

Regular Session, 2014

HOUSE CONCURRENT RESOLUTION NO. 66

BY REPRESENTATIVES ST. GERMAIN, BARROW, KATRINA JACKSON, MORENO,
NORTON, SMITH, STOKES, THIERRY, AND WOODRUFF AND SENATORS
BROOME, BUFFINGTON, DORSEY-COLOMB, AND PETERSON

SPECIAL DAY/WEEK/MONTH: Recognizes Tuesday, April 8, 2014, as Equal Pay Day
in Louisiana

1 A CONCURRENT RESOLUTION

2 To recognize Tuesday, April 8, 2014, as Equal Pay Day in the state of Louisiana.

3 WHEREAS, for more than fifty years after the passage of the Equal Pay Act, women,
4 especially minority women, continue to suffer the consequences of unequal pay; and

5 WHEREAS, House Concurrent Resolution No. 145 of the 2013 Regular Session of
6 the Legislature, by Representative Leger, established the Louisiana Fair Pay Task Force to
7 study wage disparities between men and women, and to make recommendations for policy
8 changes and legislation to prevent and eliminate the disparities of unequal pay; and

9 WHEREAS, the findings of the Louisiana Fair Pay Task Force were published and
10 submitted to the Legislature of Louisiana on March 1, 2014; some of the findings are
11 included within this Resolution; and

12 WHEREAS, according to the United States Census Bureau, full-time working
13 women who worked year-round in the year 2011 earned an average of 77% of the earnings
14 of their male counterparts, which indicates minimal progress in pay equity; and

15 WHEREAS, nationally, women's median annual earnings were \$37,133; the highest
16 paid women workers were in the District of Columbia with annual earnings of \$60,332,
17 while the lowest paid women were in the state of Mississippi with annual earnings of
18 \$29,548; and

19 WHEREAS, in the state of Louisiana, women represent a steady number of the work
20 force comprising of 44.3% of the full-time, year-round Louisiana labor force; and

1 WHEREAS, in 2012, Louisiana women who worked full-time, year-round earned
2 just 66.9 cents for every dollar earned by a Louisiana man, resulting in a gender wage gap
3 of 33%, which was a 2% greater gap than in 2011; and

4 WHEREAS, in Louisiana, women working full-time, year-round in 2012 earned an
5 average \$31,586, which is a decrease of \$276 from the 2011 earning average of \$31,862; and

6 WHEREAS, the decrease in Louisiana women's earnings dropped Louisiana's
7 ranking from forty-third to forty-sixth lowest among the fifty states and the District of
8 Columbia; and

9 WHEREAS, in contrast, Louisiana men working full-time, year-round earned on
10 average \$47,249, which is an increase of \$936 from 2011, ranking Louisiana men twenty-
11 second with average earnings greater than the earnings of men in twenty-nine other states;
12 and

13 WHEREAS, nearly four in ten mothers are primary income producers in their
14 households, and nearly two-thirds are significant earners, which makes pay equity critical
15 to families' economic security; and

16 WHEREAS, in Louisiana, poverty is most prevalent among female-headed families
17 with children under eighteen years of age at an estimated 49%; and

18 WHEREAS, poverty rates were highest in Louisiana for black women and girls at
19 36.1%, Hispanic females at 27%, Asian females at 25.6%, and white females at 14.3%; and

20 WHEREAS, in Louisiana, educational attainment is greater for women than for men
21 who are twenty-five years of age or older; and

22 WHEREAS, according to one study, 84.7% of Louisiana women have a high school
23 education or higher education, compared to men at 81.2%; 15% of women have attained a
24 bachelor's degree, compared to men at 13.7%; and 7.8% of women have a graduate or
25 professional degree, compared to men at 7.3%; and

26 WHEREAS, in Louisiana, women and men are not paid equitably for their
27 educational attainment; and

28 WHEREAS, according to an estimate, college-educated women who work full-time
29 earn more than a half-million dollars less than their male peers earn over the course of a
30 lifetime; and

1 WHEREAS, a lifetime of lower pay means women have less income to save for
2 retirement and less income that is calculated in a Social Security or pension benefit formula;
3 and

4 WHEREAS, the members of the Louisiana Legislative Women's Caucus who support
5 equal pay join with the American Association of University of Women and other women's
6 organizations across the state of Louisiana and the United States to share information
7 regarding equal pay; and

8 WHEREAS, fair pay equity policies can be implemented simply without undue costs
9 or hardships in both public and private sectors; and

10 WHEREAS, fair pay strengthens the security of families and eases future retirement
11 costs, while enhancing the American economy; and

12 WHEREAS, Tuesday, April 8, 2014, symbolizes the time in 2014 when the wages
13 paid to American women catch-up to the wages paid to men from the previous year.

14 THEREFORE, BE IT RESOLVED that the Legislature of Louisiana does hereby
15 proclaim Tuesday, April 8, 2014, as Equal Pay Day in Louisiana and urges the citizens of
16 Louisiana to recognize the full value of women's skills and significant contributions to the
17 labor force, and further encourages businesses to conduct an internal pay evaluation to
18 ensure women are being paid fairly.

19 BE IT FURTHER RESOLVED that a suitable copy of this Resolution be transmitted
20 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. 66

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