

HOUSE JOINT RESOLUTION 386

By Johnson G

A RESOLUTION to commemorate March 14, 2023, as Equal Pay Day in Tennessee.

WHEREAS, more than fifty years after the passage of the Equal Pay Act and Title VII of the Civil Rights Act, women and people of color continue to suffer the consequences of inequitable pay differentials; and

WHEREAS, according to statistics released in 2022 by the U.S. Census Bureau and Bureau of Labor Statistics, in 2021, women were paid just eighty-four cents for every dollar paid to men when comparing full-time, year-round workers; and

WHEREAS, when the calculation included all workers, the earnings discrepancy was substantially larger, with women taking home only seventy-seven cents for every dollar men did; and

WHEREAS, in 2021, women made up a larger proportion of the part-time workforce than men—fifty-nine percent compared to forty-one percent; only seventeen percent of working men aged sixteen and older were part time, versus twenty-eight percent of women aged sixteen and older. Women of color are slightly more likely to work part-time than white women and much more likely to do so than men; and

WHEREAS, according to an analysis of data in over 300 classifications provided by the U.S. Department of Labor Statistics in 2001, women earn less in every occupational classification for which enough data is available, including occupations dominated by women (e.g., cashiers, retail workers, registered nurses, and teachers); and

WHEREAS, higher education is not free from wage discrimination, according to a U.S. Department of Education analysis that reports that, after controlling for rank, age, credentials,

field of study, and other factors, full-time female faculty members earn nearly 9 percent less than their male counterparts; and

WHEREAS, in Tennessee, statistics from the U.S. Bureau of Labor Statistics show that in 2019, women who were full-time wage and salary workers had median usual weekly earnings of \$739, or 78.2 percent of the \$945 median usual weekly earnings of their male counterparts; Regional Commissioner Janet S. Rankin noted that the 2019 women's-to-men's earnings ratio of 78.2 percent compared to 80.4 percent in 2018; and

WHEREAS, over a working lifetime, this wage disparity costs the average American woman and her family \$700,000 to \$2 million in lost wages, impacting Social Security benefits and pensions; and

WHEREAS, fair pay equity policies can be implemented simply and without undue costs or hardship in both the public and private sectors; and

WHEREAS, fair pay strengthens the security of families today and eases future retirement costs, while enhancing the American economy; and

WHEREAS, Tuesday, March 14, 2023, symbolizes the time this year in which the wages paid to American women catch up to the wages paid to men from the previous year; and

WHEREAS, it is most appropriate that we join with the American Association of University Women and others throughout the country in bringing awareness to the imperative need to close the gender pay gap; now, therefore,

BE IT RESOLVED BY THE HOUSE OF REPRESENTATIVES OF THE ONE HUNDRED THIRTEENTH GENERAL ASSEMBLY OF THE STATE OF TENNESSEE, THE SENATE CONCURRING, that we commemorate March 14, 2023, as Equal Pay Day in Tennessee.

BE IT FURTHER RESOLVED, that an appropriate copy of this resolution be prepared for presentation with this final clause omitted from such copy and upon proper request made to

the appropriate clerk, the language appearing immediately following the State seal appear without House or Senate designation.