

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

ENGROSSED

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HR19-1004

HOUSE SPONSORSHIP

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House Committees

HOUSE RESOLUTION 19-1004

101 **CONCERNING THE DESIGNATION OF APRIL 2, 2019, AS "EQUAL PAY**
102 **DAY" IN COLORADO, AND, IN CONNECTION THEREWITH,**
103 **ACKNOWLEDGING THE PERSISTENT PROBLEM OF WAGE**
104 **DISPARITY.**

1 WHEREAS, Fifty-five years after the passage of the "Equal Pay
2 Act of 1963" and Title VII of the "Civil Rights Act of 1964", women,
3 particularly women of color, continue to suffer the consequences of being
4 paid less than men for doing the same work; and

5 WHEREAS, According to a report released in 2018 by the
6 Women's Foundation of Colorado and the Institute for Women's Policy
7 Research, Colorado women earned just 86 cents on the dollar compared
8 to their male counterparts; and

9 WHEREAS, Based on its 2018 research, the Institute for Women's
10 Policy Research estimates that women in Colorado will not receive equal
11 pay until 2057 if progress continues at the same rate it has since 1960;
12 and

13 WHEREAS, The wage gap is not only discernible by sex but also

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

HOUSE
Final Reading
April 2, 2019

1 by race and ethnicity; and

2 WHEREAS, A comparison of the earnings of women of each
3 racial and ethnic group to the earnings of white men shows that white
4 women in Colorado earn 78 cents for every dollar earned by the average
5 white man, followed by Asian/Pacific Islander women at 70 cents, black
6 women at 63 cents, Indigenous women at 56 cents, and Latina women at
7 only 54 cents; and

8 WHEREAS, Based on today's wage gap, over the course of a
9 40-year career, a white woman would lose \$403,440, a black woman
10 would lose \$867,920, and a Latina woman would lose \$1,056,120; and

11 WHEREAS, A lifetime of lower pay means women have less
12 income to save for retirement and less income counted in a social security
13 or pension benefit formula; and

14 WHEREAS, Earnings for both female and male full-time workers
15 tend to increase with age, though earnings increase more slowly after age
16 45 and even decrease after age 55; the gender pay gap also grows with
17 age, and differences among older workers are often considerably larger
18 than differences among younger workers; and

19 WHEREAS, In 2016, among full-time workers ages 20 to 24,
20 women were paid 96 percent of what men were paid on a weekly basis,
21 but as workers grow older and progress in their careers, median earnings
22 for women grow more slowly than median earnings for men; from ages
23 25 to 54, women are typically paid 78 to 89 percent of what men are paid,
24 depending on age; and by the time workers reach ages 55-64, women are
25 paid only 74 percent of what men are paid; and

26 WHEREAS, There exists a strong business and public interest case
27 for equal pay for equal work; and

28 WHEREAS, Equal pay would cut the Colorado poverty rate in
29 half, from 5.6 percent to 2.8 percent; and

30 WHEREAS, Equal pay policies can be implemented simply and
31 without undue costs or hardship in both the public and private sectors;
32 and

33 WHEREAS, Closing the pay gap between men and women

1 strengthens the security of families and eases future retirement costs
2 while enhancing the Colorado economy by raising gross domestic product
3 by \$9.2 billion; and

4 WHEREAS, Tuesday, April 2, 2019, is the day chosen to
5 symbolize the time of year at which the average wages paid to American
6 women begin to catch up to the wages paid to men from the previous year
7 for the same work; and

8 WHEREAS, We recognize that the problem of pay disparity
9 impacts different communities across the state more significantly: Asian
10 women's day of equal pay would be March 5; white women's day of equal
11 pay would be April 19; black women's day of equal pay would be August
12 22; Indigenous women's day of equal pay would be September 23; and
13 Latina women's day of equal pay would be November 20; now, therefore,

14 *Be It Resolved by the House of Representatives of the*
15 *Seventy-second General Assembly of the State of Colorado:*

16 That we, the members of the Colorado House of Representatives:

17 (1) Proclaim Tuesday, April 2, 2019, to be "Equal Pay Day" in the
18 state of Colorado; and

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

23 *Be It Further Resolved,* That a copy of this Resolution be sent to
24 President Donald J. Trump; Colorado Governor Jared Polis; Colorado
25 Lieutenant Governor Dianne Primavera; the members of Colorado's
26 Congressional delegation; United States secretary of labor Alexander
27 Acosta; and Colorado department of labor and employment executive
28 director Joe Barela.