

**First Regular Session
Sixty-fourth General Assembly
STATE OF COLORADO**

INTRODUCED

LLS NO. R03-1205.01 Tim Cusick

SR03-016

SENATE SPONSORSHIP

Windels,

Senate Committees

Business Affairs & Labor

SENATE RESOLUTION 03-016

101 **CONCERNING THE DESIGNATION OF EQUAL PAY DAY.**

1 WHEREAS, Forty years after the passage of the "Equal Pay Act
2 of 1963" and Title VII of the federal "Civil Rights Act of 1964", women
3 and people of color continue to suffer the consequences of inequitable
4 pay differentials; and

5 WHEREAS, According to statistics released in September 2002 by
6 the U.S. Census Bureau, year-round, full-time working women earned
7 only 76% of the earnings of year-round, full-time working men,
8 indicating little change or progress in pay equity since 1999; and

9 WHEREAS, Women of color fare even worse with African
10 American women earning 67% of the earnings of the highest earners and
11 Latinas earning only 54%; and

12 WHEREAS, Men of color also experience wage disparities with
13 African American men earning 79% of the earnings of the highest earners
14 and Latinos earning 63%; and

15 WHEREAS, According to an analysis of data in over 300
16 classifications provided by the U.S. Department of Labor Statistics in
17 2001, women earn less in every occupational classification for which
18 enough data is available, including occupations dominated by women
19 such as cashiers, retail sales, registered nurses, and teachers; and

20 WHEREAS, Here in Colorado, year-round, full-time working
21 women earn only 75 cents for every dollar earned by year-round,

Shading denotes HOUSE amendment. Double underlining denotes SENATE amendment.
Capital letters indicate new material to be added to existing statute.
Dashes through the words indicate deletions from existing statute.

1 full-time working men, and Colorado women's economic security is even
2 more at risk in the current economic downturn; and

3 WHEREAS, Over a working lifetime, this wage disparity costs the
4 average American woman and her family an estimated \$250,000 in lost
5 wages, impacting social security benefits and pensions; and

6 WHEREAS, Fair pay equity policies can be implemented simply
7 and without undue costs or hardship in both the public and private
8 sectors; and

9 WHEREAS, Fair pay strengthens the security of families today
10 and eases future retirement costs while enhancing the American
11 economy; and

12 WHEREAS, Tuesday, April 15th, symbolizes the day on which
13 the wages paid to American women catch up to the wages paid to men
14 from the previous year; now, therefore,

15 *Be It Resolved by the Senate of the Sixty-fourth General Assembly*
16 *of the State of Colorado:*

17 (1) That Tuesday, April 15, 2003, be proclaimed Equal Pay Day
18 in Colorado; and

19 (2) That the Senate urges Colorado citizens to recognize the full
20 value of women's skills and significant contributions to the labor force
21 and further encourages employers to conduct an internal pay evaluation
22 to ensure women are being paid fairly.