

## **69th Youth Legislature**

May 4, 2016

**House Chaplain Bill #2.02.02**

**Committee:** II- Taxation & Economics

**Delegation:** Sammamish Delegation

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### **A MEMORIAL**

**Title:** Required equal pay for all genders managed by Human Resources

**TO THE HONORABLE DONALD TRUMP, PRESIDENT OF THE UNITED STATES, AND TO THE  
PRESIDENT OF THE SENATE AND THE SPEAKER OF THE HOUSE OF REPRESENTATIVES OF  
THE UNITED STATES, TO THE SENATE AND THE HOUSE OF REPRESENTATIVES, IN  
CONGRESS ASSEMBLED**

We, Your Memorialists, the Senate and House of Representatives of the YMCA Youth Legislature of the State of Washington, in legislative session assembled, respectfully Represent and petition as follows:

WHEREAS, women currently constitute around 47% of the United States work force, and

WHEREAS, women who work full-time are, on average, paid only around 78% of a man's salary for the same job, and

WHEREAS, gender minorities are paid even less, with for example, gay and bisexual men paid up to 32% less than a similarly qualified heterosexual man's salary, and

WHEREAS, these workers can be proven to have the relatively same capability to perform most of these jobs as men and/or heterosexuals can, with similar education levels, and

WHEREAS, the Lilly Ledbetter Fair Pay Act of 2009, the Equal Pay Act, and Title VII of the Civil Rights Act of 1964, while requesting employers to pay equal wages for all genders for substantially equal jobs are ineffective and inefficient, and

WHEREAS, the Equal Employment Opportunity Commission only investigates and attempts to resolve court cases that have been filed by employees against employers and does not actively monitor employee paychecks, and

WHEREAS, the passing of this Memorial shall require annual salary reports sent from the Human Resources department of each public company, defined as a company whose shares are traded freely on a stock exchange, to the federal government in the form of the Equal Employment Opportunity Commission, and

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WHEREAS, the passing of this Memorial shall not require the utilization of extensive financial resources as the companies already have this data recorded, and are simply being asked to share it electronically to the Equal Employment Opportunity Commission, and

WHEREAS, the passing of this Memorial shall not prohibit companies from being discriminatory to their employees based on gender or sexual identity but it shall result in increased transparency in regard to wage gaps within the United States and allow employees who find themselves under prosecution to subsequently prosecute, and

WHEREAS, the passing of the Memorial shall result in a decrease in the size of the wage gap as companies are under pressure of possible legal action by employees due to unequal salaries, and

WHEREAS the passing of this Memorial shall result in greater equality for all within the United States,

NOW THEREFORE, We your Memorialists, respectfully request that you mandate the Human Resources of all public companies to monitor the paychecks of employees to ensure equal pay for the relatively same jobs, submit yearly federal reports, and enable the Equal Employment Opportunity Commission to notify employees who have been discriminated against and actively investigate these reports and any violation to the Equal Pay Act discovered.

BE IT RESOLVED, That copies of the Memorial be immediately sent to the Honorable Barack Obama, President of the United States, the President of the Senate, the Speaker of the House of Representatives, and each member of Congress from the State of Washington.