

106TH CONGRESS
2D SESSION

H. CON. RES. 318

Recognizing the significance of Equal Pay Day to demonstrate the disparity between wages paid to men and women.

IN THE HOUSE OF REPRESENTATIVES

MAY 4, 2000

Mr. ABERCROMBIE (for himself and Mrs. MORELLA, Ms. CARSON, Ms. MILLENDER-McDONALD, Ms. BROWN of Florida, Mr. GREEN of Texas, Mr. HINOJOSA, Mr. CROWLEY, Mrs. CLAYTON, Mr. SANDERS, Mrs. TAUSCHER, Mr. MALONEY of Connecticut, Mr. CONYERS, Ms. BALDWIN, Ms. NORTON, Mr. PAYNE, Ms. DELAURO, Mr. McNULTY, Mr. McINTYRE, Mr. EVANS, Mr. SABO, Mr. ACKERMAN, Mr. STUPAK, and Mr. KENNEDY of Rhode Island) submitted the following concurrent resolution; which was referred to the Committee on Government Reform

CONCURRENT RESOLUTION

Recognizing the significance of Equal Pay Day to demonstrate the disparity between wages paid to men and women.

Whereas section 6(d) of the Fair Labor Standards Act of 1938 (29 U.S.C. 206(d)(1)) prohibits discrimination in compensation for equal work on the basis of sex;

Whereas title VII of the Civil Rights Act of 1964 (42 U.S.C. 2000e et seq.) prohibits discrimination in compensation because of race, color, religion, national origin, or sex;

Whereas nearly four decades after the passage of the Equal Pay Act of 1963 (29 U.S.C. 206 note), the Bureau of the

Census estimates that all full-time working women still earn an overall average of 73 cents to every dollar earned by men, while African American women earn 63 cents, and Hispanic women earn 53 cents;

Whereas sexual discrimination in hiring and promotion has played a role in maintaining a work force segregated by sex;

Whereas wage differentials that exist between equivalent jobs segregated by sex—

- (1) depress wages and living standards for employees necessary for their health and efficiency;
- (2) reduce family incomes and contribute to the higher poverty rates among female-headed households;
- (3) prevent the maximum utilization of the available labor resources;
- (4) tend to cause labor disputes, thereby burdening, affecting, and obstructing commerce; and
- (5) constitute an unfair method of competition;

Whereas opening traditionally male jobs to women and reducing occupational segregation by sex increases earnings for women;

Whereas when women are paid fairly, families are stronger, business prospers, and American values and the economy are strengthened;

Whereas fair pay strengthens the security of families and enhances retirement;

Whereas May 11, 2000—Equal Pay Day—marks the day when women’s earnings from January 1999 to May 11, 2000, will finally equal what men earned in calendar year 1999 alone; and

Whereas Equal Pay Day represents the approximately 36 percent of additional time that women must work to compensate for the average 27 percent more wages paid to men last year: Now, therefore, be it

1 *Resolved by the House of Representatives (the Senate*
2 *concurring)*, That the Congress recognizes the significance
3 of Equal Pay Day to demonstrate the disparity between
4 wages paid to men and women.

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