

THE GENERAL ASSEMBLY OF PENNSYLVANIA

HOUSE RESOLUTION

No. 218 Session of 2013

INTRODUCED BY WATSON, SCAVELLO, MAJOR, DONATUCCI, MILLARD, CALTAGIRONE, CLYMER, QUINN, SWANGER, RAPP, TOOHIL, MUNDY, V. BROWN, KULA, YOUNGBLOOD, DAVIS, DIGIROLAMO, COHEN, KORTZ, HARKINS, SCHLOSSBERG, O'BRIEN, READSHAW, THOMAS, PASHINSKI, SCHLEGEL CULVER, VEREB, GINGRICH, GOODMAN, HAHN, CARROLL, O'NEILL, MOLCHANY, PARKER, TOEPEL, EVERETT, OBERLANDER, M. DALEY, NEILSON AND HARPER, APRIL 8, 2013

REFERRED TO COMMITTEE ON STATE GOVERNMENT, APRIL 8, 2013

A CONCURRENT RESOLUTION

1 Directing the Joint State Government Commission to study the  
 2 issue of workplace pay disparity, to reexamine existing  
 3 Federal and State laws relating to that issue and to make  
 4 recommendations to the General Assembly.

5 WHEREAS, Women work for pay in greater numbers, in more  
 6 occupations and for more years of their lives than ever before;  
 7 and

8 WHEREAS, The year 2013 marks the 54th anniversary of the act  
 9 of December 17, 1959 (P.L.1913, No.694), known as the Equal Pay  
 10 Law, a law which is as relevant today as it was on the day it  
 11 was signed; and

12 WHEREAS, The Equal Pay Law, along with the act of October 27,  
 13 1955 (P.L.744, No.222), known as the Pennsylvania Human  
 14 Relations Act, the Equal Pay Act of 1963 (Public Law 88-38, 77  
 15 Stat. 56) and Title VII of the Civil Rights Act of 1964 (Public  
 16 Law 88-352, 78 Stat. 241), provides a critical foundation for

1 women seeking greater opportunities in the workplace and  
2 compensation without wage discrimination; and

3 WHEREAS, Legislative efforts are currently under way at the  
4 Federal level which call for enhanced enforcement of equal pay  
5 laws as well as additional policy initiatives and improved  
6 training for government agencies charged with enforcing equal  
7 pay requirements under the law; and

8 WHEREAS, A 1994 survey conducted by the Department of Labor,  
9 Women's Bureau, found that improving pay and benefits was one of  
10 working women's three main priorities for change, along with  
11 balancing work and family; and

12 WHEREAS, Gaining respect and opportunity on the job and the  
13 issue of equal pay continue to resonate among women; and

14 WHEREAS, Women's share of the labor force is now greater than  
15 their male counterparts for January 2010 with 64.2 million  
16 female payroll employees and 63.4 million male payroll employees  
17 according to the United States Department of Labor; and

18 WHEREAS, The effects of wage disparity will follow women  
19 throughout their lives, as pension and Social Security benefits  
20 are based on pay earned while working; and

21 WHEREAS, Pay disparities depress the wages of working  
22 families who rely on the wages of all members of the family to  
23 make ends meet, prevent maximum utilization of available labor  
24 resources and violate the longstanding public policy of the  
25 Commonwealth against wage discrimination; and

26 WHEREAS, According to the latest Census Bureau data, women  
27 Statewide average 72¢ for each dollar paid to men; and

28 WHEREAS, A recent study by the American Association of  
29 University Women found that among people hired in their first  
30 year after college, women in 2009 were paid 82¢ for every \$1

1 paid to men; and

2 WHEREAS, According to the National Committee on Pay Equity,  
3 women's earnings were 77.0% of men's in 2011, compared to 77.4%  
4 in 2010; and

5 WHEREAS, Men's earnings in 2011 were \$48,202 and women's were  
6 \$37,118, a difference of \$11,084; and

7 WHEREAS, In Pennsylvania, the median pay for a woman working  
8 full time, year round, is \$37,089 per year, while the median  
9 yearly pay for a man is \$47,956, a yearly gap of \$10,867 between  
10 full-time working men and full-time working women in this  
11 Commonwealth; and

12 WHEREAS, There is a need for a comprehensive reexamination of  
13 the role of Federal and State laws in deterring workplace wage  
14 discrimination; therefore be it

15 RESOLVED (the Senate concurring), That the General Assembly  
16 direct the Joint State Government Commission to study workplace  
17 pay disparity in this Commonwealth; and be it further

18 RESOLVED, That the area of review include a study of the  
19 Equal Pay Law, the Pennsylvania Human Relations Act, the Equal  
20 Pay Act of 1963 and Title VII of the Civil Rights Act of 1964 to  
21 determine their effectiveness in deterring wage disparity in the  
22 workplace, a review of current Federal and State law to  
23 determine if additional policy initiatives, outreach programs or  
24 legislation is needed to ensure equal pay in this Commonwealth,  
25 a review of current training and funding mechanisms to determine  
26 if government agencies have the tools and resources they need to  
27 identify and pursue equal pay violations and a study of Federal  
28 policy initiatives addressing wage disparity as they may apply  
29 to this Commonwealth; and be it further

30 RESOLVED, That the Joint State Government Commission report

1 its findings, recommendations and proposed legislation to the  
2 General Assembly by November 30, 2013.