

2012 -- H 8073

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LC02412
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STATE OF RHODE ISLAND

IN GENERAL ASSEMBLY

JANUARY SESSION, A.D. 2012

H O U S E R E S O L U T I O N

PROCLAIMING APRIL 17, 2012, AS "RHODE ISLAND PAY EQUITY DAY"

Introduced By: Representatives Walsh, Tanzi, Tomasso, Cimini, and Costa

Date Introduced: April 12, 2012

Referred To: House read and passed

1 WHEREAS, Forty years after the passage of the Equal Pay Act and Title VII of the Civil
2 Rights Act, women and people of color continue to suffer the consequences of inequitable pay
3 differentials; and

4 WHEREAS, According to statistics released in 2011 by the U.S. Census Bureau, year-
5 round, full-time working women in 2010 earned only 77 percent of the earnings of year-round,
6 full-time working men, indicating little change or progress in pay equity; and

7 WHEREAS, According to a January 2002 report released by the U.S. Government
8 Accountability Office (the investigative arm of Congress), women managers in 7 of 10 industries
9 surveyed actually lost ground in closing the wage gap between 1995 and 2000; and

10 WHEREAS, According to an analysis of data in over 300 classifications provided by the
11 U.S. Department of Labor Statistics in 2001, women earn less in every occupational classification
12 for which enough data is available, including occupations dominated by women (e.g., cashiers,
13 retail sales, registered nurses, and teachers); and

14 WHEREAS, Higher education is not free from wage discrimination according to a United
15 States Department of Education analysis, which reported that, after controlling for rank, age,
16 credentials, field of study, and other factors, full-time female faculty members earn nearly 9
17 percent less than their male counterparts; and

18 WHEREAS, Over a working lifetime, this wage disparity costs the average American
19 woman and her family \$700,000 to \$2 million in lost wages, impacting Social Security benefits
20 and pensions; and

1 WHEREAS, Fair pay equity policies can be implemented simply and without undue costs
2 or hardship in both the public and private sectors; and

3 WHEREAS, Fair pay strengthens the security of families today and eases future
4 retirement costs, while enhancing the American economy; and

5 WHEREAS, Tuesday, April 17, symbolizes the time in the new year in which the wages
6 paid to American women catch up to the wages paid to men from the previous year; now,
7 therefore be it

8 RESOLVED, That this House of Representatives of the State of Rhode Island and
9 Providence Plantations hereby declares April 17, 2012, as “Rhode Island Pay Equity Day” to
10 recognize the full value of women's skills and significant contributions to the labor force, and
11 encourages businesses to conduct an internal pay evaluation to ensure women are being paid
12 fairly; and be it further

13 RESOLVED, That the Secretary of State be and he hereby is authorized and directed to
14 transmit duly certified copies of this resolution to the Director of the Department of
15 Administration, the Personnel Administrator of the Division of Human Resources, and the Co-
16 Chairs of the Legislative Commission on Pay Equity.

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