

Senate Resolution No. 1235

BY: Senator KRUEGER

MEMORIALIZING Governor Andrew M. Cuomo to proclaim April 4, 2017, as Equal Pay Day in the State of New York

WHEREAS, One of our State's guiding principles is to provide equal opportunities for every New Yorker; and

WHEREAS, Since the passage of the federal Equal Pay Act in 1963, Title VII of the Civil Rights Act in 1964, and New York's Equal Pay Act in 1966, women, especially minority women, continue to suffer the consequences of unequal pay; and

WHEREAS, Women make up nearly half of the workforce with 73.5 million women in the workforce in 2015, a significant increase from 18.4 million in 1950; and

WHEREAS, According to the U.S. Census Bureau, the annual salary for women working full time in 2015 was only 80% of what men earned, highlighting the vast inequities which still exist today; and

WHEREAS, Comparing similar job titles for men and women, today's wage disparity would cost a woman and her family in New York \$271,960 over a 40-year career, impacting Social Security benefits and pensions; and

WHEREAS, For New York women of color, over a 40-year career, today's wage disparity is even greater as an African American woman's salary would be \$837,280 less, a Latina's salary would be \$1,099,000 less, an Asian American woman's salary would be \$486,000 less, and a Native American woman's salary would be \$968,320 less compared to a Caucasian man; and

WHEREAS, Nearly four in 10 mothers are primary breadwinners in their households, and nearly two-thirds are primary or significant earners, making pay equity critical to families' economic security; and

WHEREAS, Fair pay strengthens the security of families today and eases future retirement costs, while enhancing New York's economy; and

WHEREAS, Tuesday, April 4, 2017, symbolizes the time in the new year in which the full time wages paid to American women catch up to the full time wages paid to men from the previous year; and

WHEREAS, Fair pay equity policies should be implemented in both the public and private sectors; now, therefore, be it

RESOLVED, That this Legislative Body pause in its deliberations to memorialize Governor Andrew M. Cuomo to proclaim April 4, 2017, as Equal Pay Day in the State of New York, recognizing the full value of women's skills and significant contributions to the labor force, and to further

encourage businesses to conduct an internal pay evaluation to ensure women are being paid fairly; and be it further

RESOLVED, That a copy of this Resolution, suitably engrossed, be transmitted to The Honorable Andrew M. Cuomo, Governor of the State of New York.