

House Resolution 1319

By: Representatives Gonzalez of the 117th, Trammell of the 132nd, McGowan of the 138th, McClain of the 100th, Buckner of the 137th, and others

A RESOLUTION

1 Creating the House Study Committee on Expanding Georgia Law Prohibiting Discriminatory
2 Wage Practices Based on Sex to Include Discriminatory Wage Practices Based on Race; and
3 for other purposes.

4 WHEREAS, existing Georgia law prohibits an employer from paying its employees at wage
5 rates less than the wage rates paid to employees of the opposite sex working in the same
6 establishment for comparable work in jobs which require the same, or essentially the same,
7 knowledge, skill, effort, and responsibility; and

8 WHEREAS, the General Assembly has found that paying wages to employees of one sex at
9 a lesser rate than the wage rate paid to employees of the opposite sex for comparable work
10 in jobs which require the same, or essentially the same, knowledge, skill, effort, and
11 responsibility constitutes discrimination; and

12 WHEREAS, the General Assembly has announced that it is the policy of the State of
13 Georgia, through the police power of this state, to eliminate discriminatory wage practices
14 based on sex; and

15 WHEREAS, the General Assembly has further declared that discrimination in the payment
16 of wages on the basis of sex unjustly discriminates against the person receiving the lesser
17 wage rate; leads to low worker morale, high turnover, and frequent labor unrest; discourages
18 workers paid at the lesser wage rates from training for higher level jobs; curtails employment
19 opportunities; decreases mobility of workers and increases labor costs; impairs purchasing
20 power and threatens the maintenance of an adequate standard of living by such workers and
21 their families; prevents optimum utilization of the labor resources available to the state;
22 threatens the well-being of citizens of this state; and adversely affects the general welfare;
23 and

24 WHEREAS, discriminatory wage practices based on race raise the same policy concerns as
25 discriminatory wage practices based on sex; and

26 WHEREAS, the state has a vital interest in enhancing its business climate and in attracting
27 new industries and jobs to Georgia, which may be enhanced by the legislative recognition
28 of the state's commitment to equal employment opportunity; and

29 WHEREAS, it would be beneficial to study the possible impacts of expanding existing state
30 law prohibiting discriminatory wage practices based on sex to include discriminatory wage
31 practices based on race.

32 NOW, THEREFORE, BE IT RESOLVED BY THE HOUSE OF REPRESENTATIVES:

33 (1) **Creation of House study committee.** There is created the House Study Committee
34 on Expanding Georgia Law Prohibiting Discriminatory Wage Practices Based on Sex to
35 Include Discriminatory Wage Practices Based on Race.

36 (2) **Members and officers.** The committee shall be composed of five members of the
37 House of Representatives to be appointed by the Speaker of the House of
38 Representatives. The Speaker shall designate a member of the committee as chairperson
39 of the committee.

40 (3) **Powers and duties.** The committee shall undertake a study of the conditions, needs,
41 issues, and problems mentioned above or related thereto and recommend any action or
42 legislation which the committee deems necessary or appropriate.

43 (4) **Meetings.** The chairperson shall call all meetings of the committee. The committee
44 may conduct such meetings at such places and at such times as it may deem necessary or
45 convenient to enable it to exercise fully and effectively its powers, perform its duties, and
46 accomplish the objectives and purposes of this resolution.

47 (5) **Allowances and funding.** Members of the committee who are members of the
48 General Assembly shall receive the allowances provided for in Code Section 28-1-8 of
49 the Official Code of Georgia Annotated. The allowances authorized by this resolution
50 shall not be received by any member of the committee for more than five days unless
51 additional days are authorized. Funds necessary to carry out the provisions of this
52 resolution shall come from funds appropriated to the House of Representatives.

53 (6) **Report.**

54 (A) In the event the committee adopts any specific findings or recommendations that
55 include suggestions for proposed legislation, the chairperson shall file a report of the
56 same prior to the date of abolishment specified in this resolution, subject to
57 subparagraph (C) of this paragraph.

58 (B) In the event the committee adopts a report that does not include suggestions for
59 proposed legislation, the chairperson shall file the report, subject to subparagraph (C)
60 of this paragraph.

61 (C) No report shall be filed unless the same has been approved prior to the date of
62 abolishment specified in this resolution by majority vote of a quorum of the committee.

63 A report so approved shall be signed by the chairperson of the committee and filed with
64 the Clerk of the House of Representatives.

65 (D) In the absence of an approved report, the chairperson may file with the Clerk of the
66 House of Representatives a copy of the minutes of the meetings of the committee in lieu
67 thereof.

68 (7) **Abolishment.** The committee shall stand abolished on December 1, 2018.