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Office of the Mayor
CITY OF JAMESTOWN
NORTH DAKOTA

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

WHEREAS, according to the most recent U.S. Bureau of Labor Statistics, ND women working full time, year round in 2019 typically earned 74.5 percent of what men earned, indicating a slight change of progress in pay equity; and

WHEREAS, currently all women in the U.S. compared to all men in the U.S., receive just 82 cents for every dollar paid to a man. Women of color often face a wider gap: Compared to white men, Black women make 63 cents on the dollar, Native American women make 60 cents on the dollar and Latina women make 55 cents on the dollar; and

WHEREAS, according to the most recent U.S. Bureau of Labor Statistics, North Dakota ranks 46th in the nation as having the largest pay gap for women according to the most recent data (2019) 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

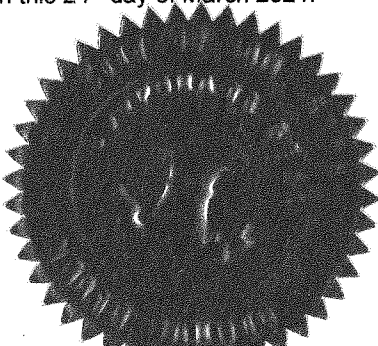
WHEREAS, fair pay equity policies can be implemented simply and without undue costs or hardship in both the public and private sectors; and

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

WHEREAS, Wednesday, March 24 symbolizes the time in 2021 when the wages paid to all American women catch up to the wages paid to all men from the previous year,

NOW, THEREFORE, be it resolved that I, Dwaine Heinrich, Mayor of the City of Jamestown, do hereby proclaim that forevermore, the 24th day of March 2021 be known as **EQUAL PAY DAY** in the City of Jamestown, North Dakota and urge the residents of Jamestown, ND to recognize the full value of women's skills and significant contributions to the labor force and ensure women are being paid fairly.

IN WITNESS THEREOF, I have hereunto set my hand and caused to be affixed the official seal of the City of Jamestown, North Dakota on this 24th day of March 2021.



Dwaine Heinrich

Dwaine Heinrich, Mayor