

**PROCLAMATION  
EQUAL PAY**

**WHEREAS**, 54 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 2014 earned 79 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 earning, 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**, Tuesday, April 11<sup>th</sup> symbolizes the time in the 2017 when the wages paid to American women catch up to the wages paid to men from the previous year.

**NOW, THEREFORE, I**, Sandra Mantz, Mayor of the City of Raton, New Mexico do hereby proclaim April 11<sup>th</sup>, 2017 as:

**EQUAL PAY DAY**

in Raton and urge all citizens to recognize the full value of women's skills and significant contributions to the labor force, and further encourage businesses to conduct an internal pay evaluation to ensure women are being paid fairly.

**IN WITNESS WHEREOF**, I have hereunto set my hand and caused the official seal of City of Raton, New Mexico to be affixed this 11<sup>th</sup> day of April, 2017.

**CITY OF RATON**

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**Sandra Mantz, Mayor**

**ATTEST:**

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**Tricia Mascarenas, City Clerk**