

THE GENERAL ASSEMBLY OF PENNSYLVANIA

HOUSE RESOLUTION

No. 718 Session of 2010

INTRODUCED BY WATSON, MAJOR, MANN, S. H. SMITH, TURZAI, McCALL, ADOLPH, BARRAR, BEAR, BELFANTI, BEYER, BOBACK, BOYD, BRENNAN, BRIGGS, BROOKS, BROWN, CALTAGIRONE, CHRISTIANA, CIVERA, CLYMER, COHEN, D. COSTA, CUTLER, DALEY, DELOZIER, DeLUCA, DePASQUALE, DeWEESE, DiGIROLAMO, ELLIS, EVERETT, FARRY, FLECK, GALLOWAY, GINGRICH, GOODMAN, GRELL, GROVE, HARHAI, HARHART, HARPER, HELM, HENNESSEY, HICKERNELL, HORNAMAN, JOSEPHS, M. KELLER, KESSLER, KILLION, MANDERINO, MARSICO, McILVAINE SMITH, MICCARELLI, MICOZZIE, MIRABITO, MURPHY, MURT, OBERLANDER, M. O'BRIEN, O'NEILL, PAYNE, PETRI, PHILLIPS, PICKETT, PYLE, QUINN, RAPP, READSHAW, REICHLEY, ROSS, SANTONI, SAYLOR, SCAVELLO, SEIP, SIPTROTH, M. SMITH, STABACK, STEVENSON, SWANGER, J. TAYLOR, TRUE, VULAKOVICH, WAGNER, WATERS, WHEATLEY AND YOUNGBLOOD, MARCH 29, 2010

REFERRED TO COMMITTEE ON LABOR RELATIONS, MARCH 29, 2010

A 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 2010 marks the 51st 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

1 Relations Act, the Equal Pay Act of 1963 (Public Law 88-38, 77
2 Stat. 56) and Title VII of the Civil Rights Act of 1964 (Public
3 Law 88-352, 78 Stat. 241), provides a critical foundation for
4 women seeking greater opportunities in the workplace and
5 compensation without wage discrimination; and

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

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

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

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

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

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

29 WHEREAS, There is a need for a comprehensive reexamination of
30 the role of Federal and State laws in deterring workplace wage

1 discrimination; therefore be it

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

5 RESOLVED, That the area of review include a study of the
6 Equal Pay Law, the Pennsylvania Human Relations Act, the Equal
7 Pay Act of 1963 and Title VII of the Civil Rights Act of 1964 to
8 determine their effectiveness in deterring wage disparity in the
9 workplace, a review of current Federal and State law to
10 determine if additional policy initiatives, outreach programs or
11 legislation is needed to ensure equal pay in this Commonwealth,
12 a review of current training and funding mechanisms to determine
13 if government agencies have the tools and resources they need to
14 identify and pursue equal pay violations and a study of Federal
15 policy initiatives addressing wage disparity as they may apply
16 to this Commonwealth; and be it further

17 RESOLVED, That the Joint State Government Commission report
18 its findings, recommendations and proposed legislation to the
19 General Assembly by November 30, 2010.