

No. R-127. House concurrent resolution designating April 4, 2017 as Pay Equity Day in Vermont.

(H.C.R.97)

Offered by: Representatives Burke of Brattleboro, Ancel of Calais, Briglin of Thetford, Brumsted of Shelburne, Buckholz of Hartford, Carr of Brandon, Chesnut-Tangerman of Middletown Springs, Christensen of Weathersfield, Christie of Hartford, Cina of Burlington, Colburn of Burlington, Copeland-Hanzas of Bradford, Donovan of Burlington, Dunn of Essex, Fields of Bennington, Gannon of Wilmington, Gardner of Richmond, Giambatista of Essex, Gonzalez of Winooski, Grad of Moretown, Haas of Rochester, Head of South Burlington, Hooper of Montpelier, Houghton of Essex, Howard of Rutland City, Jessup of Middlesex, Keefe of Manchester, Kitzmiller of Montpelier, Krowinski of Burlington, LaLonde of South Burlington, Lanpher of Vergennes, Lippert of Hinesburg, Long of Newfane, Macaig of Williston, McCullough of Williston, McFaun of Barre Town, Miller of Shaftsbury, Morris of Bennington, Mrowicki of Putney, O'Sullivan of Burlington, Partridge of Windham, Pugh of South Burlington, Rachelson of Burlington, Scheu of Middlebury, Sharpe of Bristol, Stevens of Waterbury, Stuart of Brattleboro, Sullivan of Dorset, Sullivan of Burlington, Till of Jericho, Townsend of South Burlington, Troiano of Stannard, Walz of Barre City, Webb of Shelburne, Weed of Enosburgh, Wood of Waterbury, and Yantachka of Charlotte

Whereas, for more than 20 years, Equal Pay Day has symbolized how far into the year a woman must work, on average, to earn as much as a man earned the previous year, due to the gender wage gap, and

Whereas, the median annual income for Vermont women working full-time year-round is \$40,710.00 which is \$7,906.00 less than that of men, representing a wage gap of 16 percent, and

Whereas, Vermont's wage gap narrows to 14 percent when a woman has a college degree; and widens to 23 percent for working mothers with dependent children, and

Whereas, the wage gap is wider for LGBTQ individuals and transgender women's wages drop by one-third after they transition, and

Whereas, women's salaries are essential to the economic well-being of Vermont families as they contribute 40 percent of income in one-third of all family households, and more than 20,000 households are headed by single women, and

Whereas, occupational segregation, the uneven distribution of labor across and within sectors by gender, perpetuates the wage gap, and

Whereas, in 15 of 25 major occupational categories in Vermont, workers are either 70 percent male or 70 percent female, and

Whereas, Vermont has a projected increase in demand for talent in high-wage jobs in engineering, computer science, chemistry, and physics, but young women in the State are not enrolling in these college majors, and

Whereas, if women earned equal wages as comparable male workers, the poverty rate in Vermont would be reduced by 57 percent and the increase in wages for working women would equal \$1 billion, equivalent to 3.3 percent of the state's Gross Domestic Product, and

Whereas, pay equity is not just a women's issue; it is vital to the future health and vitality of the Vermont economy, now therefore be it

Resolved by the Senate and House of Representatives:

That the General Assembly designates April 4, 2017 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, the League of Women Voters of Vermont, and the Vermont Federation of Business and Professional Women.