

1 HJR155  
2 117341-3  
3 By Representative Hall  
4 RFD: Rules  
5 First Read: 26-JAN-10

1  
2 ENGROSSED  
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4 ESTABLISHING THE EQUAL PAY COMMISSION.  
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6 WHEREAS, despite federal and state laws banning  
7 discrimination in employment and pay, in both the private and  
8 public sector, wage differentials persist between women and  
9 men, and between minorities and non-minorities in the same  
10 jobs, and in jobs that are dissimilar, but require equivalent  
11 composites of skill, effort, responsibility, and working  
12 conditions; and

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

20 WHEREAS, many people work in occupations that are  
21 dominated by individuals of their own sex, race, or national  
22 origin, and discrimination in hiring, job assignment, and  
23 promotion has played a role in establishing and maintaining  
24 segregated work forces; and

25 WHEREAS, current remedies imposed on employers who  
26 practice discrimination in pay between men and women, and

1 between minorities and non-minorities, have proven to be only  
2 partially effective in eliminating the wage disparities; and

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

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

16 BE IT RESOLVED BY THE LEGISLATURE OF ALABAMA, BOTH  
17 HOUSES THEREOF CONCURRING, That the Equal Pay Commission is  
18 hereby established and shall be composed of nine members  
19 appointed by the Speaker of the House of Representatives as  
20 follows: Two representatives of business in the state, who are  
21 appointed from among individuals nominated by state business  
22 organizations and business trade associations; two  
23 representatives of labor organizations, who have been  
24 nominated by state labor federations chartered by a federation  
25 of national or international unions, that admits to membership  
26 local unions, and exists primarily to carry on educational,

1 legislative, and coordinating activities; two representatives  
2 of organizations whose objectives include the elimination of  
3 pay disparities between men and women and minorities and  
4 non-minorities, and who have undertaken advocacy, educational,  
5 or legislative initiatives in pursuit of that objective; and  
6 three individuals drawn from higher education or research  
7 institutions who have experience and expertise in the  
8 collection and analysis of data concerning the pay disparities  
9 and whose research has already been used in efforts to promote  
10 the elimination of those disparities. The membership of the  
11 board shall be inclusive and reflect the racial, gender,  
12 geographic, urban/rural, and economic diversity of the state.

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

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

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

24 (3) The consequences of the disparities on the  
25 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.

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House of Representatives

Introduced and referred to the  
House of Representatives committee  
on Rules ..... 26-JAN-10

Reported from Rules with 1 substi-  
tute and ..... 28-JAN-10

Read for the third time and adopted  
as amended ..... 28-JAN-10

Adopted by Voice Vote

Greg Pappas  
Clerk