Regular Session, 2013

HOUSE CONCURRENT RESOLUTION NO. 36

BY REPRESENTATIVES ST. GERMAIN, BARROW, KATRINA JACKSON, MORENO, NORTON, SMITH, AND THIERRY AND SENATORS BROOME, DORSEY-COLOMB, AND PETERSON

SPECIAL DAY/WEEK/MONTH: Recognizes Tuesday, April 9, 2013, as Equal Pay Day in La.

1	A CONCURRENT RESOLUTION
2	To recognize Tuesday, April 9, 2013, as Equal Pay Day in Louisiana.
3	WHEREAS, fifty years after the passage of the Equal Pay Act, women, especially
4	minority women, continue to suffer the consequences of unequal pay; and
5	WHEREAS, according to the United States Census Bureau, full-time women
6	working year- round in 2011 earned on average seventy-seven percent of the earnings of
7	their male counterparts, indicating little change or progress in pay equity; and
8	WHEREAS, in 2011, Louisiana women working full-time, year-round earned just
9	68.8¢ for every dollar earned by a Louisiana man, a gender wage gap of thirty-one percent;
10	and
11	WHEREAS, the great disparity in earnings between Louisiana women and men has
12	consistently ranked Louisiana forty-ninth or fiftieth among the fifty states and the District
13	of Columbia; and
14	WHEREAS, in 2011, Louisiana was again fiftieth with only Wyoming having a
15	larger wage gap; and
16	WHEREAS, in Louisiana, women working full-time, year-round in 2011 earned on
17	average \$31,862, making Louisiana the forty-third lowest among the fifty states and the
18	District of Columbia in rates of women's earnings; and

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1	WHEREAS, nationally, working women's median annual earnings were \$37,133 and
2	the highest paid women workers were in the District of Columbia (\$60,332), while the
3	lowest paid were in Mississippi (\$29,548); and
4	WHEREAS, in contrast, Louisiana men working year-round, full-time earned on
5	average \$46,313, ranking Louisiana men twenty-first with average earnings greater than the
6	earnings of men in thirty other states; and
7	WHEREAS, nationally, the median annual earnings for men in 2011 was \$46,993;
8	and
9	WHEREAS, Louisiana ranks second highest in the nation for women living in
10	poverty at 20.6%, which is experienced predominantly by female-headed families (50.3%),
11	Native American women (35%), and black women (32.5%); and
12	WHEREAS, in 2009 the Lilly Ledbetter Fair Pay Act was signed into law, which
13	gives to employees their day in court to challenge a pay gap, and now we must pass the
14	Paycheck Fairness Act, which would amend the Equal Pay Act by closing loopholes and
15	improving the law's effectiveness; and
16	WHEREAS, according to one estimate, college-educated women working full time
17	earn more than a half-million dollars less than their male peers do over the course of a
18	lifetime; and
19	WHEREAS, nearly four in ten mothers are primary breadwinners in their households,
20	and nearly two-thirds are significant earners, making pay equity critical to families'
21	economic security; and
22	WHEREAS, a lifetime of lower pay means women have less income to save for
23	retirement and less income counted in a Social Security or pension benefit formula; and
24	WHEREAS, members of the Louisiana Legislative Women's Caucus who support
25	equal pay join with the American Association of University Women and other women's
26	organizations across Louisiana and the United States to share information regarding equal
27	pay; and
28	WHEREAS, fair pay equity policies can be implemented simply and without undue
29	costs or hardship in both the public and private sectors; and

1	WHEREAS, fair pay strengthens the security of families today and eases future
2	retirement costs, while enhancing the American economy; and
3	WHEREAS, Tuesday, April 9, symbolizes the time in 2013 when the wages paid to
4	American women catch up to the wages paid to men from the previous year.
5	THEREFORE, BE IT RESOLVED that the Legislature of Louisiana does hereby
6	proclaim Tuesday, April 9, 2013, as Equal Pay Day in Louisiana and urge the citizens of
7	Louisiana to recognize the full value of women's skills and significant contributions to the
8	labor force, and further encourages businesses to conduct an internal pay evaluation to
9	ensure women are being paid fairly.
10	BE IT FURTHER RESOLVED that a suitable copy of this Resolution be transmitted
11	to the Louisiana Legislative Women's Caucus.

DIGEST

The digest printed below was prepared by House Legislative Services. It constitutes no part of the legislative instrument. The keyword, one-liner, abstract, and digest do not constitute part of the law or proof or indicia of legislative intent. [R.S. 1:13(B) and 24:177(E)]

St. Germain

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