

THE GENERAL ASSEMBLY OF PENNSYLVANIA

HOUSE RESOLUTION

No. 44 Session of 2009

INTRODUCED BY WATSON, QUINN, PICKETT, MUNDY, MAJOR, RAPP, ADOLPH, BEAR, BEYER, BISHOP, BOYD, BROWN, CALTAGIRONE, CLYMER, CREIGHTON, CUTLER, DIGIROLAMO, FAIRCHILD, FLECK, FRANKEL, GEORGE, GIBBONS, GINGRICH, GROVE, GRUCELA, HORNAMAN, JOSEPHS, KORTZ, KOTIK, KULA, MANDERINO, MANN, MELIO, MOUL, M. O'BRIEN, O'NEILL, PETRARCA, PETRI, SANTONI, SCAVELLO, SIPTROTH, K. SMITH, SOLOBAY, STABACK, THOMAS, TRUE, VULAKOVICH, WHEATLEY AND YUDICHAK, FEBRUARY 4, 2009

REFERRED TO COMMITTEE ON LABOR RELATIONS, FEBRUARY 4, 2009

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 2009 marks the 50th 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 continuing to
15 increase, with the effects of wage disparity following women
16 throughout their lives, as pension and Social Security benefits
17 are based on pay earned while working; and

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

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

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

29 RESOLVED, That the area of review include a study of the
30 Equal Pay Law, the Pennsylvania Human Relations Act, the Equal

1 Pay Act of 1963 and Title VII of the Civil Rights Act of 1964 to
2 determine their effectiveness in deterring wage disparity in the
3 workplace, a review of current Federal and State law to
4 determine if additional policy initiatives, outreach programs or
5 legislation is needed to ensure equal pay in this Commonwealth,
6 a review of current training and funding mechanisms to determine
7 if government agencies have the tools and resources they need to
8 identify and pursue equal pay violations and a study of Federal
9 policy initiatives addressing wage disparity as they may apply
10 to this Commonwealth; and be it further

11 RESOLVED, That the Joint State Government Commission report
12 its findings, recommendations and proposed legislation to the
13 General Assembly by November 30, 2009.