

City of Petaluma

Proclamation

EQUAL PAY DAY - TUESDAY, MARCH 25, 2024

WHEREAS, over 60 years after the passage of the Equal Pay Act of 1963, women, especially minority women, continue to suffer the consequences of unequal pay; and

WHEREAS, according to the U.S. Census Bureau, women working full time, year-round in 2023 typically earned 84 percent of what men earned for full time work and 78% including part-time and seasonal workers; 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, 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, 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 a family's 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; fair pay strengthens the security of families today and eases future retirement costs while enhancing the American economy; and

WHEREAS, fair pay equity policies can be implemented simply and without undue costs or hardship in both the public and private sectors; March 25 symbolizes the time in 2025 when the wages paid to American women catch up to the wages paid to men from the previous year.

NOW, THEREFORE, BE IT RESOLVED that I, Kevin McDonnell, Mayor of Petaluma, along with the members of the City Council, do hereby proclaim Tuesday, March 25, 2025 as Equal Pay Day, and urges the citizens of Petaluma, to recognize the full value of women's skills and significant contributions to the labor force and further encourages businesses to conduct an internal pay evaluation to ensure women are being paid fairly.

Kevin McDonnell, Mayor

Caitlin Corley, City Clerk