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STATE OF RHODE ISLAND

IN GENERAL ASSEMBLY

JANUARY SESSION, A.D. 2013

SENATE RESOLUTION

PROCLAIMING APRIL 9, 2013, AS "EQUAL PAY DAY" IN THE STATE OF RHODE ISLAND

Introduced By: Senators Goldin, Paiva Weed, Goodwin, Gallo, and Lynch

Date Introduced: April 09, 2013

Referred To: Recommended for Immediate Consideration

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 2012 by the United States Census Bureau,
5 year-round, full-time working women in 2011 earned only 77 percent of the earnings of year-
6 round, full-time working men, indicating little change or progress in pay equity; and

7 WHEREAS, According to a January 2002 report released by the General Accounting
8 Office, women managers in 7 of 10 industries surveyed actually lost ground in closing the wage
9 gap between 1995 and 2000; and

10 WHEREAS, According to an analysis of data in over 300 job classifications provided by
11 the United States Department of Labor Statistics in 2001, women earn less in every occupational
12 classification for which enough data are available, including occupations dominated by women;
13 and

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

1 and pensions; and

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

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

6 WHEREAS, Tuesday, April 9, 2013, symbolizes the time in the new year in which the
7 wages paid to American women catch up to the wages paid to men from the previous year; now,
8 therefore be it

9 RESOLVED, That this Senate of the State of the State of Rhode Island and Providence
10 Plantations hereby proclaims Tuesday, April 9, 2013, as "Equal Pay Day" in the State of Rhode
11 Island; and be it further

12 RESOLVED, That this Senate urges all Rhode Islanders to recognize the full value of
13 women's skills and significant contributions to the labor force, and further encourages businesses
14 to conduct an internal pay evaluation to ensure women are being paid fairly; and be it further

15 RESOLVED, That the Secretary of State be and hereby is authorized and directed to
16 transmit a duly certified copy of this resolution to the Women's Fund Chief Executive Officer
17 Marcia Cone.

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