

DUTCHESS COUNTY LEGISLATURE

Proclamation: March 31, 2020 as Equal Pay Day

The Dutchess County Legislature offers the following and moves its adoption:

WHEREAS, more than 50 years after the passage of the Equal Pay Act and Title VII of the Civil Rights Act, women and people of color continue to suffer the consequences of inequitable pay differentials, and

WHEREAS, according to statistics released in 2016 by the U.S. Census Bureau, year-round, full-time working women in 2015 earned only 80% of the earnings of year-round, full-time working men, indicating little change or progress in pay equity, and

WHEREAS, higher education is not free from wage discrimination according to a U.S. Department of Education analysis, reporting that, after controlling for rank, age, credentials, field of study, and other factors, full-time female faculty members earn nearly 9% less than their male counterparts, and

WHEREAS, in Dutchess County according to a 2018 report by the New York State Department of Labor, *Closing the Gender Wage Gap in New York State*, the median women earned only 78.4% of the median male earnings, 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, impacting Social Security benefits and pensions, and

WHEREAS, for New York women of color, over a 40-year career, today's wage disparity is even greater as an African American woman's salary would be \$857,480 less, a Latina's salary would be \$1,094,680 less, an Asian American woman's salary would be \$426,520 less, and a Native American woman's salary would be \$965,720 less compared to a Caucasian man, 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, nearly 4 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, In 2019, New York State passed laws as part of Governor Cuomo's Women's Justice Agenda to help close the gender wage gap: a ban on employers asking for, or relying on salary history to set pay rates and a prohibition on employers paying employees less based on a broad range of characteristics beyond gender if they perform "substantially similar work" as their colleagues who are not in that protected class, and

WHEREAS the report by the New York State Department of Labor recommends additional policy recommendations addressing family care, gender discrimination, employee scheduling regulations, and career support, and,

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

WHEREAS, Tuesday, March 31, 2020, symbolizes the time this year in which 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 Dutchess County Legislature does hereby proclaim Tuesday, March 31, 2020, as "Equal Pay Day" in Dutchess County and calls upon all citizens, businesses, public and private agencies, media, and religious and educational institutions within the County to actively participate in community efforts 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 evaluation to ensure women are being paid fairly.

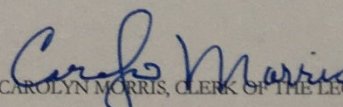
STATE OF NEW YORK

ss:

COUNTY OF DUTCHESS

This is to certify that I, the undersigned Clerk of the Legislature of the County of Dutchess have compared the foregoing resolution with the original resolution now on file in the office of said clerk, and which was adopted by said Legislature on the 9th day of March 2020, and that the same is a true and correct transcript of said original resolution and of the whole thereof.

IN WITNESS WHEREOF, I have hereunto set my hand and seal of said Legislature this 9th day of March 2020.


CAROLYN MORRIS, CLERK OF THE LEGISLATURE