

House Resolution 1439

By: Representatives Orrock of the 51st, Henson of the 55th, Drenner of the 57th, Oliver of the 56th, Post 2, Mobley of the 58th, and others

A RESOLUTION

1 Designating Thursday, March 4, 2004, as Equal Pay Day; and for other purposes.

2 WHEREAS, 40 years after the passage of the federal Equal Pay Act and Title VII of the
3 federal Civil Rights Act, women and people of color continue to suffer the consequences of
4 inequitable pay differentials; and

5 WHEREAS, according to statistics released in September, 2002, by the U.S. Census Bureau,
6 year-round, full-time working women earned only 76 percent of the earnings of year-round,
7 full-time working men, indicating little change or progress in pay equity since 1999; and

8 WHEREAS, according to a January, 2002, report released by the General Accounting Office,
9 women managers in seven of ten industries surveyed actually lost ground in closing the wage
10 gap between 1995 and 2000; and

11 WHEREAS, an analysis of data in over 300 classifications provided by the U.S. Department
12 of Labor Statistics in 2001 shows that women earn less in every occupational classification
13 for which enough data is available, including occupations dominated by women, such as
14 cashiers, registered nurses, and teachers; and

15 WHEREAS, over a working lifetime, this wage disparity costs the average American woman
16 and her family an estimated \$250,000.00 in lost wages, affecting Social Security benefits and
17 pensions; and

18 WHEREAS, in Georgia, women have slowly started to close the wage gap with men and
19 now earn 81 cents for every dollar earned by men but will not achieve wage equity with men
20 in the next 50 years; and

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

1 WHEREAS, fair pay strengthens the security of families today and eases future retirement
2 costs while enhancing the American economy.

3 NOW, THEREFORE, BE IT RESOLVED BY THE HOUSE OF REPRESENTATIVES that
4 the members of this body declare Thursday, March 4, 2004, to be Equal Pay Day and urge
5 the citizens of this state to recognize the full value of women's skills and significant
6 contributions to the labor force and further encourage businesses to conduct an internal pay
7 evaluation to ensure women are being paid fairly.

8 BE IT FURTHER RESOLVED that the Clerk of the House of Representatives is authorized
9 and directed to transmit an appropriate copy of this resolution to the public and the press.