

1 [Equal Pay Day - April 9, 2013]

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3 **Resolution declaring April 9, 2013 as Equal Pay Day in San Francisco.**

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

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

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

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

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

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

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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.

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