
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

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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

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

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

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1 WHEREAS, women are more likely to enter poverty in old age
2 for several reasons:

3 (1) A lifetime of lower wages means women have less income
4 to save for retirement, and less income that counts in
5 their Social Security or pension benefit formula;
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7 (2) The current life expectancy for women is approaching
8 86 years old, which means they are expected to outlive
9 men by an average of three years and will have to
10 stretch their retirement savings which are less to
11 begin with, over a longer period of time; and
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13 (3) The median income of older women is almost half of
14 what it is for older men;
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16 and
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18 WHEREAS, fair pay strengthens the security of families and
19 eases future retirement costs while enhancing the American
20 economy; now, therefore,
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22 BE IT RESOLVED by the House of Representatives of the
23 Twenty-sixth Legislature of the State of Hawaii, Regular Session
24 of 2011, the Senate concurring, that the fourth Tuesday in April
25 of every year is hereby recognized as Equal Pay Day in Hawaii to
26 bring attention to the struggle for pay equity, on which all
27 state and county employees and officials are urged to wear red
28 to show their support for equal pay for all; and
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30 BE IT FURTHER RESOLVED that Congress is urged to support
31 legislation to provide more effective remedies for victims of
32 wage discrimination based on gender, such as the legislation
33 contained in the Paycheck Fairness Act, H.R. 1338, introduced in
34 2007 to amend the Fair Labor Standards Act of 1938 to provide
35 more effective remedies for victims of wage discrimination based
36 on gender; and
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38 BE IT FURTHER RESOLVED that certified copies of this
39 Concurrent Resolution be transmitted to the members of Hawaii's
40 Congressional Delegation and the Governor.
41

42 *Lide Adams/R*
OFFERED BY: *John M. ...*
Tom ...
HCR HMS 2011-2103


Or

Karen Curran

Marilyn B. Lee

Annala

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