

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 statistics released in 2016 by the U.S. Bureau of Labor Statistics, year-round, full-time working women in 2015 earned only 81% of the earnings of year-round, full-time working men, indicating little change or progress in pay equity; and

WHEREAS, according to the U.S. Census Bureau, the median income of women in Olympia was \$34,403, 92% of the median income of men in Olympia which was \$37,376; and

WHEREAS, wage gaps by gender, race, and ethnicity persist, with White women making 81% of White male earnings nationally, Black women making 67%, Hispanic and Latina women making 60%, and Native American women making 57%;and

WHEREAS, according to Graduating to a Pay Gap, a 2012 research report by the American Association of University Women (AAUW), the gender pay gap is evident one year after college graduation, even after controlling for factors known to affect earnings, such as occupation, hours worked, and college major; and

WHEREAS, according to one estimate, college-educated women working full time earn more than a half million dollars less than their male peers do over the course of a lifetime; and

WHEREAS, nearly four in 10 mothers are primary breadwinners 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, fair pay strengthens the security of families today and eases future retirement costs while enhancing the American economy; and

WHEREAS, in 2009 the Lilly Ledbetter Fair Pay Act was signed into law, which gives back to employees their day in court to challenge a pay gap, and now we must pass the Paycheck Fairness Act, which would amend the Equal Pay Act by closing loopholes and improving the law's effectiveness; and

WHEREAS, workplace pay equity policies can be implemented simply and without undue costs or hardship in both the public and private sectors; and

WHEREAS, Tuesday, April 4th, symbolizes the time in 2017 when the wages paid to American women catch up to the wages paid to men from the previous year, and

NOW THEREFORE, BE IT RESOLVED, that the Olympia City Council does hereby proclaim Tuesday, April 4, 2017 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 11th DAY OF APRIL, 2017.

OLYMPIA CITY COUNCIL

*Cheryl Selby
Mayor*