



CITY of
Waterville
MAINE

Proclamation

WATERVILLE EQUAL PAY DAY

- 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, full-time women working year round in 2012 earned on average 77 percent of the earnings of their male counterparts, indicating little change or progress in pay equity; 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
- Whereas** 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 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 8, symbolizes the time in 2014 when the wages paid to American women catch up to the wages paid to men from the previous year,

Now therefore, I, Karen Heck, Mayor of Waterville, do hereby proclaim Tuesday, April 8, 2014:
EQUAL PAY DAY

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

In Witness Whereof, I do hereby set my hands and seal this 1st day of April, two thousand and fourteen.



Karen Heck
Karen Heck, Mayor