

RESOLUTION
of
THE BOARD OF SUPERVISORS
MARIN COUNTY

PROCLAIMING
EQUAL PAY DAY
APRIL 4, 2017

WHEREAS, the integrity, well-being and prosperity of Marin County families is a basic and precious value of this county. Financial soundness is key to the success of families; and

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 U.S. Census in 2013 year-round, full-time working women make an average of 78 cents on every dollar a male earns doing the same job; 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, 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. Now Congress must pass the Paycheck Fairness Act which would amend the Equal Pay Act by closing loopholes and improving the law's effectiveness; 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. 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 economic security of families; and

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

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

WHEREAS, Tuesday, April 4 symbolizes the time in the new year in which the wages paid to American women catch up to the wages paid to men from the previous year.

NOW, THEREFORE, BE IT RESOLVED, that the Marin County Board of Supervisors hereby supports Equal Pay in Marin County and urges the citizens of Marin County to recognize the full value of women's skills and significant contributions to the labor force.

BE IT FURTHER RESOLVED, that the Marin County Board of Supervisors encourages equal pay for equal work.

PASSED AND ADOPTED at a regular meeting of the Board of Supervisors of the County of Marin held this 4th day of April 2017.

JUDY ARNOLD - SUPERVISOR, DISTRICT 5 - PRESIDENT

