



COUNTY OF SANTA BARBARA CALIFORNIA

Resolution Recognizing Equal Pay Day 2019

WHEREAS, more than 50 years after the passage of the Equal Pay Act, women, and disproportionately women of color, continue to suffer the consequences of unequal pay; and

WHEREAS, according to the U.S. Census Bureau, women working full-time, year-round in Santa Barbara County typically earned 87 percent of what men earned for comparable work; and

WHEREAS, in 2009 the Lilly Ledbetter Fair Pay Act was signed into law giving women a legal framework to challenge pay inequity in our courts, but nonetheless, lawmakers are urged to pass the Paycheck Fairness Act, which would close loopholes and improve the law's effectiveness; and

WHEREAS, nearly four in 10 women with children are primary breadwinners of their households, and nearly two-thirds are primary or significant earners, making pay equity critical to families' 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; and

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

WHEREAS, April 2nd, 2019, symbolizes the date when the wages paid to American women catch up to the wages paid to men in the previous calendar year;

THEREFORE LET IT BE RESOLVED, that the Santa Barbara County Board of Supervisors urge the citizens of the County of Santa Barbara in the State of California to recognize the full value of women's skills and significant contributions to the labor force and further encourages businesses and employers to conduct internal pay evaluations to ensure women are being paid fairly.

Passed and adopted by the Board of Supervisors of Santa Barbara County, State of California, this 2nd day of April 2019, by unanimous vote of all members present.



ATTEST:

Monica Negrete
Clerk of the Board

Pat Williams
Supervisor - 1st District

Greg Hart
Supervisor - 2nd District

Don Hall
Supervisor - 3rd District

Robert Allen
Supervisor - 4th District

Ed Swain
Supervisor - 5th District