

THE GENERAL ASSEMBLY OF PENNSYLVANIA

HOUSE RESOLUTION

No. 716 Session of 2014

INTRODUCED BY WATSON, BOBACK, TURZAI, MAJOR, READSHAW, HAGGERTY, KIRKLAND, SCHLOSSBERG, BENNINGHOFF, MACKENZIE, YOUNGBLOOD, BISHOP, DIGIROLAMO, KORTZ, MCGEEHAN, MASSER, HAHN, O'NEILL, HEFFLEY, CALTAGIRONE, JAMES, B. BOYLE, MCNEILL, GROVE, MILLARD, KINSEY, SWANGER, SIMS, D. MILLER, MOLCHANY, EVERETT, FRANKEL, PETRI, GIBBONS, RAVENSTAHL, ROEBUCK, GOODMAN, GINGRICH, MURT, CLYMER, THOMAS, D. COSTA, FLECK, DeLUCA AND KULA, MARCH 17, 2014

REFERRED TO COMMITTEE ON LABOR AND INDUSTRY, MARCH 17, 2014

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 2014 marks the 55th 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 United States
9 Department of Labor, Women's Bureau, found that improving pay
10 and benefits was one of working women's three main priorities
11 for change, along with 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 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 2012 Census Bureau data, women
27 Statewide average 76¢ for every \$1 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 76.5% of men's in 2012, compared to 77% in
4 2011; and

5 WHEREAS, Nationwide, men's median earnings in 2012 were
6 \$49,398 and women's were \$37,791, a difference of \$11,607; and

7 WHEREAS, In Pennsylvania in 2012, the median pay for a woman
8 working full time, year round, was \$37,414 per year, while the
9 median yearly pay for a man was \$49,330, a yearly gap of \$11,916
10 between full-time working men and full-time working women in
11 this 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, 2014.