EQUAL RIGHTS AMENDMENT

“Equality of rights under the law shall not be denied or abridged by the United States or by any State on account of sex.”

WHEREAS, the Equal Rights Amendment establishes equality under the law in the U.S. Constitution, regardless of sex; and

WHEREAS, the E.R.A. addresses - and establishes the legal framework to end - the broad spectrum of injustices and inequities that negatively impact millions of women every day in the United States from pay disparities to sex discrimination in the workplace; and

WHEREAS, the E.R.A. has already met the threshold for becoming the 28th Amendment to the United States Constitution, having been ratified by the required three-fourths of the states (38) with the passage by legislatures in the final three states of Nevada, Illinois and Virginia; but

WHEREAS, President Trump’s Attorney General William Barr issued a memo directing the US Archivist not to formally certify and publish the E.R.A.; and

WHEREAS, the Biden administration, to date, has neither rescinded the previous Attorney General’s memo, nor directed the US Archivist to certify and publish the E.R.A., thus allowing it to remain blocked; and

WHEREAS, in the area of pay equity women are presently losing nearly a trillion dollars per year in the US due to the gender pay gap; and

WHEREAS, the ERA would have a powerful and profound impact on women workers, outlawing unequal pay and sex discrimination in the workplace; and requiring vigorous enforcement; and

WHEREAS, almost one in nine American women, nearly 14 million, lived in poverty in 2019 and the E.R.A. would address inequities not only in income, but also in Social Security, and other government programs; and

WHEREAS, the E.R.A. will provide women with a Constitutional textual basis for equality - as opposed to privacy - to exercise their basic human rights of autonomy over their own bodies and address a range of concerns such as pregnancy discrimination, human trafficking and sexual violence by increasing women’s access to equal justice;

WHEREAS, the U.S government’s continuing failure to certify the E.R.A. allows underpay, discrimination and abuse of women by withholding basic equality and equal protection of our laws for the 53.7% of the adult population that is female;

THEREFORE, BE IT RESOLVED, that the Los Angeles Federation of Labor AFL-CIO calls on President Joseph R. Biden to immediately ensure that the Equal Rights Amendment be certified and published as the 28th Amendment to the Constitution of the United States.