

No. R-397. House concurrent resolution designating Tuesday, April 10, 2018 as Equal Pay Day.

(H.C.R.323)

Offered by: Representatives Burke of Brattleboro, Ancel of Calais, Bartholomew of Hartland, Batchelor of Derby, Belaski of Windsor, Botzow of Pownal, Briglin of Thetford, Browning of Arlington, 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, Conlon of Cornwall, Connor of Fairfield, Copeland-Hanzas of Bradford, Cupoli of Rutland City, Dakin of Colchester, Deen of Westminster, Donovan of Burlington, Dunn of Essex, Emmons of Springfield, Feltus of Lyndon, Forguites of Springfield, Gannon of Wilmington, Gardner of Richmond, 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, Joseph of North Hero, Juskiewicz of Cambridge, Keenan of St. Albans City, Kimbell of Woodstock, Kitzmiller of Montpelier, Krowinski of Burlington, LaLonde of South Burlington, Lanpher of Vergennes, Lippert of Hinesburg, Long of Newfane, Lucke of Hartford, Macaig of Williston, McCormack of Burlington, McFaun of Barre Town, Miller of Shaftsbury, Morris of Bennington, Mrowicki of Putney, O'Sullivan of Burlington, Pajala of Londonderry, Partridge of Windham, Potter of Clarendon, Pugh of South Burlington, Rachelson of Burlington, Scheu of Middlebury, Sharpe of Bristol, Squirrell of Underhill, Stevens of Waterbury, Stuart of Brattleboro, Sullivan of Dorset, Sullivan of Burlington, Till of Jericho, Toleno of Brattleboro, Toll of Danville, Troiano of Stannard, Walz of Barre City, Webb of Shelburne, Weed of Enosburgh, Willhoit of St. Johnsbury, Wood of Waterbury, Yacovone of Morristown, Yantachka of Charlotte, and Young of Glover

Offered by: Senators Balint, Clarkson, Ingram, Pearson, and White

Whereas, since 1996, Equal Pay Day has symbolized how far into the year American women must work, on average, to earn as much as American men earned the previous year due to the gender wage gap, and

Whereas, the gender wage gap in Vermont is \$0.14, so women bring home, on average, 86 percent of the earnings of men and nationally that earnings ratio is 80 percent, and

Whereas, race and gender intersect, and there is a wider wage gap for women of color in our State, and

Whereas, in Vermont, the earnings ratio is 85 percent for white women, 80 percent for Hispanic or Latinx women, 58 percent for Asian women, and nationally 63 percent for black women and 57 percent for Native American women, and

Whereas, disability and gender also intersect, and the earnings ratio for women with disabilities in Vermont is 37 percent, and

Whereas, women comprise 45 percent of our State's full-time workers, and contribute at least 40 percent of income in one-third of all Vermont families, and

Whereas, closing the wage gap would add \$1 billion to Vermont's economy, while reducing our poverty rate by 57 percent, now therefore be it

Resolved by the Senate and House of Representatives:

That the General Assembly designates April 10, 2018 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.