

1.1 moves to amend H.F. No. 2373 as follows:

1.2 Page 1, line 11, delete "sections 16C.37 and" and insert "section"

1.3 Page 1, after line 12 insert:

1.4 "Subdivision 1. **Definitions.** The following terms have the meanings given them.

1.5 (a) "Balanced class" means any class in which no more than 80 percent of the
1.6 members are male and no more than 70 percent of the members are female.

1.7 (b) "Class" means one or more positions that have similar duties, responsibilities,
1.8 and general qualifications necessary to perform the duties, with comparable selection
1.9 procedures used to recruit employees, and use of the same compensation schedule.

1.10 (c) "Comparable work value" means the value of work measured by the skill, effort,
1.11 responsibility, and working conditions normally required in the performance of the work.

1.12 (d) "Equitable compensation relationship" means that the compensation for
1.13 female-dominated classes is not consistently below the compensation for male-dominated
1.14 classes of comparable work value within the business, as determined under subdivision 6.

1.15 (e) "Female-dominated class" means any class in which 70 percent or more of the
1.16 members are female.

1.17 (f) "Male-dominated class" means any class in which 80 percent or more of the
1.18 members are male.

1.19 (g) "Position" means a group of current duties and responsibilities assigned or
1.20 delegated by a supervisor to an individual."

1.21 Page 1, line 13 delete "(a)" and insert:

1.22 "Subd. 2. **Establishment.**"

1.23 Page 1, line 19, delete everything after the period and insert "A business required to
1.24 have a certificate of compliance to submit a bid or proposal for a state contract must use a
1.25 job evaluation system to determine the comparable value of the work performed by each
1.26 class of its employees within the state."

1.27 Page 1, delete line 20

- 2.1 Page 1, line 21, delete "(b)" and insert:
- 2.2 "Subd. 3. Exemption."
- 2.3 Page 2, line 7, delete "two" and insert "four"
- 2.4 Page 3, line 19, delete "January 1, 2015" and insert "July 1, 2014"