



SCR-127 Women's Equal Pay Day. (2023-2024)

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Senate Concurrent Resolution No. 127

CHAPTER 79

Relative to Women's Equal Pay Day.

[Filed with Secretary of State May 31, 2024.]

LEGISLATIVE COUNSEL'S DIGEST

SCR 127, Wahab. Women's Equal Pay Day.

This measure would proclaim March 12, 2024, as Women's Equal Pay Day in California, in recognition of the need to eliminate the gender gap in earnings by women and to promote policies to ensure equal pay for all.

Fiscal Committee: no

WHEREAS, More than 60 years after the passage of the federal Equal Pay Act of 1963, women, especially women of color, continue to suffer the consequences of unequal pay; and

WHEREAS, According to the United States Census Bureau, women who work full time year round make \$0.84 for every dollar a man is paid; and

WHEREAS, According to the United States Department of Labor, the median salary for women in 2022 was \$52,360, while the median salary for men in 2022 was \$62,350; and

WHEREAS, The wage gap for Black, Latina, and Native American women is under \$0.66 for every dollar White, non-Hispanic men make; and

WHEREAS, Black and Hispanic women have the lowest median salary earnings, with Hispanic women earning an average of \$41,140 and Black women earning an average of \$49,470; and

WHEREAS, Four out of 10 women experience gender discrimination and are much more likely to work a part-time job compared to men; and

WHEREAS, Nearly 4 in 10 mothers are the primary breadwinners in their households, and nearly two-thirds of mothers are the primary or significant earners, making pay equity critical to the financial security of their families; 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, Women continue to be underrepresented in the fields of science, technology, engineering, and mathematics and business, as well as in managerial positions, and are overrepresented in teaching, assistant, and childcare occupations; and

WHEREAS, Fair pay in California would strengthen the security of individuals and families today, regardless of education or socioeconomic status, while enhancing our statewide economy; and

WHEREAS, March 12 symbolizes the day in 2024 when the wages paid to women catch up to the wages paid to males from the previous year nationwide; now, therefore, be it

Resolved by the Senate of the State of California, the Assembly thereof concurring, That the Legislature proclaims March 12, 2024, as Women's Equal Pay Day in California, in recognition of the need to eliminate the gender gap in earnings by women and to promote policies to ensure equal pay for all; and be it further

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