



Legislation Text

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Res. No. 896-A

Resolution calling for the New York State Legislature to pass, and the Governor to sign, the Pay Equity legislative package.

By Council Members James, Brewer, Comrie, Gentile, Jackson, Liu, Mark-Viverito, Mealy, Sanders Jr., Sears, Gerson, Mendez, Barron, Lappin, White Jr. and Koppell

Whereas, The Council of the City of New York strongly believes in promoting the equality of all of City residents and strives to foster an environment free from discrimination; and

Whereas, The National Committee on Pay Equity and the Cornell University Institute for Women and Work have compiled alarming statistics demonstrating that women in the workforce are routinely provided significantly less compensation than their male counterparts producing equal or comparable work; and

Whereas, These statistics indicate that in 2005, women earned \$0.77 for every \$1.00 earned by men, a figure further exacerbated by additional consideration of race, as this figure shrinks to \$0.71 for African-American women and \$0.58 for Latina women; and

Whereas, According to the National Organization for Women (NOW), “If women received the same wages as men who work the same number of hours, have the same education and union status, are the same age, and live in the same region of the country, then these women's annual income would rise by \$4,000 and poverty rates would be cut in half. Working families would gain an astounding \$200 billion in family income annually;” and

Whereas, NOW further estimates that “men working in female-dominated jobs still receive about 20 percent more than women who work in female-dominated jobs;” and

Whereas, NOW further notes that, “Women are paid less in every occupational classification for which

sufficient information is available, according to the data analysis of over 300 job classifications provided by the U.S. Department of Labor Statistics;” and

Whereas, In the interest of combating these disturbing figures, members of the New York State Legislature have introduced a pay-equity legislative package including four bills (A.2712, A.6959-A, A.7407, and A.957) that have been introduced and passed in the New York State Assembly during the past ten years; and

Whereas, The centerpiece of the legislative package is A.2712 (John), the New York State Fair Pay Act, which according to its Memorandum in Support, was drafted with the input of “a broad coalition of labor and women’s groups,” and would ensure that pay disparities are not based on a person’s sex or national origin, raise wages and living standards as well as social security and pension contributions, and promote stable families; and

Whereas, A.6959-A (Lifton) would ensure, according to its Memorandum, that “the right of ‘equal pay for equal work’ [includes] equal pay for work that is comparable, as measured by the skill, effort and responsibility normally required in the performance of work,” as opposed to simply “equal” to other work; and

Whereas, A.7407’s (Rosenthal) Memorandum states that the bill would implement a “state policy of compensating employees in state service equally for work of comparable value by eliminating wage inequality in job titles which have been segregated by sex, race, or national origin” and cites a National Academy of Sciences study that concluded, “the more an occupation is dominated by women, the less it pays,” and

Whereas, A.957 (Destito) is crafted to “ensure that public employees, regardless of sex, working in positions of comparable worth are paid equally,” according to its Memorandum; and

Whereas, All four of the aforementioned bills have been passed by the New York State Assembly, but remain in committee in the New York State Senate; and

Whereas, A.7407 and A.957 do not have same-as versions in the New York State Senate and it is incumbent upon the State Senate to take up these important causes with all possible speed; now, therefore, be it

Resolved, That the Council of the City of New York calls for the New York State Legislature to pass, and the Governor to sign, the New York State pay equity legislative package.

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