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THIRD READING

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Bill No: SCR 141  
Author: Wahab (D), et al.  
Introduced: 3/9/26  
Vote: 21

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**SUBJECT:** Women's Equal Pay Day

**SOURCE:** Author

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**DIGEST:** This resolution recognizes March 26, 2026, 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.

**ANALYSIS:** This resolution makes the following legislative findings:

- 1) 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. March 26 symbolizes the day in 2026 when the wages paid to women catch up to the wages paid to males from the previous year nationwide.
- 2) According to the United States Census Bureau, women who work full time year round make less than \$0.81 for every dollar a man is paid. The wage gap for Black, Latina, and Native American women is under \$0.66 for every dollar White, non-Hispanic men make.
- 3) According to the United States Department of Labor, the median salary for women in 2024 was \$57,520, while men earned a median of salary of \$71,090. Black and Hispanic women have the lowest median salary earnings, with Hispanic women earning an average of \$46,380 and Black women earning an average of \$51,660.
- 4) Four out of 10 women experience gender discrimination and are much more likely to work a part-time job compared to men. 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.

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

This resolution proclaims March 26, 2026, 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.

### **Related/Prior Legislation**

ACR 53 (Bonta, Resolution Chapter 58, Statutes of 2025)

SR 31 (Wahab, 2025) – Adopted in Senate.

SCR 127 (Wahab, Resolution Chapter 79, Statutes of 2024)

SR 80 (Min, 2024) – Adopted in Senate.

HR 99 (Bains, 2024) – Adopted in Assembly.

ACR 42 (Addis, Resolution Chapter 44, Statutes of 2023)

**FISCAL EFFECT:** Appropriation: No Fiscal Com.: No Local: No

**SUPPORT:** (Verified 3/16/26)

None received

**OPPOSITION:** (Verified 3/16/26)

None received

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3/18/26 13:52:51

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