

1 WHEREAS, the wage disparities between women and men are deeply rooted in our
2 legal system, employment practices, and cultural history; and

3 WHEREAS, though equivalent to the work of men in terms of skill, effort, and
4 responsibility, the work performed by women has been historically undervalued; and

5 WHEREAS, pay disparities among workers increase the potential for absenteeism,
6 grievances, strikes, and turnover; and

7 WHEREAS, Louisiana families depend on the wages of women for food, clothing,
8 shelter, and education; and

9 WHEREAS, the great state of Louisiana seeks to employ all persons to their full
10 potential.

11 THEREFORE, BE IT RESOLVED that the Legislature of Louisiana hereby creates
12 the Louisiana Fair Pay Task Force to study and make recommendations relating to fair pay
13 issues in the state of Louisiana. The task force shall be created no later than August 1, 2013,
14 and shall gather information from sources, including but not limited to the federal census,
15 the Louisiana Workforce Commission, the agencies in this state submitting reports pursuant
16 to House Concurrent Resolution No. 174 of the 2012 Regular Session of the Legislature,
17 namely, the Department of Children and Family Services, the Department of Health and
18 Hospitals, the Department of Economic Development, the Department of Education, the
19 division of administration, the Louisiana State University Health Sciences Center-Health
20 Care Services Division, and from other agencies in this state and other academic and
21 statistical sources to:

22 (1) Study the extent of wage disparities between men and women in the workforce
23 including certain public sector employment.

24 (2) Study the factors that cause, or tend to cause, wage disparities, including
25 segregation between men and women across and within certain occupations and professions,
26 such as the payment of lower wages for female dominated occupations, child-rearing
27 responsibilities, education, and training.

28 (3) Study the consequences of such disparities on the economy of our state and on
29 families.

1 (4) Collect data that provide statistics on wages of women and of men categorized
2 by ethnic group, from each department.

3 (5) Develop actions including policy recommendations and legislation that are likely
4 to lead to the prevention and elimination of wage disparities between the sexes.

5 BE IT FURTHER RESOLVED that the task force shall consist of the following
6 members:

7 (1) The executive director of the Louisiana Legislative Women's Caucus or her
8 designee.

9 (2) The executive director of the office on women's policy, Department of Children
10 and Family Services.

11 (3) The Louisiana state coordinator of United 4 Equality or his designee.

12 (4) One member appointed by the executive director of the Louisiana Commission
13 on Human Rights.

14 (5) One member appointed by the Louisiana Association of Business and Industry.

15 (6) One member appointed by the Louisiana AFL-CIO.

16 (7) One member appointed by the director of the Louisiana State Civil Service.

17 BE IT FURTHER RESOLVED that a chairperson be elected from the membership.

18 BE IT FURTHER RESOLVED that the members of the task force shall receive no
19 compensation, including per diem, for their services, and shall serve at no expense to the
20 state.

21 BE IT FURTHER RESOLVED that the Louisiana Workforce Commission shall
22 provide the necessary support and staff for the task force to be able to conduct a thorough
23 study.

24 BE IT FURTHER RESOLVED the task force shall have access to all relevant
25 available data from all agencies within the state of Louisiana.

26 BE IT FURTHER RESOLVED that the task force shall make an interim report by
27 December 31, 2013, and make a final report to the House and Senate committees on labor
28 and industrial relations, the Senate Committee on Finance, the House Committee on
29 Appropriations, the Louisiana Legislative Women's Caucus, and to the governor, no later
30 than March 1, 2014.

1 BE IT FURTHER RESOLVED the report shall include the findings and
2 recommendations of the task force, including proposed policy changes and legislation to
3 eliminate and prevent wage disparities between men and women in the workforce of
4 Louisiana.

5 BE IT FURTHER RESOLVED that a copy of this Resolution be transmitted to the
6 secretary of the Department of Children and Family Services, the secretary of the
7 Department of Health and Hospitals, the secretary of the Department of Economic
8 Development, the state superintendent of the Department of Education, the commissioner
9 of the division of administration, the chief executive officer of the Louisiana State
10 University Health Sciences Center-Health Care Services Division, the executive director of
11 the Louisiana Workforce Commission, the director of the Louisiana State Civil Service, the
12 president of the Louisiana AFL-CIO, the president of the Louisiana Association of Business
13 and Industry, the executive director of the Louisiana Commission on Human Rights, and the
14 Louisiana state coordinator of United 4 Equality.

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)]

Leger

HCR No. 145

Creates a Louisiana Fair Pay Task Force to study wage disparities between men and women and make recommendations for policy change and legislation to prevent and eliminate these disparities. Requests an interim report of findings by Dec. 31, 2013, and a final report by March 1, 2014.