



SENATE RESOLUTION 19-009

BY SENATOR(S) Zenzinger and Gonzales, Bridges, Court, Danielson, Donovan, Fenberg, Fields, Ginal, Lee, Moreno, Rodriguez, Story, Todd, Williams A., Winter, Garcia.

CONCERNING THE DESIGNATION OF APRIL 2, 2019, AS "EQUAL PAY DAY" IN COLORADO, AND, IN CONNECTION THEREWITH, ACKNOWLEDGING THE PERSISTENT PROBLEM OF WAGE DISPARITY.

WHEREAS, Fifty-five years after the passage of the "Equal Pay Act of 1963" and Title VII of the "Civil Rights Act of 1964", women, particularly women of color, continue to suffer the consequences of being paid less than men for doing the same work; and

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

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

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

WHEREAS, A comparison of the earnings of women of each racial and ethnic group to the earnings of white men shows that white women in Colorado earn 78 cents for every dollar earned by the average white man, followed by Asian/Pacific Islander women at 70 cents, black women

at 63 cents, Indigenous women at 56 cents, and Latina women at only 54 cents; and

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

WHEREAS, A lifetime of lower pay means women have less income to save for retirement and less income counted in a social security or pension benefit formula; and

WHEREAS, Earnings for both female and male full-time workers tend to increase with age, though earnings increase more slowly after age 45 and even decrease after age 55; the gender pay gap also grows with age, and differences among older workers are often considerably larger than differences among younger workers; and

WHEREAS, In 2016, among full-time workers ages 20 to 24, women were paid 96 percent of what men were paid on a weekly basis, but as workers grow older and progress in their careers, median earnings for women grow more slowly than median earnings for men; from ages 25 to 54, women are typically paid 78 to 89 percent of what men are paid, depending on age; and by the time workers reach ages 55-64, women are paid only 74 percent of what men are paid; and

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

WHEREAS, Equal pay would cut the Colorado poverty rate in half, from 5.6 percent to 2.8 percent; and

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

WHEREAS, Closing the pay gap between men and women strengthens the security of families and eases future retirement costs while enhancing the Colorado economy by raising gross domestic product by \$9.2 billion; and

WHEREAS, Tuesday, April 2, 2019, is the day chosen to symbolize the time of year at which the average wages paid to American women begin to catch up to the wages paid to men from the previous year for the same work; and

WHEREAS, We recognize that the problem of pay disparity impacts different communities across the state more significantly: Asian women's day of equal pay would be March 5; white women's day of equal pay would be April 19; black women's day of equal pay would be August 22; Indigenous women's day of equal pay would be September 23; and Latina women's day of equal pay would be November 20; now, therefore,

Be It Resolved by the Senate of the Seventy-second General Assembly of the State of Colorado:

That we, the members of the Colorado Senate:

(1) Proclaim Tuesday, April 2, 2019, 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 equal-pay policies to help close the pay gap for Colorado's women and minorities.

Be It Further Resolved, That a copy of this Resolution be sent to President Donald J. Trump; Colorado Governor Jared Polis; Colorado Lieutenant Governor Dianne Primavera; the members of Colorado's Congressional delegation;

United States secretary of labor Alexander Acosta; and Colorado department of labor and employment executive director Joe Barela.



Leroy M. Garcia
PRESIDENT OF
THE SENATE



Cindi L. Markwell
SECRETARY OF
THE SENATE