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**SR-66** (2021-2022)

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ENROLLED MARCH 08, 2022

PASSED IN SENATE MARCH 07, 2022

CALIFORNIA LEGISLATURE— 2021–2022 REGULAR SESSION

## SENATE RESOLUTION

**NO. 66**

Introduced by Senator Limón

February 09, 2022

Relative to the anniversary of the California Fair Pay Act.

### LEGISLATIVE COUNSEL'S DIGEST

SR 66, Limón.

WHEREAS, In 2015, the Legislature passed Senate Bill 358, known as the California Fair Pay Act, strengthening the state's existing Equal Pay Act by eliminating loopholes that prevented effective enforcement of gender-based discrimination and empowering employees to discuss pay without fear of retaliation; and

WHEREAS, The Commission on the Status of Women and Girls formed the California Pay Equity Task Force in 2016 to create tools and guidance related to implementation of the California Fair Pay Act of 2015; and

WHEREAS, The California Fair Pay Act has since been amended to prohibit unequal pay for employees of different races or ethnicities, bar employers from solely relying on an employee's prior salary to justify unequal pay between employees doing substantially similar work, and to also apply to public sector employees; and

WHEREAS, California has the strongest equal pay laws in the nation, but the pay gap still exists, with White women earning 80 cents, Asian American women earning 75 cents, Black women earning 60 cents, and Latina women earning 43 cents for every dollar a White man earns; and

WHEREAS, In 2019, the Office of the First Partner, the Commission on the Status of Women and Girls, and the Labor and Workforce Development Agency launched an initiative focused on closing the pay gap in California through education, enforcement, and implementation of the California Fair Pay Act of 2015; and

WHEREAS, These efforts to ensure that California women are fairly compensated strengthen the security of families today and reduce the need for the public safety net, while enhancing the American economy; now, therefore, be it

Resolved by the Senate of the State of California, That the Senate recognizes January 29, 2022, as the anniversary of the California Fair Pay Act and its historic importance to the advancement of women's rights in our state; and be it further

Resolved, That the Secretary of the Senate transmit copies of this resolution to the author for appropriate distribution.