

Senate Resolution 854

By: Senators Butler of the 55th, Smith of the 25th, Thomas of the 10th, Thompson of the 33rd, Adelman of the 42nd and others

A RESOLUTION

1 Recognizing Equal Pay Day; and for other purposes.

2 WHEREAS, 40 years after the passage of the Equal Pay Act and Title VII of the Civil Rights
3 Act, women and people of color continue to suffer the consequences of inequitable pay
4 differentials and the U.S. Census Bureau reports little change in pay equity; and

5 WHEREAS, according to the General Accounting Office, women managers in seven of ten
6 industries surveyed actually lost ground in closing the wage gap between 1995 and 2000;
7 the U.S. Department of Labor Statistics reported in 2001 that women earn less in every
8 occupational classification; and the U.S. Department of Education reports that full-time
9 female faculty members earn nearly 9 percent less than their male counterparts; and

10 WHEREAS, over a lifetime, wage disparity costs the average American woman and her
11 family an estimated \$250,000.00 in lost wages plus Social Security benefits and pensions;
12 and

13 WHEREAS, fair pay equity policies can be implemented simply and without undue costs or
14 hardship in both the public and private sectors and fair pay strengthens the security of
15 families today, eases retirement costs, and enhances the national, state, and local economy.

16 NOW, THEREFORE, BE IT RESOLVED BY THE SENATE that the members of this body
17 urge state and local government in Georgia and the private business sector to ensure equal
18 compensation for women and designate March 4, 2004, as Equal Pay Day.

19 BE IT FURTHER RESOLVED that the Secretary of the Senate is authorized and directed
20 to transmit an appropriate copy of this resolution to the Georgia Department of Labor.