



*Proclamation*  
*Presented to*  
**The American Association of  
University Women Students at Mānoa**

**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, women working full time, year round in 2013 typically earned 78 percent of what men earned, indicating little change or progress in pay equity; and

**WHEREAS**, according to Graduating to a Pay Gap, a 2012 research report by the American Association of University Women (AAUW), the gender pay gap is evident one year after college graduation; and

**WHEREAS**, in 2009 the Lilly Ledbetter Fair Pay Act was signed into law, which gives employees the opportunity to challenge a pay gap; 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; and

**WHEREAS**, nearly four in ten mothers are primary breadwinners in their households, and nearly two-thirds are primary or 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**, fair pay equity policies can be implemented simply and without undue costs or hardship in both the public and private sectors; and

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

**THEREFORE I, DAVID Y. IGE, Governor, and I, SHAN S. TSUTSUI, Lieutenant Governor of the State of Hawai'i, do hereby proclaim April 14, 2015 as**

**"EQUAL PAY DAY"**

in Hawai'i, and ask all citizens of the Aloha State to join us in encouraging business owners and government officials to recognize the full value of women's skills and their significant contributions to the labor force and to ensure women are paid fairly and on a scale that is equal to their male counterparts.

**DONE** at the State Capitol, in the Executive Chambers, Honolulu, State of Hawai'i, on this tenth day of April 2015.

DAVID Y. IGE  
Governor, State of Hawai'i

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