

AMENDED IN ASSEMBLY APRIL 13, 2015

CALIFORNIA LEGISLATURE—2015–16 REGULAR SESSION

Assembly Concurrent Resolution

No. 50

Introduced by Assembly Member Gonzalez

(Coauthors: Assembly Members Achadjian, Alejo, Atkins, Bloom, Bonilla, Bonta, Brown, Burke, Calderon, Campos, Chau, Chávez, Chiu, Chu, Cooley, Cooper, Dababneh, Daly, Dodd, Eggman, Frazier, Cristina Garcia, Eduardo Garcia, Gatto, Gipson, Gomez, Gordon, Gray, Roger Hernández, Holden, Irwin, Jones-Sawyer, Lackey, Levine, Linder, Lopez, Low, Maienschein, McCarty, Medina, Mullin, Nazarian, O'Donnell, Perea, Quirk, Rendon, Rodriguez, Salas, Santiago, Mark Stone, Thurmond, Ting, Waldron, Weber, Wilk, Williams, and Wood)

March 19, 2015

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

LEGISLATIVE COUNSEL'S DIGEST

ACR 50, as amended, 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

1 WHEREAS, According to a report by the National Partnership
2 for Women & Families, women in California earned a median of
3 \$0.84 for each dollar earned by men as of October 2014; and

4 WHEREAS, As reported by the United States Census Bureau,
5 women working full time, year round in 2013, typically earned 78
6 percent of what men earned, indicating little change or progress
7 in pay equity; and

8 WHEREAS, According to “Graduating to a Pay Gap,” a 2012
9 research report by the American Association of University Women
10 (AAUW), the gender pay gap is evident one year after college
11 graduation, even after controlling for factors known to affect
12 earnings, such as occupation, hours worked, and college major;
13 and

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

18 WHEREAS, In 2009, the Lilly Ledbetter Fair Pay Act was signed
19 into law, which gives back to employees their day in court to
20 challenge a pay gap, and now we must pass the Paycheck Fairness
21 Act, which would amend the Equal Pay Act by closing loopholes
22 and improving the law’s effectiveness; and

23 WHEREAS, Nearly four in 10 mothers are primary breadwinners
24 in their households and nearly two-thirds are primary or significant
25 earners, making pay equity critical to families’ economic security;
26 and

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

30 WHEREAS, Fair pay equity policies can be implemented simply
31 and without undue costs or hardship in both the public and private
32 sectors; and

33 WHEREAS, Fair pay strengthens the security of families today
34 and eases future retirement costs while enhancing the American
35 economy; and

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

39 *Resolved by the Assembly of the State of California, the Senate*
40 *thereof concurring*, That the Legislature proclaims Tuesday, April

1 14, 2015, as Equal Pay Day in recognition of the need to eliminate
2 the gender gap in earnings by women and to promote policies to
3 ensure equal pay for all; and be it further
4 *Resolved*, That the Chief Clerk of the Assembly transmit copies
5 of this resolution to the author for appropriate distribution.

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