



# *Proclamation*

## *Presented*

### **In Recognition of Equal Pay Day**

**WHEREAS**, the American Association of University Women Honolulu Branch, the University of Hawai'i at Mānoa, and the Windward Community College reminds us that on January 29, 2009, President Barack Obama signed the Lilly Ledbetter Fair Pay Act, in honor of Lilly Ledbetter, a production supervisor at a Goodyear tire plant in Alabama, who filed an equal-pay lawsuit regarding pay discrimination under Title VII of the Civil Rights Act of 1964, six months before her early retirement in 1998; and

**WHEREAS**, the American Association of University Women Honolulu Branch, the University of Hawai'i at Mānoa, and the Windward Community College were only one of nine award recipients to receive funding for a "Campus Action Project," a grant to address equal pay issues and raise awareness about pay equity on university and college campuses in America; and

**WHEREAS**, the American Association of University Women Honolulu Branch, the University of Hawai'i at Mānoa, and the Windward Community College educates the public about how most women in the United States are obtaining college degrees and increasing their participation in the labor force; family-friendly legislation, including the "Equal Pay Act," "Family Leave and Medical Leave Act," and "Pregnancy Discrimination Act" have increased options to create a win-win situation for women and their employers; and

**WHEREAS**, the American Association of University Women Honolulu Branch, the University of Hawai'i at Mānoa, and the Windward Community College states that in 2011, women working full time earned only an average of 77 cents on the dollar to their male counterparts; according to one estimate, college educated women, working full time, earn more than a half a million dollars less than their male counterparts over the course of a lifetime; and

**WHEREAS**, the American Association of University Women Honolulu Branch, the University of Hawai'i at Mānoa, and the Windward Community College raises awareness that according to the state-by-state rankings released as part of the American Association of University Women's "The Simple Truth about the Gender Pay Gap," women in Hawai'i on average are still being paid 82% of what their male colleagues are paid; and

**WHEREAS**, the American Association of University Women Honolulu Branch, the University of Hawai'i at Mānoa, and the Windward Community College have identified April 9, 2013 as the day in 2013 when the wages paid to women in America will equal to the wages paid to men in 2012;

**NOW, THEREFORE, I, NEIL ABERCROMBIE, Governor, and I, SHAN S. TSUTSUI, Lieutenant Governor for the State of Hawai'i, do hereby proclaim April 9, 2013, as**

## **"EQUAL PAY DAY"**

in Hawai'i and ask the people of the Aloha State to join us in recognizing the need for fair pay equity policies, and supporting initiatives that address the wage gap between men and women, such as the Paycheck Fairness Act, which would amend the Equal Pay Act, and is critical to supporting the efforts of women who contribute to the security of their families and enhance our nation's economy.

**DONE** at the State Capitol, in the Executive Chambers, Honolulu, State of Hawai'i, this third day of April, 2013.

**NEIL ABERCROMBIE**  
Governor, State of Hawai'i

**SHAN S. TSUTSUI**  
Lt. Governor, State of Hawai'i