

# COUNTY OF SANTA BARBARA CALIFORNIA

**Resolution Proclaiming April 14, 2015 as  
"Equal Pay Day" in Santa Barbara County**

WHEREAS, more than 50 years after the passage of the Equal Pay Act, 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 2013 typically earned 78 percent of what men earned, indicating little change or progress in pay equity; 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, 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 families' economic security; and

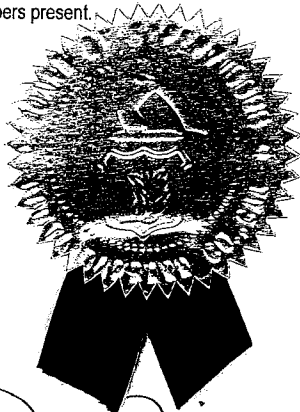
WHEREAS, a lifetime of lower pay means women have less income to save for retirement and less income counted in a Social Security or pension benefit formula; and

WHEREAS, fair pay equity policies can be implemented simply and without undue costs or hardship in both the public and private sectors and strengthens the security of families today and eases future retirement costs while enhancing the American economy; and

WHEREAS, Tuesday, April 14, symbolizes the time in 2015 when the wages paid to American women catch up to the wages paid to men from the previous year; and

NOW, THEREFORE, IT IS HEREBY ORDERED AND RESOLVED, that this Board of Supervisors proclaims April 14, 2015 as "Equal Pay Day" in Santa Barbara County.

PASSED AND ADOPTED by the Board of Supervisors of Santa Barbara County, State of California, this 14th day of April, 2015, by unanimous vote of all members present.



ATTEST:

*Monica Pignato*  
Clerk of the Board

*L. J. O'Connell*  
Supervisor - 1st District

*Janet Wynn*  
Supervisor - 2nd District

*William J. Fair*  
Supervisor - 3rd District

*Pete L. Allen*  
Supervisor - 4th District

*St. Jovanna*  
Supervisor - 5th District