

COUNTY OF HAWAI'I

Proclamation

WHEREAS, 59 years after the passage of the Equal Pay Act, women, especially minority women, continue to suffer the consequences of unequal pay. According to the U.S. Census Bureau, women working full time, year-round in 2020 in the United States typically earned 83% percent of what men earned, indicating minimal change or progress in pay equity; and*

*WHEREAS, according to **Graduating to a Pay Gap**, a 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 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. 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, in 2009 the Lilly Ledbetter Fair Pay Act was signed into law, which gives employees their day in court to challenge a pay gap, although the Paycheck Fairness Act, which would have amended the Equal Pay Act by closing loopholes and improving the law's effectiveness, continues to languish in Congress; and

WHEREAS the annually released "Gender Pay Gap by State" by AAUW provides suggestions for state legislative fixes, Act 108, Session Laws of Hawaii 2018, is a significant step toward ensuring that the pay disparity between men and women diminishes in Hawai'i. Fair pay equity policies can be implemented simply and without undue costs or hardship in both the public and private sectors; and

WHEREAS, Tuesday, March 15 symbolizes the time in 2022 when the wages paid to American women catch up to the wages paid to men from the previous year,

NOW, THEREFORE, I, MITCHELL D. ROTH, Mayor of the County of Hawai'i, do hereby proclaim Tuesday, March 15, 2022 as:

EQUAL PAY DAY

in the County of Hawai'i and urge the citizens of Hawai'i 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.

IN WITNESS WHEREOF, I have hereunto set my hand and caused The Seal of the County of Hawai'i to be affixed. Done this 15th day of March 2022, in Hilo, Hawai'i.



A handwritten signature in black ink, appearing to read "Mitchell D. Roth".

MITCHELL D. ROTH
MAYOR

*Due to COVID-19, there aren't breakdown data by state for 2021