

No. R-164. House concurrent resolution designating April 14, 2015, as Equal Pay Day in Vermont.

(H.C.R.121)

Offered by: Representatives Burke of Brattleboro, Ancel of Calais, Branagan of Georgia, Browning of Arlington, Buxton of Tunbridge, Carr of Brandon, Chesnut-Tangerman of Middletown Springs, Christie of Hartford, Clarkson of Woodstock, Cole of Burlington, Connor of Fairfield, Copeland-Hanzas of Bradford, Dakin of Chester, Dakin of Colchester, Davis of Washington, Deen of Westminster, Donovan of Burlington, Ellis of Waterbury, Emmons of Springfield, Evans of Essex, Feltus of Lyndon, Fields of Bennington, French of Randolph, Gonzalez of Winooski, Grad of Moretown, Haas of Rochester, Head of South Burlington, Hooper of Montpelier, Jerman of Essex, Keenan of St. Albans City, Kitzmiller of Montpelier, Klein of East Montpelier, Krebs of South Hero, Krowinski of Burlington, LaLonde of South Burlington, Lanpher of Vergennes, Lefebvre of Newark, Lenex of Shelburne, Lippert of Hinesburg, Lucke of Hartford, Macaig of Williston, Martin of Wolcott, McCormack of Burlington, McCoy of Poultney, McCullough of Williston, McFaun of Barre Town, Miller of Shaftsbury, Morris of Bennington, Mrowicki of Putney, O'Sullivan of Burlington, Partridge of Windham, Pearson of Burlington, Poirier of Barre City, Potter of Clarendon, Pugh of South Burlington, Rachelson of Burlington, Ram of Burlington, Russell of Rutland City, Ryerson of Randolph, Shaw of Derby, Sheldon of Middlebury, Stevens of Waterbury, Stuart of Brattleboro, Sullivan of Burlington, Till of Jericho, Toleno of Brattleboro, Townsend of South Burlington, Troiano of Stannard, Webb of Shelburne, Woodward of Johnson, Young of Glover, and Zagar of Barnard

Whereas, women's organizations nationally and in Vermont observe Equal Pay Day each April, symbolizing the day in the new year in which the wages paid to American women catch up to the wages paid to men during the previous year, and

Whereas, wearing red on this day symbolizes women being "in the red" due to the gender wage gap, and

Whereas, according to a report from the American Association of University Women (AAUW), a woman who holds a full-time year-round job is paid, on average, \$38,316 per year, while a man who holds a full-time year-round job is paid \$46,175 per year, and

Whereas, these figures mean that nationally, women are paid 78 cents for every dollar paid to men, and

Whereas, in Vermont, women are paid 83 cents for every dollar paid to men, and

Whereas, according to research from the National Partnership for Women and Families, 23,058 family households in Vermont are headed by women, and approximately one-third of those families, or 7,494 households, have incomes that fall below the poverty level, and

Whereas, lowering this wage gap would reduce poverty and decrease dependence on public assistance, and

Whereas, over the course of their lifetimes—if wages, pension-related benefits, and social security are included—women individually accrue between \$700,000 and \$2 million less than men, and

Whereas, the wage gap causes suffering for families, businesses, and the economy, and

Whereas, a 2012 AAUW study found that women who had graduated from college the prior year and who worked full time earned less than their male counterparts, and

Whereas, the Institute for Women’s Policy Research reports that at the current rate of wage progression, Vermont women will not receive equal pay until 2048, now therefore be it

Resolved by the Senate and House of Representatives:

That the General Assembly designates April 14, 2015, as Equal Pay Day in Vermont, and be it further

Resolved: That the Secretary of State be directed to send a copy of this resolution to the Vermont Commission on Women.