

## **PROCLAMATION**

**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 according to the U.S. Census Bureau, the median earnings for Virginia women working full time, year-round in 2013 were on the average 79 percent of the median earnings of their male counterparts, ranking Virginia 23<sup>rd</sup> among the states in providing pay equity for women; and

**WHEREAS**, women in Virginia's 8<sup>th</sup> Congressional District, which includes the City of Alexandria, earn the highest median earnings of women working full time in any Congressional District in the Commonwealth, there still remains a pay gap between them and their male counterparts; 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**, even though 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, we still 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 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 fair pay 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.

**NOW, THEREFORE, I, WILLIAM D. EUILLE**, Mayor of the City of Alexandria, and on behalf of the Alexandria City Council, do hereby proclaim Tuesday, April 14, 2015, as:

### **“EQUAL PAY DAY”**

in the City of Alexandria and urge citizens to recognize the full value of women's skills and significant contributions to the labor force and further encourage businesses to take appropriate actions to address the wage gap between women and men.

**IN WITNESS WHEREOF**, I have hereunto set my hand and caused the Seal of the City of Alexandria, Virginia, to be affixed this 14<sup>th</sup> day of April, 2015.

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**WILLIAM D. EUILLE MAYOR**  
On behalf of the City Council  
of Alexandria, Virginia

ATTEST:

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Jacqueline M. Henderson, MMC City Clerk