



HOUSE RESOLUTION 03-1017

BY REPRESENTATIVES Williams S., Carroll, Fritz, Johnson R., Salazar, White, Berry, Borodkin, Boyd, Butcher, Cerbo, Coleman, Frangas, Hodge, Hoppe, Judd, Madden, Marshall, McFadyen, Paccione, Plant, Ragsdale, Romanoff, Spradley, Stafford, Tochtrop, Veiga, Vigil, and Weddig.

CONCERNING THE DESIGNATION OF EQUAL PAY DAY.

WHEREAS, Forty years after the 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 inequitable pay differentials; and

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

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

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

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

WHEREAS, Here in Colorado, year-round, full-time working women earn only 75 cents for every dollar earned by year-round, full-time working men, and Colorado women's economic security is even more at risk in the current economic downturn; and

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

WHEREAS, Policies supporting equal pay for the same work can be implemented simply and without undue costs or hardship in both the public and private sectors; and

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

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

Be It Resolved by the House of Representatives of the Sixty-fourth General Assembly of the State of Colorado:

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

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

Judith Rodrigue
CHIEF CLERK OF THE HOUSE
OF REPRESENTATIVES

Lola Spradley
SPEAKER OF THE HOUSE
OF REPRESENTATIVES