

Second Regular Session
Seventy-first General Assembly
STATE OF COLORADO

INTRODUCED

LLS NO. R18-1226.01 Darren Thornberry x4143

HJR18-1017

HOUSE SPONSORSHIP

Benavidez and Winter,

SENATE SPONSORSHIP

(None),

House Committees

Senate Committees

HOUSE JOINT RESOLUTION 18-1017

101 **CONCERNING THE DESIGNATION OF APRIL 10, 2018, AS "EQUAL PAY**
102 **DAY" IN COLORADO, AND, IN CONNECTION THEREWITH,**
103 **ACKNOWLEDGING THE PERSISTENT PROBLEM OF WAGE**
104 **DISPARITY AMONG VARIOUS GROUPS.**

1 WHEREAS, Fifty-five years after the passage of the "Equal Pay
2 Act of 1963" and Title VII of the "Civil Rights Act", women, particularly
3 women of color, continue to suffer the consequences of being paid less
4 than men for doing the same work; and

5 WHEREAS, In 2009, the "Lilly Ledbetter Fair Pay Act" was
6 signed into law, which gives back to employees their day in court to
7 challenge a pay gap; and

8 WHEREAS, Now we must pass the Paycheck Fairness Act, which

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

1 would amend the Equal Pay Act by closing loopholes and improving the
2 law's effectiveness; and

3 WHEREAS, According to a report released by The Colorado
4 Women's Foundation and the Institute for Women's Policy Research in
5 2018, Colorado women earned just 86 cents on the dollar compared to
6 their male counterparts; and

7 WHEREAS, Based on its 2018 research, the Institute for Women's
8 Policy Research estimated that women in Colorado will not receive equal
9 pay until 2057 if progress continues at the same rate it has since 1960;
10 and

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

13 WHEREAS, A lifetime of lower pay means women have less
14 income to save for retirement and less income counted in a Social
15 Security or pension benefit formula; and

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

19 WHEREAS, When comparing the earnings of women of each
20 racial and ethnic group with the earnings of white men, white women in
21 Colorado face the smallest gap, earning 78 cents for every dollar earned
22 by the average white man, followed by Asian/Pacific Islander women at
23 70 cents, African American women at 63 cents, Native American women
24 at 56 cents, and Latina women at only 54 cents; and

25 WHEREAS, Earnings for both female and male full-time workers
26 tend to increase with age, though earnings increase more slowly after age
27 45 and even decrease after age 55. The gender pay gap also grows with
28 age, and differences among older workers are considerably larger than
29 differences among younger workers. In 2016, for full-time workers ages
30 20–24, women were paid 96 percent of what men were paid on a weekly
31 basis. As workers grow older and progress in their careers, median
32 earnings for women grow more slowly than median earnings for men.
33 From ages 25–54, women are typically paid 78–89 percent of what men
34 are paid, depending on age. By the time workers reach ages 55–64,
35 women are paid only 74 percent of what men are paid; and

1 WHEREAS, Based on today's wage gap, over the course of a
2 40-year career, white women would lose \$403,440; black women would
3 lose \$867,920; and Latinas would lose \$1,056,120; and

4 WHEREAS, There exists a strong business and public-interest
5 case for equal pay for equal work; and

6 WHEREAS, Closing the pay gap between men and women
7 strengthens the security of families today and eases future retirement
8 costs while enhancing the American economy by circulating an additional
9 \$482 billion from increased wages; and

10 WHEREAS, Equal pay would cut the poverty rate for working
11 women in half, lifting almost 3.1 million women out of poverty; and

12 WHEREAS, Tuesday, April 10, 2018, symbolizes the time in the
13 new year in which the wages paid to American women catch up to the
14 wages paid to men from the previous year for the same work; now,
15 therefore,

16 *Be It Resolved by the House of Representatives of the Seventy-first*
17 *General Assembly of the State of Colorado, the Senate concurring herein:*

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

19 (1) Proclaim Tuesday, April 10, 2018, to be "Equal Pay Day" in
20 the state of Colorado; and

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

25 *Be It Further Resolved,* That a copy of this Joint Resolution be
26 sent to President Donald J. Trump; Colorado Governor John W.
27 Hickenlooper; Colorado Lieutenant Governor Donna Lynne; the members
28 of Colorado's Congressional delegation; United States secretary of labor
29 R. Alexander Acosta; and Colorado department of labor and employment
30 executive director Sam Walker.