

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

REVISED

LLS NO. R16-0280.01 Rebecca Hausmann x2172

HJR16-1017

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HOUSE JOINT RESOLUTION 16-1017

101 **CONCERNING THE DESIGNATION OF APRIL 12, 2016, 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-three years after the passage of the "Equal Pay
2 Act of 1963" and Title VII of the "Civil Rights Act", women, and
3 particularly women of color, continue to suffer the consequences of being
4 paid less than men for doing the same work; and

5 WHEREAS, According to a report released by the Women's
6 Foundation of Colorado and the Institute for Women's Policy Research,
7 in 2013, Colorado women earned just 80 cents on the dollar compared
8 with their male counterparts; 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.

SENATE
Final Reading
April 12, 2016

HOUSE
Final Reading
April 12, 2016

1 WHEREAS, Based on its 2015 research, the Institute for Women’s
2 Policy Research estimated that women won’t receive equal pay until 2057
3 if progress continues at the same rate it has since 1960; and

4 WHEREAS, The wage gap is not only discernible by sex but also
5 by race and ethnicity; and

6 WHEREAS, When comparing the earnings of women of each
7 racial and ethnic group with the earnings of white men, white women in
8 Colorado face the smallest gap, followed by Asian/Pacific Islander
9 women at 70.5%, African American women at 65.5%, Native American
10 women at 55.7%, and Latina women at only 53.8%; and

11 WHEREAS, As women age, the pay gap widens significantly:
12 According to the American Association of University Women, one year
13 after graduating college, women earn only 82% of what their male
14 counterparts earn, but ten years after graduation, women earn only
15 75-80% of what men earn; and

16 WHEREAS, Over a working lifetime, the average woman will
17 lose over \$700,000 to the wage gap; and

18 WHEREAS, Equal pay policies can be implemented simply and
19 without undue costs or hardship in both the public and private sectors;
20 and

21 WHEREAS, There exists a strong business and public interest case
22 for equal pay for equal work; and

23 WHEREAS, Closing the pay gap between men and women
24 strengthens the security of families today and eases future retirement
25 costs while enhancing the American economy by circulating an additional
26 \$450 billion from increased wages; and

27 WHEREAS, Equal pay would cut the poverty rate for working
28 women in half, lifting almost 3 million women out of poverty; and

29 WHEREAS, Tuesday, April 12, 2016, symbolizes the time in the
30 new year in which the wages paid to American women catch up to the
31 wages paid to men from the previous year; now, therefore,

32 *Be It Resolved by the House of Representatives of the Seventieth*

1 *General Assembly of the State of Colorado, the Senate concurring herein:*

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

3 (1) Proclaim Tuesday, April 12, 2016, to be "Equal Pay Day" in
4 the state of Colorado; and

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

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