

**First Regular Session  
Seventy-second General Assembly  
STATE OF COLORADO**

**INTRODUCED**

LLS NO. R19-0673.01 Jessica Wigent x3701

**SR19-009**

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**SENATE SPONSORSHIP**

**Zenzinger and Gonzales,**

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**Senate Committees**

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**SENATE RESOLUTION 19-009**

101     **CONCERNING THE DESIGNATION OF APRIL 2, 2019, AS "EQUAL PAY**  
102             **DAY" IN COLORADO, AND, IN CONNECTION THEREWITH,**  
103             **ACKNOWLEDGING THE PERSISTENT PROBLEM OF WAGE**  
104             **DISPARITY.**

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1             WHEREAS, Fifty-five years after the passage of the "Equal Pay  
2     Act of 1963" and Title VII of the "Civil Rights Act of 1964", women,  
3     particularly women of color, continue to suffer the consequences of being  
4     paid less than men for doing the same work; and

5             WHEREAS, According to a report released in 2018 by the  
6     Women's Foundation of Colorado and the Institute for Women's Policy  
7     Research, Colorado women earned just 86 cents on the dollar compared  
8     to their male counterparts; and

9             WHEREAS, Based on its 2018 research, the Institute for Women's  
10    Policy Research estimates that women in Colorado will not receive equal  
11    pay until 2057 if progress continues at the same rate it has since 1960;  
12    and

13            WHEREAS, The wage gap is not only discernible by sex but also

Shading denotes HOUSE amendment. Double underlining denotes SENATE amendment.  
*Capital letters or bold & italic numbers indicate new material to be added to existing statute.*  
*Dashes through the words indicate deletions from existing statute.*

1 by race and ethnicity; and

2 WHEREAS, A comparison of the earnings of women of each  
3 racial and ethnic group to the earnings of white men shows that white  
4 women in Colorado earn 78 cents for every dollar earned by the average  
5 white man, followed by Asian/Pacific Islander women at 70 cents, black  
6 women at 63 cents, Indigenous women at 56 cents, and Latina women at  
7 only 54 cents; and

8 WHEREAS, Based on today's wage gap, over the course of a  
9 40-year career, a white woman would lose \$403,440, a black woman  
10 would lose \$867,920, and a Latina woman would lose \$1,056,120; and

11 WHEREAS, A lifetime of lower pay means women have less  
12 income to save for retirement and less income counted in a social security  
13 or pension benefit formula; and

14 WHEREAS, Earnings for both female and male full-time workers  
15 tend to increase with age, though earnings increase more slowly after age  
16 45 and even decrease after age 55; the gender pay gap also grows with  
17 age, and differences among older workers are often considerably larger  
18 than differences among younger workers; and

19 WHEREAS, In 2016, among full-time workers ages 20 to 24,  
20 women were paid 96 percent of what men were paid on a weekly basis,  
21 but as workers grow older and progress in their careers, median earnings  
22 for women grow more slowly than median earnings for men; from ages  
23 25 to 54, women are typically paid 78 to 89 percent of what men are paid,  
24 depending on age; and by the time workers reach ages 55-64, women are  
25 paid only 74 percent of what men are paid; and

26 WHEREAS, There exists a strong business and public interest case  
27 for equal pay for equal work; and

28 WHEREAS, Equal pay would cut the Colorado poverty rate in  
29 half, from 5.6 percent to 2.8 percent; and

30 WHEREAS, Equal pay policies can be implemented simply and  
31 without undue costs or hardship in both the public and private sectors;  
32 and

33 WHEREAS, Closing the pay gap between men and women

1 strengthens the security of families and eases future retirement costs  
2 while enhancing the Colorado economy by raising gross domestic product  
3 by \$9.2 billion; and

4 WHEREAS, Tuesday, April 2, 2019, is the day chosen to  
5 symbolize the time of year at which the average wages paid to American  
6 women begin to catch up to the wages paid to men from the previous year  
7 for the same work; and

8 WHEREAS, We recognize that the problem of pay disparity  
9 impacts different communities across the state more significantly: Asian  
10 women's day of equal pay would be March 5; white women's day of equal  
11 pay would be April 19; black women's day of equal pay would be August  
12 22; Indigenous women's day of equal pay would be September 23; and  
13 Latina women's day of equal pay would be November 20; now, therefore,

14 *Be It Resolved by the Senate of the Seventy-second General*  
15 *Assembly of the State of Colorado:*

16 That we, the members of the Colorado Senate:

17 (1) Proclaim Tuesday, April 2, 2019, to be "Equal Pay Day" in the  
18 state of Colorado; and

19 (2) Urge governmental agencies, nonprofit and labor  
20 organizations, businesses, and individuals to take steps to implement  
21 equal-pay policies to help close the pay gap for Colorado's women and  
22 minorities.

23 *Be It Further Resolved,* That a copy of this Resolution be sent to  
24 President Donald J. Trump; Colorado Governor Jared Polis; Colorado  
25 Lieutenant Governor Dianne Primavera; the members of Colorado's  
26 Congressional delegation; United States secretary of labor Alexander  
27 Acosta; and Colorado department of labor and employment executive  
28 director Joe Barela.