

Assembly Joint Resolution

No. 47

**Introduced by Assembly Member Block
(Principal coauthor: Assembly Member Bonnie Lowenthal)**

August 13, 2012

Assembly Joint Resolution No. 47—Relative to employment.

LEGISLATIVE COUNSEL'S DIGEST

AJR 47, as introduced, Block. Compensation: gender pay equity.

This measure would urge the Congress to reintroduce and adopt the Paycheck Fairness Act to help close the gender wage gap.

Fiscal committee: no.

- 1 WHEREAS, Forty-nine years after the passage of the federal
2 Equal Pay Act of 1963 and forty-eight years after the passage of
3 Title VII of the federal Civil Rights Act of 1964, American women
4 continue to suffer disparities in wages that cannot be accounted
5 for by age, education, or work experience; and
6 WHEREAS, According to the U.S. Census Bureau, year-round,
7 full-time working women earned only 77 cents for every dollar
8 paid to their male counterparts, indicating little change or progress
9 in pay equity; and
10 WHEREAS, In 2010, women in California with a high school
11 diploma were paid only 73 cents for every dollar paid to men with
12 a high school diploma, and women in California with a bachelor's
13 degree were paid only 74 cents for every dollar paid to men with
14 a bachelor's degree, which indicates that the wage gap persists at
15 all levels of education; and

1 WHEREAS, Women have struggled to regain jobs in the
2 economic recovery and continue to face high levels of long-term
3 unemployment, even as their families rely on them more heavily
4 for financial support; and

5 WHEREAS, The unemployment rate for women in California
6 in 2011 was 11.4 percent, a 6.2 percentage-point increase since
7 the recession began in December of 2007, and 45.1 percent of
8 jobless women workers in California had been looking for work
9 for 27 weeks or more; and

10 WHEREAS, Wages overall are stagnating and the wage gap
11 has barely budged over the last 10 years; and

12 WHEREAS, While Congress and the President have taken initial
13 steps to improve the laws that govern pay discrimination by passing
14 the federal Lilly Ledbetter Fair Pay Act of 2009, there is more that
15 must be done to realize the decades-old promise of fair pay for
16 equal work; and

17 WHEREAS, The Paycheck Fairness Act, a bill that would give
18 women more protections against wage discrimination, failed to
19 clear a procedural hurdle in the U.S. Senate in June 2012 for the
20 second time in two years; and

21 WHEREAS, The Paycheck Fairness Act would have built upon
22 the federal Lilly Ledbetter Fair Pay Act of 2009 by protecting
23 workers who inquire about pay disparities from retaliation and
24 punish employers who engage in paycheck discrimination; now,
25 therefore, be it

26 *Resolved by the Assembly and the Senate of the State of*
27 *California, jointly,* That the Legislature, fully supporting the efforts
28 to ensure pay equity and to protect employees who seek
29 information about pay without fear of retribution, urges Congress
30 to reintroduce and adopt the Paycheck Fairness Act to help close
31 the gender wage gap; and be it further

32 *Resolved,* That the Chief Clerk of the Assembly transmit copies
33 of this resolution to the author for appropriate distribution, to the
34 President and Vice President of the United States, to the Speaker
35 of the House of Representatives, to the Majority Leader of the
36 Senate, and to each Senator and Representative from California
37 in the Congress of the United States.