

File No. 130305

Committee Item No. _____
Board Item No. 21

COMMITTEE/BOARD OF SUPERVISORS

AGENDA PACKET CONTENTS LIST

Committee: _____

Date _____

Board of Supervisors Meeting

Date 4/9/13

Cmte Board

- Motion
- Resolution
- Ordinance
- Legislative Digest
- Budget and Legislative Analyst Report
- Youth Commission Report
- Introduction Form
- Department/Agency Cover Letter and/or Report
- MOU
- Grant Information Form
- Grant Budget
- Subcontract Budget
- Contract/Agreement
- Form 126 – Ethics Commission
- Award Letter
- Application
- Public Correspondence

OTHER (Use back side if additional space is needed)

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Completed by: Lynne Lowe Date 4/4/13
 Completed by: _____ Date _____

An asterisked item represents the cover sheet to a document that exceeds 25 pages.
 The complete document can be found in the file.

1 [Equal Pay Day - April 9, 2013]

2
3 **Resolution declaring April 9, 2013 as Equal Pay Day in the City and County of San**
4 **Francisco.**

5
6 WHEREAS, Forty years after the passage of the Equal Pay Act and Title VII of the Civil
7 Rights Act, women and people of color continue to suffer the consequences of inequitable pay
8 differentials; and

9 WHEREAS, According to statistics released in 2012 by the U.S. Census Bureau, year-
10 round, full-time working women in 2011 earned only 77% of the earnings of year-round, full-
11 time working men, indicating little change or progress in pay equity; and

12 WHEREAS, According to a January 2002 report released by the General Accounting
13 Office (the investigative arm of Congress), women managers in 7 of 10 industries surveyed,
14 actually lost ground in closing the wage gap between 1995 and 2000; and

15 WHEREAS, According to an analysis of data in over 300 classifications provided by the
16 U.S. Department of Labor Statistics in 2001, women earn less in every occupational
17 classification for which enough data is available, including occupations dominated by women
18 (e.g., cashiers, retail sales, registered nurses and teachers); and

19 WHEREAS, Higher education is not free from wage discrimination according to a U.S.
20 Department of Education analysis, reporting that, after controlling for rank, age, credentials,
21 field of study and other factors, full-time female faculty members earn nearly 9% less than
22 their male counterparts; and

23 WHEREAS, The Commission and Department on the Status of Women have had a
24 long history of strongly supporting pay equity; and

1 WHEREAS, Over a working lifetime, this wage disparity costs the average American
2 woman and her family \$700,000 to \$2 million in lost wages, impacting Social Security benefits
3 and pensions; and

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

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

8 WHEREAS, April 9, 2013 symbolizes the time in the new year in which the wages paid
9 to American women catch up to the wages paid to men from the previous year; now,
10 therefore, be it

11 RESOLVED, That the Board of Supervisors hereby proclaims April 9, 2013 as Equal
12 Pay Day in San Francisco; and, be it

13 FURTHER RESOLVED, That that all San Francisco employers are encouraged to
14 recognize the full value of women's skills and significant contributions to the labor force; and,
15 be it

16 FURTHER RESOLVED, That all San Francisco employers are encouraged to conduct
17 an internal pay evaluation to ensure women are being paid fairly.

Introduction Form

By a Member of the Board of Supervisors or the Mayor

Time stamp
or meeting date

I hereby submit the following item for introduction (select only one):

- 1. For reference to Committee.
An ordinance, resolution, motion, or charter amendment.
- 2. Request for next printed agenda without reference to Committee.
- 3. Request for hearing on a subject matter at Committee.
- 4. Request for letter beginning "Supervisor [] inquires"
- 5. City Attorney request.
- 6. Call File No. [] from Committee.
- 7. Budget Analyst request (attach written motion).
- 8. Substitute Legislation File No. []
- 9. Request for Closed Session (attach written motion).
- 10. Board to Sit as A Committee of the Whole.
- 11. Question(s) submitted for Mayoral Appearance before the BOS on []

Please check the appropriate boxes. The proposed legislation should be forwarded to the following:

- Small Business Commission Youth Commission Ethics Commission
- Planning Commission Building Inspection Commission

Note: For the Imperative Agenda (a resolution not on the printed agenda), use a Imperative

Sponsor(s):

Cohen

Subject:

Equal Pay Day

The text is listed below or attached:

Attached

Signature of Sponsoring Supervisor: 

For Clerk's Use Only:

130305