

SENATE JOINT RESOLUTION

No. 65

STATE OF NEW JERSEY

219th LEGISLATURE

INTRODUCED MARCH 16, 2020

Sponsored by:

Senator LORETTA WEINBERG

District 37 (Bergen)

Senator M. TERESA RUIZ

District 29 (Essex)

SYNOPSIS

Designates second Tuesday in April as “Equal Pay Day.”

CURRENT VERSION OF TEXT

As introduced.



1 **A JOINT RESOLUTION** designating the second Tuesday in April of
2 each year as “Equal Pay Day.”
3
4 **WHEREAS**, More than 50 years after the passage of the Equal Pay Act
5 of 1963, women, especially minority women, continue to suffer the
6 consequences of unequal pay; and
7 **WHEREAS**, According to the U.S. Census Bureau, women working
8 full-time, year-round in 2014 typically earned 79 percent of what
9 men earned, indicating little change or progress in pay equity; and
10 **WHEREAS**, According to a 2012 research report by the American
11 Association of University Women, the gender pay gap is evident
12 one year after college graduation, even after controlling for factors
13 known to affect earnings, such as occupation, hours worked, and
14 college major; and
15 **WHEREAS**, The Lilly Ledbetter Fair Pay Act of 2009 was signed into
16 law, making it easier for women to sue for pay discrimination; and
17 **WHEREAS**, According to one estimate, college-educated women
18 working full time earn more than a half million dollars less than
19 their male peers do over the course of a lifetime; and
20 **WHEREAS**, Nearly four in 10 mothers are primary breadwinners in
21 their households, and nearly two-thirds are primary or significant
22 earners, making pay equity critical to families’ economic security;
23 and
24 **WHEREAS**, A lifetime of lower pay means women have less income to
25 save for retirement and less income counted in a Social Security or
26 pension benefit formula; and
27 **WHEREAS**, Fair pay equity policies can be implemented simply and
28 without undue costs or hardship in both the public and private
29 sectors; and
30 **WHEREAS**, Fair pay strengthens the security of families today and
31 eases future retirement costs while enhancing the American
32 economy; and
33 **WHEREAS**, The second Tuesday in April represents the number of
34 extra days a typical woman working full-time would have to work
35 into the current year just to make the same amount of wages as a
36 typical man did in the previous year; and
37 **WHEREAS**, Designating the second Tuesday in April of each year as
38 “Equal Pay Day” will urge the citizens of New Jersey to recognize
39 the full value of women’s skills and significant contributions to the
40 labor force, and encourage businesses to conduct an internal pay
41 evaluation to ensure that women are being paid fairly; now,
42 therefore,
43
44 **BE IT RESOLVED** *by the Senate and General Assembly of the*
45 *State of New Jersey:*
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47 1. The second Tuesday in April of each year is designated as
48 “Equal Pay Day” in order to urge the citizens of New Jersey to

1 recognize the full value of women’s skills and significant
2 contributions to the labor force and encourage businesses to conduct
3 an internal pay evaluation to ensure that women are being paid
4 fairly.

5
6 2. The Governor may annually issue a proclamation calling
7 upon public officials, private organizations, and all citizens and
8 residents of this State to observe “Equal Pay Day” with appropriate
9 activities and programs.

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11 3. This joint resolution shall take effect immediately.

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14 **STATEMENT**

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16 This joint resolution designates the second Tuesday in April as
17 “Equal Pay Day.” More than 50 years after the passage of the
18 Equal Pay Act of 1963, women, especially minority women,
19 continue to suffer the consequences of unequal pay. According to
20 the U.S. Census Bureau, women working full-time, year-round in
21 2014 typically earned 79 percent of what men earned, indicating
22 little change or progress in pay equity.

23 Fair pay strengthens the security of families today and eases
24 future retirement costs while enhancing the American economy.
25 The second Tuesday in April represents the number of extra days a
26 typical woman working full-time would have to work into the
27 current year just to make the same amount of wages as a typical
28 man did in the previous year. Designating the second Tuesday in
29 April of each year as “Equal Pay Day” will urge the citizens of New
30 Jersey to recognize the full value of women’s skills and significant
31 contributions to the labor force and encourage businesses to conduct
32 an internal pay evaluation to ensure that women are being paid
33 fairly.