

## House Resolution 1319

By: Representatives Gonzalez of the 117<sup>th</sup>, Trammell of the 132<sup>nd</sup>, McGowan of the 138<sup>th</sup>, McClain of the 100<sup>th</sup>, Buckner of the 137<sup>th</sup>, 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.