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# HOUSE 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

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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

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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

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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;  
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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  
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11 (3) The median income of older women is approximately half  
12 of what it is for older men;  
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14 and  
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16 WHEREAS, fair pay strengthens the security of families and  
17 eases future retirement costs while enhancing the American  
18 economy; now, therefore,  
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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, that the fourth Tuesday in April of every year is  
23 hereby recognized as Equal Pay Day in Hawaii to bring attention  
24 to the struggle for pay equity, and on which day all state and  
25 county employees and officials are urged to wear red to show  
26 their support for equal pay for all; and  
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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  
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36 BE IT FURTHER RESOLVED that certified copies of this  
37 Resolution be transmitted to the members of Hawaii's  
38 congressional delegation and the Governor of the State of  
39 Hawaii.

