



**RICHARD ELÍAS**  
PIMA COUNTY SUPERVISOR  
DISTRICT 5

## PIMA COUNTY BOARD OF SUPERVISORS

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# MEMORANDUM

**DATE:** April 3, 2014  
**TO:** Robin Brigode, Clerk of the Board  
**FROM:** Richard Elías, District Five Supervisor   
**REGARDING:** Item for the April 8, 2014 agenda addendum

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Please add the following to the April 8, 2014 agenda addendum:

### **Proclamation**

Declaring April 8, 2014 to be "Equal Pay Day." (District 5)

Thank you

*RM*

# PROCLAMATION

**WHEREAS**, more than 50 years after Congress passed and President John F. Kennedy signed 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 in 2012 earned an average of 77 percent of the earnings of their male counterparts, indicating there has been very little change in this in half a century; and

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

**WHEREAS**, a lifetime of lower pay means women have less income to save for retirement and less income counted for Social Security or a pension benefit formula; and

**WHEREAS**, the Lilly Ledbetter Fair Pay Act of 2009 restored employees' right to challenge gender pay gaps in court, but Congress needs to do more to close loopholes in the Equal Pay Act and to improve its effectiveness by passing the Paycheck Fairness Act; and

**WHEREAS**, since nearly four in 10 mothers are primary family breadwinners and nearly two-thirds are significant earners, pay equity is critical to families' economic security; and

**WHEREAS**, pay-equity policies can be implemented easily and without undue costs in both the public and private sectors; and

**WHEREAS**, Tuesday, April 8, symbolizes the approximate time when the wages paid to U.S. women since January 1, 2013, catch up with the wages paid to men in calendar 2013;

**NOW, THEREFORE, BE IT RESOLVED** that the Pima County Board of Supervisors hereby proclaims Tuesday, April 8, 2014, to be:

## **"EQUAL PAY DAY"**

and urges all Pima County residents to recognize the full value of women's skills and their significant contributions to the labor force, and further encourages local businesses to conduct internal pay evaluations to ensure their women employees are paid fairly.

**PASSED AND ADOPTED** this 8th day of April 2014.

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Chair, Pima County Board of Supervisors

ATTEST:

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Clerk of the Board