



Proclamation

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, women working full time, year-round in 2017 in Hawai'i typically earned 84 percent of what men earned, indicating insufficient 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, even after controlling for factors known to affect earnings, such as occupation, hours worked, and college major; 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, although the Paycheck Fairness Act, which would have amended the Equal Pay Act by closing loopholes and improving the law's effectiveness stalled in Congress; 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 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 fair pay strengthens the security of families today and eases future retirement costs while enhancing the American economy; and

WHEREAS, Tuesday, April 4, symbolizes the time in 2017 when the wages paid to American women catch up to the wages paid to men from the previous year;

THEREFORE I, DAVID Y. IGE, Governor, and I, SHAN S. TSUTSUI, Lieutenant Governor of the State of Hawai'i, do hereby proclaim April 4, 2017 as

"EQUAL PAY DAY"

in Hawai'i, and ask the 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 the Executive Chambers, Honolulu, State of Hawai'i, on this third day of March 2017.

DAVID Y. IGE
Governor, State of Hawai'i

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