

1       HR147  
2       117080-1  
3       By Representative Hall  
4       RFD: Rules  
5       First Read: 26-JAN-10

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8 ESTABLISHING THE EQUAL PAY COMMISSION.  
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10 WHEREAS, despite federal and state laws banning  
11 discrimination in employment and pay, in both the private and  
12 public sector, wage differentials persist between women and  
13 men, and between minorities and non-minorities in the same  
14 jobs, and in jobs that are dissimilar, but require equivalent  
15 composites of skill, effort, responsibility, and working  
16 conditions; and

17 WHEREAS, wage discrimination not only harms  
18 individual women and people of color, it depresses living  
19 standards, contributes to higher poverty rates among  
20 female-headed and minority households, prevents the maximum  
21 utilization of available labor resources, causes labor  
22 disputes that burden commerce, and violates the state's  
23 expressed policy against discrimination; and

24 WHEREAS, many people work in occupations that are  
25 dominated by individuals of their own sex, race, or national  
26 origin, and discrimination in hiring, job assignment, and

1 promotion has played a role in establishing and maintaining  
2 segregated work forces; and

3 WHEREAS, current remedies imposed on employers who  
4 practice discrimination in pay between men and women, and  
5 between minorities and non-minorities, have proven to be only  
6 partially effective in eliminating the wage disparities; and

7 WHEREAS, understanding the full extent and the  
8 causes of wage disparities between men and women, and between  
9 minorities and non-minorities, in the private and public  
10 sectors, would enable the state to take more effective  
11 measures to reduce disparities and to eliminate discrimination  
12 in wage-setting; and

13 WHEREAS, to protect the health and welfare of  
14 individual residents and improve the overall labor environment  
15 by correcting and deterring discriminatory wage practices  
16 based on sex, race, or national origin; developing reliable  
17 data about the extent of such wage discrimination; and  
18 providing greater understanding about its causes; now  
19 therefore,

20 BE IT RESOLVED BY THE HOUSE OF REPRESENTATIVES OF  
21 THE LEGISLATURE OF ALABAMA, That the Equal Pay Commission is  
22 hereby established and shall be composed of nine members  
23 appointed by the Speaker of the House of Representatives as  
24 follows: Two representatives of business in the state, who are  
25 appointed from among individuals nominated by state business  
26 organizations and business trade associations; two  
27 representatives of labor organizations, who have been

1 nominated by state labor federations chartered by a federation  
2 of national or international unions, that admits to membership  
3 local unions, and exists primarily to carry on educational,  
4 legislative, and coordinating activities; two representatives  
5 of organizations whose objectives include the elimination of  
6 pay disparities between men and women and minorities and  
7 non-minorities, and who have undertaken advocacy, educational,  
8 or legislative initiatives in pursuit of that objective; and  
9 three individuals drawn from higher education or research  
10 institutions who have experience and expertise in the  
11 collection and analysis of data concerning the pay disparities  
12 and whose research has already been used in efforts to promote  
13 the elimination of those disparities.

14 BE IT FURTHER RESOLVED, That the commission shall  
15 make a full and complete study of all of the following:

16 (1) The extent of wage disparities, both in the  
17 public and private sector, between men and women, and between  
18 minorities and non-minorities.

19 (2) Those factors which cause, or which tend to  
20 cause the disparities, including segregation between women and  
21 men, and between minorities and non-minorities across and  
22 within occupations; payment of lower wages for work in  
23 female-dominated occupations; child-rearing responsibilities;  
24 and education and training.

25 (3) The consequences of the disparities on the  
26 economy and families affected.

1                   (4) Actions, including proposed legislation, that  
2                   are likely to lead to the elimination and prevention of the  
3                   disparities.

4                   RESOLVED FURTHER, That the commission shall make its  
5                   report to the House of Representatives by the 10th legislative  
6                   day of the 2011 Regular Session, which report shall include  
7                   the results of the commission's study as well as  
8                   recommendations, legislative and otherwise, for the  
9                   elimination and prevention of disparities in wages between men  
10                  and women and between minorities and non-minorities.