



SENATE RESOLUTION 02-012

BY SENATOR(S) Windels, Thiebaut, Chlouber, Epps, Fitz-Gerald, Hagedorn, Hanna, Hernandez, Isgar, Linkhart, Nichol, Pascoe, Perlmutter, Phillips, Reeves, Takis, Tupa, Gordon, Matsunaka, and Tate.

CONCERNING DESIGNATION OF EQUAL PAY DAY.

WHEREAS, Nearly forty years after passage of the "Equal Pay Act of 1963" and Title VII of the federal "Civil Rights Act of 1964", women and people of color continue to suffer the consequences of an inequitable wage differential; and

WHEREAS, Tuesday, April 16, symbolizes the day on which wages paid to an American woman catch up to the wages paid to a man from the previous year; and

WHEREAS, Fair pay strengthens the security of families, eases future retirement costs, and enhances the American economy; and

WHEREAS, Equity in policies related to wages may be implemented simply and without burdensome costs; and

WHEREAS, Undervaluing a woman's work contributes to difficulties in recruiting and retaining employees in professions that predominately attract women, such as nursing and teaching; and

WHEREAS, A vast majority of households depend on the wages of a working mother and these working families are often just one paycheck away from financial hardship; and

WHEREAS, Although women's earnings have been catching up slowly to those paid to similarly skilled men, a decrease in the wage gap is attributable more to a decline in men's compensation rather than increases

in wages paid to women; and

WHEREAS, Wage discrimination laws are not uniformly enforced and legal remedies for wage discrimination require costly litigation with no guarantee of success; and

WHEREAS, According to U.S. Census Bureau statistics released in September 2001, a year-round, full-time working woman earned only seventy-three percent of the earnings of a year-round, full-time working man; and

WHEREAS, These U.S. Census Bureau statistics reflect a minimal change in the wage differential between men and women and demonstrate that such wage differential also is greater among women of color; now, therefore,

Be It Resolved by the Senate of the Sixty-third General Assembly of the State of Colorado:

(1) That this April 16, 2002, be proclaimed Equal Pay Day in Colorado; and

(2) That the Senate urges Colorado citizens to recognize the full value of women's skills and significant contributions to the labor force.

Stan Matsunaka
PRESIDENT OF
THE SENATE

Karen Goldman
SECRETARY OF
THE SENATE