

**PROCLAMATION**

*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 American Association of University Women, it is estimated that women working full time year-round earn \$0.78 for every \$1.00 earned by their male counterparts, indicating little progress in pay equity; and*

*WHEREAS, according to statistics by the Institute for Women's Policy Research, college-educated women working full time earn more than a half million dollars less than their male peers over the course of a lifetime; and*

*WHEREAS, nearly 4 in 10 mothers earn the main source of income in their households, and nearly two-thirds are primary or significant earners, making pay equity critical to families' economic security; 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, the 2009 Lilly Ledbetter Fair Pay Act gives employees the ability to challenge a pay gap, and the Paycheck Fairness Act, if passed, would amend the Equal Pay Act by closing loopholes and improving the law's effectiveness; and*

*WHEREAS, fair pay strengthens the security of families today and eases future retirement costs while enhancing the American economy; and*

*NOW THEREFORE, BE IT RESOLVED, that the Olympia City Council does hereby proclaim Tuesday, April 12, 2016 as*

**EQUAL PAY DAY**

*and urge the citizens of Olympia to recognize the full value of women's skills and significant contributions to the labor force and encourage businesses to conduct an internal pay evaluation to ensure women are being paid fairly.*

*SIGNED IN THE CITY OF OLYMPIA, WASHINGTON THIS 12<sup>th</sup> DAY of April, 2016.*

**OLYMPIA CITY COUNCIL**

*Cheryl Selby  
Mayor*