
HOUSE CONCURRENT RESOLUTION

RECOGNIZING THE FOURTH TUESDAY IN APRIL AS EQUAL PAY DAY IN HAWAII, AND URGING CONGRESS TO SUPPORT LEGISLATION TO PROVIDE MORE EFFECTIVE REMEDIES FOR VICTIMS OF WAGE DISCRIMINATION BASED ON GENDER.

1 WHEREAS, more women in the United States are obtaining
2 college degrees and increasing their participation in the labor
3 force; and

4
5 WHEREAS, family-friendly legislation, including the Equal
6 Pay Act, Family and Medical Leave Act, and Pregnancy
7 Discrimination Act, and policies such as flex time and
8 telecommuting, have increased options to create a win-win
9 situation for women and their employers; and

10
11 WHEREAS, despite the progress, women continue to suffer the
12 consequences of inequitable pay differentials: in 2004, the
13 average college-educated woman working full-time earned \$31,223
14 a year compared to \$40,798 for a college-educated man, and in
15 2005, women earned only 77 cents on the dollar to their male
16 counterparts; and

17
18 WHEREAS, pay disparities affect women of all ages, races,
19 and education levels, but are more pronounced for women of
20 color; and

21
22 WHEREAS, to match men's earnings for 2006, women would have
23 had to work from January 2006 to April 2007--an extra four
24 months--and the recognition of Equal Pay Day on a Tuesday in
25 April symbolizes the point in the next year to which a woman
26 must work to achieve pay equity for the previous year; and

27
28 WHEREAS, women are more likely to enter poverty in old age
29 for several reasons:



H.C.R. NO. 160

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41

- (1) A lifetime of lower wages means women have less income to save for retirement, and less income that counts in their Social Security or pension benefit formula;
- (2) The current life expectancy for women is approaching 86 years old, which means they are expected to outlive men by an average of three years and will have to stretch their retirement savings which are less to begin with, over a longer period of time; and
- (3) The median income of older women is almost half of what it is for older men;

and

WHEREAS, fair pay strengthens the security of families and eases future retirement costs while enhancing the American economy; now, therefore,

BE IT RESOLVED by the House of Representatives of the Twenty-fourth Legislature of the State of Hawaii, Regular Session of 2008, the Senate concurring, that the fourth Tuesday in April of every year is hereby recognized as Equal Pay Day in Hawaii to bring attention to the struggle for pay equity, on which all state and county employees and officials are urged to wear red to show their support for equal pay for all; and

BE IT FURTHER RESOLVED that Congress is urged to support legislation to provide more effective remedies for victims of wage discrimination based on gender, such as the legislation contained in the Paycheck Fairness Act, H.R. 1338, introduced in 2007 to amend the Fair Labor Standards Act of 1938 to provide more effective remedies for victims of wage discrimination based on gender; and

BE IT FURTHER RESOLVED that certified copies of this Concurrent Resolution be transmitted to the members of Hawaii's Congressional Delegation and the Governor.

OFFERED BY:

John M. Burns
Karen Awana
John M. Burns
Cindy Evans
Paula Green

HCR HMS 2008-1073



MAR 06 2008