
THE GENERAL ASSEMBLY OF PENNSYLVANIA

SENATE RESOLUTION

No. 322 Session of
2015

INTRODUCED BY TEPLITZ, WILLIAMS, SABATINA, GREENLEAF, DINNIMAN,
HAYWOOD, RAFFERTY, FONTANA, SCHWANK, HUGHES, FARNESE, COSTA,
RESCHENTHALER, BREWSTER AND BROWNE, APRIL 5, 2016

INTRODUCED AND ADOPTED, APRIL 5, 2016

A RESOLUTION

1 Recognizing April 12, 2016, as "Equal Pay Day" in Pennsylvania
2 in recognition of the need to eliminate the gender gap in
3 earnings by women and to promote policies to ensure equal pay
4 for all.

5 WHEREAS, More than 50 years after the passage of the Equal
6 Pay Act, women, especially minority women, continue to suffer
7 the consequences of unequal pay; and

8 WHEREAS, According to a report by the National Partnership
9 for Women & Families, women in Pennsylvania earned a median of
10 \$0.79 for each dollar earned by men as of September 2015; and

11 WHEREAS, As reported by the United States Census Bureau,
12 women working full time, year round in 2013 typically earned 78%
13 of what men earned, indicating little change or progress in pay
14 equity; and

15 WHEREAS, According to "Graduating to a Pay Gap," a 2012
16 research report by the American Association of University Women,
17 the gender pay gap is evident one year after college graduation,
18 even after controlling factors known to affect earnings,

1 including occupation, hours worked and college major; and

2 WHEREAS, In 2001, the Georgetown University Center on
3 Education and the Workforce found that college-educated women
4 working full time earn \$650,000 less than their male peers do
5 over the course of a lifetime; and

6 WHEREAS, In 2009, the Lilly Ledbetter Fair Pay Act was signed
7 into law, which gives employees their day in court to challenge
8 a pay gap; and

9 WHEREAS, Citizens are encouraged to urge their legislators to
10 pass the Paycheck Fairness Act, which would amend the Equal Pay
11 Act by closing loopholes and improving the law's effectiveness;
12 and

13 WHEREAS, Nearly 4 in 10 mothers are primary breadwinners in
14 their households and nearly two-thirds are primary or
15 significant earners, making pay equity critical to families'
16 economic security; and

17 WHEREAS, A lifetime of lower pay means women have less income
18 to save for retirement and less income counted in a Social
19 Security or pension benefit formula; and

20 WHEREAS, Fair pay strengthens the security of families today
21 and eases future retirement costs while enhancing the American
22 economy; therefore be it

23 RESOLVED, That the Senate designate April 12, 2016, as "Equal
24 Pay Day" in Pennsylvania in recognition of the need to eliminate
25 the gender gap in earnings by women and to promote policies to
26 ensure equal pay for all.