

House Resolution 319

By: Representatives Mobley of the 58th and Beasley-Teague of the 48th, Post 2

A RESOLUTION

1 Creating the House Study Committee on Equal Pay; and for other purposes.

2 WHEREAS, women and people of color continue to suffer wage discrimination; and

3 WHEREAS, women earn 76¢ for every dollar earned by men, and African American women
4 are paid 67¢ and Latina women 54¢ for every dollar paid to white male workers; and

5 WHEREAS, the gender gap alone results in an average annual loss of more than \$4,000.00
6 per American family; and

7 WHEREAS, a study should be undertaken to evaluate and address the structural problem of
8 equal pay and to find remedies to wage discrimination.

9 NOW, THEREFORE, BE IT RESOLVED BY THE HOUSE OF REPRESENTATIVES that
10 there is created the House Study Committee on Equal Pay to be composed of nine members,
11 as follows: Five members appointed by the Speaker of the House, of whom at least two must
12 be members of the House of Representatives and four members to be appointed by the
13 Commissioner of Labor to include one representative of business in the state who is
14 appointed from among individuals nominated by state business organizations and business
15 trade associations, one representative of a labor organization, one representative of an
16 organization whose objectives include the elimination of pay disparities between men and
17 women and minorities and nonminorities and who has undertaken advocacy or educational
18 or legislative initiatives in pursuit of that objective, and one individual drawn from higher
19 education or research institutions who has experience and expertise in the collection and
20 analysis of data concerning such pay disparities and whose research has already been used
21 in efforts to promote the elimination of those disparities. The Speaker of the House shall
22 designate a member of the committee as chairperson.

1 BE IT FURTHER RESOLVED that the committee shall make a full and complete study of:
2 (1) The extent of wage disparities in the public and private sector, between men and
3 women, and between minorities and nonminorities;
4 (2) Those factors which cause, or which tend to cause, such disparities, including
5 segregation between women and men and between minorities and nonminorities across
6 and within occupations, payment of lower wages for work in female dominated
7 occupations, child-rearing responsibilities, and education and training;
8 (3) The consequences of such disparities on the economy and families affected; and
9 (4) Actions, including proposed legislation, that are likely to lead to the elimination and
10 prevention of such disparities.

11 BE IT FURTHER RESOLVED that the study committee may conduct such meetings at such
12 places and at such times as it may deem necessary or convenient to enable it to exercise fully
13 and effectively its powers, perform its duties, and accomplish the objectives and purposes
14 of this resolution. No allowance shall be paid to the nonlegislative members of the
15 committee. The legislative members of the committee shall receive the allowances
16 authorized for legislative members of the interim committees but shall receive the same for
17 not more than ten days unless additional days are authorized. The funds necessary to carry
18 out the provisions of this resolution shall come from the funds appropriated to the House.
19 The study committee shall make a preliminary report to the Commissioner of Labor and to
20 the Governor of its findings and recommendations, with suggestions for proposed legislation,
21 if any, prior to December 1, 2003. The study committee shall make a final report of its
22 findings and recommendations, with suggestions for proposed legislation, if any, to the
23 Commissioner of Labor and the Governor prior to September 1, 2004. The study committee
24 shall stand abolished on September 1, 2004.