

## Senate Resolution 1018

By: Senators Stokes of the 43rd, Harbison of the 15th, Butler of the 55th, Jackson of the 50th, Smith of the 25th and others

## A RESOLUTION

- 1 Recognizing April 16, 2002, as Equal Pay Day; and for other purposes.
- 2 WHEREAS, each year, the National Committee on Pay Equity (NCPE) organizes the  
3 national observance of Equal Pay Day to raise awareness about wage discrimination in the  
4 United States; and
- 5 WHEREAS, in 2002, Equal Pay Day will be observed on Tuesday, April 16; and
- 6 WHEREAS, Tuesday is symbolic of the point into the new week that a woman must work  
7 in order to earn the wages paid to a man in the previous week; or, in other words, because  
8 women on average earn less, they must work longer for the same pay; and
- 9 WHEREAS, all across America on Equal Pay Day 2001, over 325 women's business and  
10 professional associations, labor groups, civil rights organizations, and others committed to  
11 equal pay signed on to be Equal Pay Day partners and coordinate activities to raise awareness  
12 about how to solve wage inequity; and
- 13 WHEREAS, the wage gap exists largely because women and people of color continue to be  
14 paid less for the same work, and because they remain concentrated in historically low-wage  
15 jobs; and
- 16 WHEREAS, according to the federal Department of Labor's Bureau of Labor Statistics, in  
17 2001 men's median weekly earnings were \$672.00 while women's median weekly earnings  
18 were \$511.00; and
- 19 WHEREAS, according to statistics released by the U.S. Census Bureau on September 25,  
20 2001, women who worked full-time, year-round earned just 73 percent of what men earned  
21 who also worked full-time, year-round; and

1 WHEREAS, African American women earn \$.64 and Latinas earn \$.52 for every dollar paid  
2 to white male workers; and

3 WHEREAS, men of color also experience wage discrimination, with African American men  
4 earning \$.78 and Latinos earning only \$.63 for every dollar paid to their white male  
5 counterparts; and

6 WHEREAS, the NCPE is committed to its work of strengthening the nation's  
7 antidiscrimination laws and enforcement of federal and state fair employment laws and  
8 pressuring employers to examine their own wage-setting practices for unintentional bias.

9 NOW, THEREFORE, BE IT RESOLVED BY THE SENATE that the members of this body  
10 recognize April 16, 2002, as Equal Pay Day and express their support of the efforts of the  
11 National Committee on Pay Equity to find solutions which will result in economic justice for  
12 women and people of color.

13 BE IT FURTHER RESOLVED that the Secretary of the Senate is authorized and directed  
14 to transmit an appropriate copy of this resolution to Mabel Peter, U.A.W. Women's Chair.