



**HOUSE JOINT RESOLUTION 15-1021**

**BY REPRESENTATIVE(S) Pettersen and Danielson, Arndt, Becker K., Buckner, Court, Duran, Esgar, Fields, Foote, Garnett, Hamner, Kraft-Tharp, Lebsock, Lee, Lontine, McCann, Melton, Mitsch Bush, Moreno, Primavera, Rosenthal, Roupe, Ryden, Salazar, Singer, Tyler, Vigil, Young, Hullinghorst;**  
**also SENATOR(S) Donovan and Todd, Aguilar, Carroll, Garcia, Guzman, Heath, Hodge, Jahn, Johnston, Jones, Kefalas, Kerr, Merrifield, Newell, Steadman, Ulibarri.**

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

WHEREAS, Fifty-two years after the passage of the "Equal Pay Act of 1963" and Title VII of the "Civil Rights Act", women and communities of color continue to suffer the consequences of inequitable pay differentials; and

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

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

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

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

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

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

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

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

WHEREAS, Over a working lifetime, wage disparities cost the average woman and her family an estimated \$431,000 in lost wages, also impacting Social Security benefits and pensions; and

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

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

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

WHEREAS, Tuesday, April 14, 2015, symbolizes the time in the new year in 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 Seventieth General Assembly of the State of Colorado, the Senate concurring herein:*

That we, the members of the Colorado General Assembly:

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

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

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

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Dickey Lee Hullinghorst  
SPEAKER OF THE HOUSE  
OF REPRESENTATIVES

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Bill L. Cadman  
PRESIDENT OF  
THE SENATE

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Marilyn Eddins  
CHIEF CLERK OF THE HOUSE  
OF REPRESENTATIVES

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Cindi L. Markwell  
SECRETARY OF  
THE SENATE