

Sample Pay Equity Resolution
Provided by
The Permanent Commission on the Status of Women

WHEREAS, according to statistics released in 2008 by the U.S. Census Bureau, year-round, full-time working women in 2007 earned only 77.8% of the earnings of year-round, full-time working men, indicating little change or progress in pay equity; and

WHEREAS, over a working lifetime, this wage disparity costs the average American woman and her family \$700,000 to \$2 million in lost wages; and

WHEREAS, in order to ensure adequate retirement savings a woman with typical earnings must work 15 years longer than a man; and

WHEREAS, although women's earnings have been slowly catching up to men's over time, the National Committee on Pay Equity (NCPE) tells us that this reduction in the wage gap is in part due to a fall in men's earnings rather than an increase in women's earnings; and

WHEREAS, despite the fact that women make up almost half of the Connecticut workforce, women in the state on average still earn only 71.5% of men's earnings; and

WHEREAS, a vast majority of households depend on wages of a working mother and working families are often just one paycheck away from hardship; and

WHEREAS, there is still work to be done to ensure Pay Equity in Connecticut; now, therefore, be it

RESOLVED, that Tuesday April 28, 2009, be proclaimed Pay Equity Day; and be it

FURTHER RESOLVED, that [Town Name] urges its citizens to recognize the full value of women's skills and significant contributions to the labor force.