



HOUSE JOINT RESOLUTION 23-1018

BY REPRESENTATIVE(S) Bacon and Gonzales-Gutierrez, Amabile, Bird, Boesenecker, Brown, Daugherty, deGruy Kennedy, Dickson, Duran, English, Epps, Froelich, Garcia, Hamrick, Jodeh, Joseph, Kipp, Lieder, Lindsay, Lindstedt, Lukens, Mabrey, Martinez, Mauro, McCormick, McLachlan, Michaelson Jenet, Ortiz, Parenti, Sharbini, Sirota, Snyder, Story, Titone, Valdez, Vigil, Weissman, Willford, Woodrow, McCluskie; also SENATOR(S) Buckner and Danielson, Bridges, Coleman, Cutter, Exum, Fields, Ginal, Gonzales, Hinrichsen, Jaquez Lewis, Kolker, Marchman, Moreno, Mullica, Priola, Roberts, Rodriguez, Sullivan, Winter F., Zenzinger, Fenberg.

CONCERNING THE DESIGNATION OF MARCH 14, 2023, AS "EQUAL PAY DAY" IN COLORADO, AND, IN CONNECTION THEREWITH, ACKNOWLEDGING THE PERSISTENT PROBLEM OF WAGE DISPARITY.

WHEREAS, Fifty-eight years after the passage of the "Equal Pay Act of 1963" and Title VII of the "Civil Rights Act of 1964", people who identify as women, trans women, gender-expansive people, and 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 2023 by the Women's Foundation of Colorado and the Institute for Women's Policy Research, Colorado women earned just 83 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 as it has since 1960; and

WHEREAS, The wage gap is not only discernible by gender but also by race, ethnicity, and other intersections of identity; and

WHEREAS, We recognize that the problem of pay disparity impacts different communities across the state more significantly:

- Asian American, Native Hawaiian, and Pacific Islander Women's Equal Pay Day is May 3; Asian American, Native Hawaiian, and Pacific Islander women are paid 75 cents for every dollar paid to White men;
- LGBTQIA+ Equal Pay Awareness Day is June 15; LGBTQIA+ women are paid 69 cents for every dollar paid to White men;
- Moms' Equal Pay Day is September 8; Moms are paid 58 cents for every dollar paid to dads;
- Black Women's Equal Pay Day is September 21; Black women are paid 58 cents for every dollar paid to White men;
- Latina Women's Equal Pay Day is October 8; Latina women are paid 54 cents for every dollar paid to White men; and
- Native Women's Equal Pay Day is November 30; Native women are paid 51 cents for every dollar paid to White men; and

WHEREAS, Based on analysis from the National Women's Law Center on today's wage gap, over the course of a 40-year career, a White woman will lose \$519,160, an Asian woman will lose \$620,560, a Black woman will lose \$949,680, a Latina woman will lose \$1,182,080, and a Native American woman will lose \$1,089,960; 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 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, 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 for working women from 8% to 4.6%, which would reduce their poverty rate by 42.4 %, and for single mothers, the poverty rate would be lowered from 23.7% to 12.6%, which would reduce their poverty rate by 46.8%; 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 people who identify as women, trans women, gender-expansive people, and women of color strengthens the security of families and eases future retirement costs, while enhancing the Colorado economy by raising gross domestic product by \$10.72 billion; and

WHEREAS, Tuesday, March 14, 2023, is the day chosen to symbolize the time of year in which the average wages paid to American women begin to catch up to the wages paid to American men from the previous year for the same work; now, therefore,

Be It Resolved by the House of Representatives of the Seventy-fourth General Assembly of the State of Colorado, the Senate concurring herein:

That we, the members of the Colorado House of Representatives and Senate:

(1) Proclaim Tuesday, March 14, 2023, 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 Joint Resolution be sent to President Joe Biden; Colorado Governor Jared Polis; Colorado Lieutenant Governor Dianne Primavera; the members of Colorado's Congressional delegation; United States Secretary of Labor Martin J. Walsh; and Colorado Department of Labor and Employment Executive Director Joe Barela.

Julie McCluskie
SPEAKER OF THE HOUSE
OF REPRESENTATIVES

Steve Fenberg
PRESIDENT OF
THE SENATE

Robin Jones
CHIEF CLERK OF THE HOUSE
OF REPRESENTATIVES

Cindi L. Markwell
SECRETARY OF
THE SENATE