

1 HJR155
2 117129-1
3 By Representative Hall
4 RFD: Rules
5 First Read: 26-JAN-10

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8 ESTABLISHING THE EQUAL PAY COMMISSION.

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10 WHEREAS, despite federal and state laws banning
11 discrimination in employment and pay, in both the private and
12 public sector, wage differentials persist between women and
13 men, and between minorities and non-minorities in the same
14 jobs, and in jobs that are dissimilar, but require equivalent
15 composites of skill, effort, responsibility, and working
16 conditions; and

17 WHEREAS, wage discrimination not only harms
18 individual women and people of color, it depresses living
19 standards, contributes to higher poverty rates among
20 female-headed and minority households, prevents the maximum
21 utilization of available labor resources, causes labor
22 disputes that burden commerce, and violates the state's
23 expressed policy against discrimination; and

24 WHEREAS, many people work in occupations that are
25 dominated by individuals of their own sex, race, or national
26 origin, and discrimination in hiring, job assignment, and

1 promotion has played a role in establishing and maintaining
2 segregated work forces; and

3 WHEREAS, current remedies imposed on employers who
4 practice discrimination in pay between men and women, and
5 between minorities and non-minorities, have proven to be only
6 partially effective in eliminating the wage disparities; and

7 WHEREAS, understanding the full extent and the
8 causes of wage disparities between men and women, and between
9 minorities and non-minorities, in the private and public
10 sectors, would enable the state to take more effective
11 measures to reduce disparities and to eliminate discrimination
12 in wage-setting; and

13 WHEREAS, to protect the health and welfare of
14 individual residents and improve the overall labor environment
15 by correcting and deterring discriminatory wage practices
16 based on sex, race, or national origin; developing reliable
17 data about the extent of such wage discrimination; and
18 providing greater understanding about its causes; now
19 therefore,

20 BE IT RESOLVED BY THE LEGISLATURE OF ALABAMA, BOTH
21 HOUSES THEREOF CONCURRING, That the Equal Pay Commission is
22 hereby established and shall be composed of nine members
23 appointed by the Speaker of the House of Representatives as
24 follows: Two representatives of business in the state, who are
25 appointed from among individuals nominated by state business
26 organizations and business trade associations; two
27 representatives of labor organizations, who have been

1 nominated by state labor federations chartered by a federation
2 of national or international unions, that admits to membership
3 local unions, and exists primarily to carry on educational,
4 legislative, and coordinating activities; two representatives
5 of organizations whose objectives include the elimination of
6 pay disparities between men and women and minorities and
7 non-minorities, and who have undertaken advocacy, educational,
8 or legislative initiatives in pursuit of that objective; and
9 three individuals drawn from higher education or research
10 institutions who have experience and expertise in the
11 collection and analysis of data concerning the pay disparities
12 and whose research has already been used in efforts to promote
13 the elimination of those disparities.

14 BE IT FURTHER RESOLVED, That the commission shall
15 make a full and complete study of all of the following:

16 (1) The extent of wage disparities, both in the
17 public and private sector, between men and women, and between
18 minorities and non-minorities.

19 (2) Those factors which cause, or which tend to
20 cause the disparities, including segregation between women and
21 men, and between minorities and non-minorities across and
22 within occupations; payment of lower wages for work in
23 female-dominated occupations; child-rearing responsibilities;
24 and education and training.

25 (3) The consequences of the disparities on the
26 economy and families affected.

1 (4) Actions, including proposed legislation, that
2 are likely to lead to the elimination and prevention of the
3 disparities.

4 RESOLVED FURTHER, That the commission shall make its
5 report to the House of Representatives by the 10th legislative
6 day of the 2011 Regular Session, which report shall include
7 the results of the commission's study as well as
8 recommendations, legislative and otherwise, for the
9 elimination and prevention of disparities in wages between men
10 and women and between minorities and non-minorities.