

2015-K1197

LEGISLATIVE RESOLUTION memorializing Governor Andrew M. Cuomo to proclaim April 12, 2016, as Equal Pay Day in the State of New York

WHEREAS, Over 50 years after the passage of the Equal Pay Act and Title VII of the Civil Rights Act, women, especially minority women, continue to suffer the consequences of unequal pay; and

WHEREAS, According to the U.S. Census Bureau, year-round, full-time working women in 2010 earned only 77.4% of the earnings of year-round, full-time working men, indicating little change or progress in pay equity; and

WHEREAS, Wage disparity persists across all educational levels and in all states, as women with a college degree or higher lose \$713,000 over a 40-year period versus a \$270,000 loss for women who did not finish high school; and

WHEREAS, Over a working lifetime, this wage disparity costs the average American woman and her family an estimated \$700,000 to \$2 million in lost wages, impacting Social Security benefits and pensions; and

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

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

WHEREAS, In female-dominated fields, wages have traditionally been depressed and continue to reflect the artificially suppressed pay scales that were historically applied to so-called "women's work"; and

WHEREAS, Tuesday, April 12, 2016, symbolizes the time in the New Year in which the wages paid to American women catch up to the wages paid to men from the previous year; now, therefore, be it

RESOLVED, That this Legislative Body pause in its deliberations to memorialize Governor Andrew M. Cuomo to proclaim April 12, 2016, as

Equal Pay Day in the State of New York, recognizing the full value of women's skills and significant contributions to the labor force, and to further encourage businesses to conduct an internal pay evaluation to ensure women are being paid fairly; and be it further
RESOLVED, That a copy of this Resolution, suitably engrossed, be transmitted to The Honorable Andrew M. Cuomo, Governor of the State of New York.