

HOUSE CONCURRENT RESOLUTION NO. 37

SPECIAL DAY/WEEK/MONTH: Recognizes Tuesday, April 14, 2015, as Equal Pay Day in Louisiana

2 To recognize Tuesday, April 14, 2015, as Equal Pay Day in the state of Louisiana.

5 WHEREAS, House Concurrent Resolution No. 145 of the 2013 Regular Session of  
6 the Legislature, by Representative Leger, established the Louisiana Fair Pay Task Force to  
7 study wage disparities between men and women and to make recommendations for policy  
8 changes and legislation to prevent and eliminate the disparities of unequal pay; and

12 WHEREAS, according to the United States Census Bureau, full-time working  
13 women who worked year-round in the year 2013 earned an average of 78% of the earnings  
14 of their male counterparts, which indicates minimal progress in pay equity; and

19 WHEREAS, in the state of Louisiana, women represent a steady number of the work  
20 force comprising of 44.3% of the full-time, year-round Louisiana labor force; and

1 WHEREAS, in Louisiana, women working full-time, year-round in 2012 earned an  
2 average of \$31,586, which is a decrease of \$276 from the 2011 earning average of \$31,862;  
3 and

4 WHEREAS, the decrease in Louisiana women's earnings dropped Louisiana's  
5 ranking from forty-third to forty-sixth lowest among the fifty states and the District of  
6 Columbia; and

7 WHEREAS, in contrast, Louisiana men working full-time, year-round earned on  
8 average \$47,249, which is an increase of \$936 from 2011, ranking Louisiana men twenty-  
9 second with average earnings greater than the earnings of men in twenty-nine other states;  
10 and

11 WHEREAS, nearly four in ten mothers are primary income producers in their  
12 households, and nearly two-thirds are primary or significant earners, which makes pay equity  
13 critical to families' economic security; and

14 WHEREAS, in Louisiana, poverty is most prevalent among female-headed families  
15 with children under eighteen years of age; and

16 WHEREAS, poverty rates were highest in Louisiana for black women and girls at  
17 36.1%, Hispanic females at 27%, Asian females at 25.6%, and white females at 14.3%; and

18 WHEREAS, in Louisiana, educational attainment is greater for women than for men  
19 who are twenty-five years of age or older; and

20 WHEREAS, according to one study, 84.7% of Louisiana women have a high school  
21 education or higher education, compared to men at 81.2%; 15% of women have attained a  
22 bachelor's degree, compared to men at 13.7%; and 7.8% of women have a graduate or  
23 professional degree, compared to men at 7.3%; and

24 WHEREAS, in Louisiana, women and men are not paid equitably for their  
25 educational attainment; and

26 WHEREAS, according to an estimate, college-educated women who work full-time  
27 earn more than a half-million dollars less than their male peers earn over the course of a  
28 lifetime; and

1 WHEREAS, a lifetime of lower pay means women have less income to save for  
2 retirement and less income that is calculated in a Social Security or pension benefit formula;  
3 and

4 WHEREAS, the members of the Louisiana Legislative Women's Caucus who support  
5 equal pay join with the American Association of University of Women and other women's  
6 organizations across the state of Louisiana and the United States to share information  
7 regarding equal pay; and

8 WHEREAS, fair pay equity policies can be implemented simply, without undue costs  
9 or hardships in both public and private sectors; and

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

12 WHEREAS, Tuesday, April 14, 2015, symbolizes the time in 2015 when the wages  
13 paid to American women catch up to the wages paid to men from the previous year.

14 THEREFORE, BE IT RESOLVED that the Legislature of Louisiana does hereby  
15 proclaim Tuesday, April 14, 2015, as Equal Pay Day in Louisiana and urges the citizens of  
16 Louisiana to recognize the full value of women's skills and their significant contributions to  
17 the labor force and further encourages businesses to conduct an internal pay evaluation to  
18 ensure women are being paid fairly.

19 BE IT FURTHER RESOLVED that a suitable copy of this Resolution be transmitted  
20 to the chairperson of the Louisiana Legislative Women's Caucus.

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#### 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)]

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2015 Regular Session

St. Germain

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