefits.

Willard State of Alaska
Division of Building

Closed: Monetary settlement before public hearing

Alleged race discrimination

Wondzell Alaska Wood Products

*Appeal to Alaska Supreme Court.
Oral Argument presented November 1977.*

This case raises the same issues as Bald, supra, plus whether the State Human Rights Law requires an employer to reasonably accommodate an employee's religious beliefs.

Yellow Cab Co. Mayer

Administrative Appeal to Superior Court. 4th Judicial District.

Appellant has challenged the Commission findings of sex-based employment discrimination and the remedial and prospective relief ordered. Appellant's motions for a trial de novo and a jury trial were denied and a briefing schedule has been set up.