



Proclamation

Presented

In Recognition of Equal Pay Day

WHEREAS, more than 50 years after the passage of the Equal Pay Act, women, especially minority women, continue to suffer the consequences of unequal pay; and

WHEREAS, according to the U.S. Census Bureau, full-time women working year-round in 2012 earned on average 77 percent of the earnings of their male counterparts, indicating little change or progress in pay equity; and

WHEREAS, in 2009 the Lilly Ledbetter Fair Pay Act was signed into law, which gives back to employees their day in court to challenge a pay gap, opening the door to the Paycheck Fairness Act, which would amend the Equal Pay Act by closing loopholes and improving the law's effectiveness; and

WHEREAS, according to one estimate, college-educated women working full-time earn more than a half million dollars less than their male peers do over the course of a lifetime, while nearly four in 10 mothers are primary breadwinners in their households, and nearly two-thirds are significant earners, making pay equity critical to families' economic security; and

WHEREAS, a lifetime of lower pay means women have less income to save for retirement and less income counted in a Social Security or pension benefit formula; and

WHEREAS, according to the state-by-state rankings released as part of AAUW's The Simple Truth about the Gender Pay Gap, women in Hawai'i on average are still being paid 82 percent of what their male colleagues are paid; and

WHEREAS, fair pay equity policies can be implemented simply and without undue costs or hardship in both the public and private sectors, and fair pay strengthens the security of families today and eases future retirement costs, while enhancing the American economy; and

WHEREAS, Tuesday, April 8, symbolizes the extra 98 days in 2014 American women would have to work to match the wages paid to men for the same work in 2013;

NOW, THEREFORE, I, NEIL ABERCROMBIE, Governor, and I, SHAN S. TSUTSUI, Lieutenant Governor for the State of Hawai'i, do hereby proclaim April 8, 2014, as

"EQUAL PAY DAY"

in Hawai'i, and ask all citizens of the Aloha State to join us in recognizing the full value of women's skills and significant contributions to the labor force, and further encourage businesses to conduct an internal pay evaluation to ensure women are being paid fairly.

DONE at the State Capitol, in Executive Chambers, Honolulu, State of Hawai'i, this sixth day of April, 2014.


NEIL ABERCROMBIE
Governor, State of Hawai'i


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