PROCLAMATION

WHEREAS, forty 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 2008 the average ***weekly*** wage for full-time workingwomen was only 81% of the earnings of year-round, full-time working men, indicating little change or progress in pay equity; and

WHEREAS, If women received the same salary as men who work the same number of hours, have the same education or union status, are the same ages, and live in the same region of the country, then these women's annual family income would rise by $4,000, and poverty rates would be cut in half; and

WHEREAS, according to an analysis of data in over 300 classifications provided by the U.S. Department of Labor Statistics, women earn less in *every* occupational classification for which enough data is available, including occupations dominated by women (e.g., cashiers, retail sales, registered nurses and teachers); 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, over a working lifetime, this wage disparity costs the average American woman and her family an estimated **$700,000** in lost wages, impacting Social Security benefits and pensions; 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 22nd symbolizes the time in the next year in which the wages paid to American women catch up to the wages paid to men from the previous year,

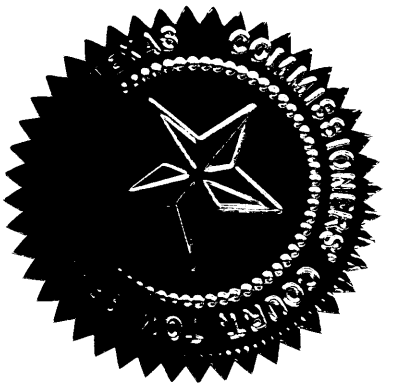
NOW, THEREFORE, I, *Michael D. Brown, County Judge* do hereby proclaim Tuesday, April 22, 2008:

EQUAL PAY DAY

in Tom Green County, Texas and urge the citizens of Tom Green County, Texas 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 official seal of Tom Green County Commissioners Court to be affixed.

Signature

Date April 15, 2008