

Assembly Concurrent Resolution

No. 50

Introduced by Assembly Member Gonzalez

March 19, 2015

Assembly Concurrent Resolution No. 50—Relative to Equal Pay Day.

LEGISLATIVE COUNSEL’S DIGEST

ACR 50, as introduced, Gonzalez. Equal Pay Day

This measure would proclaim April 14, 2015, as Equal Pay Day in recognition of the need to eliminate the gender gap in earnings by women and to promote policies to ensure equal pay for all.

Fiscal committee: no.

- 1 WHEREAS, More than 50 years after the passage of the Equal
2 Pay Act, women, especially minority women, continue to suffer
3 the consequences of unequal pay; and
4 WHEREAS, According to a report by the National Partnership
5 for Women & Families, women in California earned a median of
6 \$0.84 for each dollar earned by men as of October 2014; and
7 WHEREAS, As reported by the United States Census Bureau,
8 women working full time, year round in 2013, typically earned 78
9 percent of what men earned, indicating little change or progress
10 in pay equity; and
11 WHEREAS, According to “Graduating to a Pay Gap,” a 2012
12 research report by the American Association of University Women
13 (AAUW), the gender pay gap is evident one year after college
14 graduation, even after controlling for factors known to affect

1 earnings, such as occupation, hours worked, and college major;
2 and

3 WHEREAS, In 2011, the Georgetown University Center on
4 Education and the Workforce found that college-educated women
5 working full time earn \$650,000 less than their male peers do over
6 the course of a lifetime; and

7 WHEREAS, In 2009, the Lilly Ledbetter Fair Pay Act was signed
8 into law, which gives back to employees their day in court to
9 challenge a pay gap, and now we must pass the Paycheck Fairness
10 Act, which would amend the Equal Pay Act by closing loopholes
11 and improving the law's effectiveness; and

12 WHEREAS, Nearly four in 10 mothers are primary breadwinners
13 in their households and nearly two-thirds are primary or significant
14 earners, making pay equity critical to families' economic security;
15 and

16 WHEREAS, A lifetime of lower pay means women have less
17 income to save for retirement and less income counted in a social
18 security or pension benefit formula; and

19 WHEREAS, Fair pay equity policies can be implemented simply
20 and without undue costs or hardship in both the public and private
21 sectors; and

22 WHEREAS, Fair pay strengthens the security of families today
23 and eases future retirement costs while enhancing the American
24 economy; and

25 WHEREAS, Tuesday, April 14, symbolizes the time in 2015
26 when the wages paid to American women catch up to the wages
27 paid to men from the previous year; now, therefore, be it

28 *Resolved by the Assembly of the State of California, the Senate*
29 *thereof concurring*, That the Legislature proclaims Tuesday, April
30 14, 2015, as Equal Pay Day in recognition of the need to eliminate
31 the gender gap in earnings by women and to promote policies to
32 ensure equal pay for all; and be it further

33 *Resolved*, That the Chief Clerk of the Assembly transmit copies
34 of this resolution to the author for appropriate distribution.