

1 State of Arkansas
2 84th General Assembly
3 Second Extraordinary Session, 2003

HR 1019

4
5 By: Representatives Lewellen, Blair, Bond, Boyd, Chesterfield, Cleveland, Dobbins, Eason, Edwards,
6 Elliott, J. Johnson, Judy, King, Lamoureux, Ledbetter, Mahony, Martin, Ormond, Penix, Roebuck,
7 Scrimshire, R. Smith, Sumpter, Thomas, Thyer, Walters, White, Wood

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10 **HOUSE RESOLUTION**

11 PROMOTING EQUAL PAY FOR EQUAL WORK AND CONDEMNING
12 WAGE DISCRIMINATION PRACTICES.

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14 **Subtitle**

15 PROMOTING EQUAL PAY FOR EQUAL WORK AND
16 CONDEMNING WAGE DISCRIMINATION
17 PRACTICES.

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20 WHEREAS, Arkansas law prohibits race and gender wage discrimination;
21 and

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23 WHEREAS, according to newly released census data for Pulaski,
24 Washington, Benton, and Sebastian counties, Arkansas women earn less than men
25 and Arkansas blacks earn less than whites even when doing the same jobs; and

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27 WHEREAS, when all 472 occupations listed by the U. S. Census Bureau are
28 combined, Arkansas men were twice as likely as women, and Arkansas whites
29 were roughly twice as likely as blacks, to make more than \$35,000 per year in
30 the year 2000; and

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32 WHEREAS, although some progress has been made towards equalizing
33 salaries between men and women, the disparity between blacks and whites has
34 changed little over the past decade; and

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36 WHEREAS, the income gap between blacks and whites making over \$35,000



1 per year is 21% higher in Arkansas than nationally, and 8% higher for women
2 in Arkansas than nationally; and

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4 WHEREAS, these wage discrimination trends appear in both the public and
5 private sectors as most city and state leaders are neither women nor blacks;
6 and

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8 WHEREAS, according to advocates of equal pay for equal work, the
9 solution to ensuring equal pay is to hire more women and blacks as CEOs,
10 foremen, or other types of managers; and

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12 WHEREAS, possible reasons for the pay gaps include the lack of women or
13 members of minority groups in supervisory, pay-setting occupations;
14 discrimination; lax enforcement of equal pay laws; and a lack of complaints
15 from women or minorities about unequal pay; and

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17 WHEREAS, it is important for the General Assembly to condemn wage
18 discrimination practices whether in the public or private sector; and

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20 WHEREAS, Arkansas' Uniform Classification and Compensation Act
21 establishes a uniform compensation plan to be followed by state agencies,
22 boards, commissions, and institutions of higher education,

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24 NOW THEREFORE,

25 BE IT RESOLVED BY THE HOUSE OF REPRESENTATIVES OF THE EIGHTY-FOURTH GENERAL
26 ASSEMBLY OF THE STATE OF ARKANSAS:

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28 That the House of Representatives condemns all public and private wage
29 discrimination practices and reaffirms its commitment to equal pay for equal
30 work.