

**Before the Board of Supervisors in and for the  
County of Monterey, State of California**

**Resolution No.** \_\_\_\_\_

Adopt a Resolution proclaiming )  
Sunday, March 21, 2021 as )  
**Equal Pay Day** in Monterey 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 **2021** typically earned 80 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**, according to one estimate, college-educated women working full time earn more than a half million dollars less than their male peers do over the course of a lifetime; 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

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

**WHEREAS**, Sunday, March 21, symbolizes the time in **2021** when the wages paid to American women catch up to the wages paid to men from the previous year,

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Supervisors of the County of Monterey on behalf of all residents thereof, does hereby proclaim Sunday, March 1, 2021 as **Equal Pay Day** in Monterey County; and

**BE IT FURTHER RESOLVED THAT** the Monterey County Board of Supervisors urges the residents of Monterey County to recognize the full value of women’s skills and significant contributions to the labor force and further encourages businesses to conduct an internal pay

PASSED AND ADOPTED this \_\_\_\_\_ day of \_\_\_\_\_, 2021, by the following vote, to wit:

AYES:

NOES:

ABSENT:

I, Valerie Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book \_\_\_\_\_ for the meeting on \_\_\_\_\_, 2021.

Dated:

Valerie Ralph, Clerk of the Board of Supervisors  
County of Monterey, State of California.

By \_\_\_\_\_  
Deputy