

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

HCR No. 36

Recognizes Tuesday, April 9, 2013, as Equal Pay Day in La.