

**First Regular Session
Seventieth General Assembly
STATE OF COLORADO**

INTRODUCED

LLS NO. R15-1086.01 Rebecca Hausmann

HJR15-1021

HOUSE SPONSORSHIP

Pettersen and Danielson,

SENATE SPONSORSHIP

Donovan and Todd,

House Committees

Senate Committees

HOUSE JOINT RESOLUTION 15-1021

101 **CONCERNING THE DESIGNATION OF APRIL 14, 2015, AS "EQUAL PAY**
102 **DAY" IN COLORADO, AND, IN CONNECTION THEREWITH,**
103 **ACKNOWLEDGING THE PERSISTING PROBLEM OF WAGE**
104 **DISPARITY AMONG VARIOUS GROUPS.**

1 WHEREAS, Fifty-two years after the passage of the "Equal Pay
2 Act of 1963" and Title VII of the "Civil Rights Act", women and black
3 people continue to suffer the consequences of inequitable pay
4 differentials; and

5 WHEREAS, According to numbers released in 2014 by the U.S.
6 Bureau of Labor Statistics, year-round, full-time working women in 2014
7 earned only 80% of the earnings of year-round, full-time working men,
8 only a 1% increase since 2011, indicating little change or progress in pay
9 equity; and

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 WHEREAS, In 2013, women who worked in Washington, D.C.,
2 had the smallest wage gap, earning 91% of the average amount earned by
3 men who work in Washington, D.C.; and

4 WHEREAS, Over 135,000 households in Colorado are headed by
5 women, and nationally about 40% of employed mothers are the sole
6 breadwinners for their families; and

7 WHEREAS, According to data from the U.S. Census Bureau, in
8 2013, the wage gap was discernible not only by sex but also by race and
9 ethnicity, with Asian women earning 90% as much as white men,
10 followed by white women, black women, and Latinas who earned 78%,
11 64%, and 54%, respectively, of the earnings of white men; and

12 WHEREAS, Earning disparities among women and men of each
13 race were the most pronounced for white and Asian women, who earned
14 81% and 73%, respectively, as much as their white and Asian male
15 counterparts, while black and Latina women had median earnings that
16 were 90% and 88%, respectively, of those of their black and Latino male
17 counterparts; and

18 WHEREAS, Black and Latino men also experience disparities
19 when their pay is compared to that of white men, with black men earning
20 76% and Latino men earning 67% as much as white men; and

21 WHEREAS, As women get older, the pay gap widens
22 significantly: According to the American Association of University
23 Women, one year after graduating college, women earn only 82% of what
24 their male counterparts earn, and ten years after graduation, women earn
25 only 75-80% of what men earn; and

26 WHEREAS, In 2012, 36% of women and 37% of men were
27 parents of children under age 18 and, among women, median weekly
28 earnings for mothers of children under age 18 were \$680, whereas the
29 earnings for women without children under 18 were \$697; but the reverse
30 is true among men, for whom the median weekly earnings for fathers with
31 children under 18 were \$946, compared with \$799 for men without
32 children under 18; and

33 WHEREAS, Over a working lifetime, wage disparities cost the
34 average woman and her family an estimated \$431,000 in lost wages, also

1 impacting Social Security benefits and pensions; and

2 WHEREAS, Fair pay equity policies can be implemented simply
3 and without undue costs or hardship in both the public and private
4 sectors; and

5 WHEREAS, There exists a strong business and public interest case
6 for pay equity; and

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

10 WHEREAS, Tuesday, April 14, 2015, symbolizes the time in the
11 new year in which the wages paid to American women catch up to the
12 wages paid to men from the previous year; now, therefore,

13 *Be It Resolved by the House of Representatives of the Seventieth*
14 *General Assembly of the State of Colorado, the Senate concurring herein:*
15

16 That we, the members of the Colorado General Assembly:

17 (1) Proclaim Tuesday, April 14, 2015, to be "Equal Pay Day" in
18 the state of Colorado; and

19 (2) Urge governmental agencies, nonprofit and labor
20 organizations, businesses, and individuals to take steps to implement fair
21 pay equity policies to help close the pay gap for Colorado's women and
22 minorities.

23 *Be It Further Resolved,* That a copy of this Joint Resolution be
24 sent to the White House at 1600 Pennsylvania Avenue, Washington, D.C.