
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 2009, the
13 median earnings of a woman working full-time, year-round was
14 \$36,278 compared to \$47,127 for a man, and in 2009, women earned
15 only 77 cents on the dollar to their male counterparts; and

16
17 WHEREAS, pay disparities affect women of all ages, races,
18 and education levels, but are more pronounced for women of
19 color; and

20
21 WHEREAS, to match men's earnings for 2009, women would have
22 had to work from January 2009, to mid-April 2010--an extra
23 three-and-a-half months; and

24
25 WHEREAS, recognition of Equal Pay Day on a Tuesday in April
26 symbolizes the point in the next year to which a woman must work
27 to achieve pay equity for the previous year; and

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



- 1 (1) A lifetime of lower wages means women have less income
2 to save for retirement, and less income that counts in
3 their Social Security or pension benefit formula;
4
- 5 (2) The current life expectancy for women is approaching
6 86 years old, which means they are expected to outlive
7 men by an average of three years and will have to
8 stretch their retirement savings which are less to
9 begin with, over a longer period of time; and
10
- 11 (3) The median income of older women is approximately half
12 of what it is for older men;
13

14 and
15

16 WHEREAS, fair pay strengthens the security of families and
17 eases future retirement costs while enhancing the American
18 economy; now, therefore,
19

20 BE IT RESOLVED by the House of Representatives of the
21 Twenty-sixth Legislature of the State of Hawaii, Regular Session
22 of 2011, the Senate concurring, that the fourth Tuesday in April
23 of every year is hereby recognized as Equal Pay Day in Hawaii to
24 bring attention to the struggle for pay equity, and on which day
25 all state and county employees and officials are urged to wear
26 red to show their support for equal pay for all; and
27

28 BE IT FURTHER RESOLVED that Congress is urged to support
29 legislation to provide more effective remedies for victims of
30 wage discrimination based on gender, such as the legislation
31 contained in the Paycheck Fairness Act, H.R. 1338, introduced in
32 2007 to amend the Fair Labor Standards Act of 1938 to provide
33 more effective remedies for victims of wage discrimination based
34 on gender; and
35

36 BE IT FURTHER RESOLVED that certified copies of this
37 Concurrent Resolution be transmitted to the members of Hawaii's
38 congressional delegation and the Governor of the State of
39 Hawaii.

