

**First Regular Session
Seventy-first General Assembly
STATE OF COLORADO**

ENGROSSED

LLS NO. R17-0515.01 Kurt Woock x4349

HJR17-1022

HOUSE SPONSORSHIP

Danielson and Jackson,

SENATE SPONSORSHIP

Donovan and Kerr,

House Committees

Senate Committees

HOUSE JOINT RESOLUTION 17-1022

101 **CONCERNING THE DESIGNATION OF APRIL 4, 2017, AS "EQUAL PAY**
102 **DAY" IN COLORADO, AND, IN CONNECTION THEREWITH,**
103 **ACKNOWLEDGING THE PERSISTING PROBLEM OF WAGE**
104 **DISPARITY AMONG VARIOUS GROUPS.**

1 WHEREAS, Fifty-four years after the passage of the "Equal Pay
2 Act of 1963" and Title VII of the "Civil Rights Act", women, particularly
3 women of color, continue to suffer the consequences of being paid less
4 than men for doing the same work; and

5 WHEREAS, According to a report released by The Colorado
6 Women's Foundation in 2015, Colorado women earned just 80 cents on
7 the dollar compared to their male counterparts; and

8 WHEREAS, Based on its 2017 research, the Institute for Women's

*Shading denotes HOUSE amendment. Double underlining denotes SENATE amendment.
Capital letters indicate new material to be added to existing statute.
Dashes through the words indicate deletions from existing statute.*

HOUSE
Final Reading
April 4, 2017

1 Policy Research estimated that women in Colorado will not receive equal
2 pay until 2057 if progress continues at the same rate it has since 1960;
3 and

4 WHEREAS, The wage gap is not only discernible by sex but also
5 by race and ethnicity; and

6 WHEREAS, When comparing the earnings of women of each
7 racial and ethnic group with the earnings of white men, white women in
8 Colorado face the smallest gap, earning 77.7 cents for every dollar earned
9 by the average white man, followed by Asian/Pacific Islander women at
10 70 cents, African American women at 64 cents, Native American women
11 at 58 cents, and Latina women at only 53 cents; and

12 WHEREAS, As women age, the pay gap widens significantly:
13 According to the American Association of University Women, one year
14 after graduating college, women earn only 82% of what their male
15 counterparts earn; and

16 WHEREAS, Over a working lifetime, the average woman will lose
17 over \$418,000 to the wage gap; and

18 WHEREAS, Equal pay policies can be implemented simply and
19 without undue costs or hardship in both the public and private sectors;
20 and

21 WHEREAS, There exists a strong business and public-interest
22 case for equal pay for equal work; and

23 WHEREAS, Closing the pay gap between men and women
24 strengthens the security of families today and eases future retirement
25 costs while enhancing the American economy by circulating an additional
26 \$482 billion from increased wages; and

27 WHEREAS, Equal pay would cut the poverty rate for working
28 women in half, lifting almost 3.1 million women out of poverty; and

29 WHEREAS, Tuesday, April 4, 2017, symbolizes the time in the
30 new year in which the wages paid to American women catch up to the
31 wages paid to men from the previous year for the same work; now,
32 therefore,

1 *Be It Resolved by the House of Representatives of the Seventy-first*
2 *General Assembly of the State of Colorado, the Senate concurring herein:*

3 That we, the members of the Colorado General Assembly:

4 (1) Proclaim Tuesday, April 4, 2017, to be "Equal Pay Day" in the
5 state of Colorado; and

6 (2) Urge governmental agencies, nonprofit and labor
7 organizations, businesses, and individuals to take steps to implement
8 equal-pay policies to help close the pay gap for Colorado's women and
9 minorities.

10 *Be It Further Resolved,* That a copy of this Joint Resolution be
11 sent to the White House at 1600 Pennsylvania Avenue, Washington, D.C.