

RESOLUTION NO. 2021-13

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LOS ALTOS
ACKNOWLEDGING MARCH 24, 2021 AS EQUAL PAY DAY FOR WOMEN AND
RESOLVES TO ENSURE PAY EQUITY STANDARDS IN THE CITY GOVERNMENT
AND TO ENCOURAGE PAY EQUITY STANDARDS THROUGHOUT THE CITY'S
BUSINESS COMMUNITY**

WHEREAS, fifty-eight years after the passage of the 1963 Equal Pay Act women, especially women of color, continue to suffer the consequences of unequal pay, and

WHEREAS, the City of Los Altos supports legislation that will help close the pay gap by eliminating loopholes in the Equal Pay Act, and

WHEREAS, according to the U.S. Census Bureau, women working full-time year-round in 2020 typically earned 82¢ for every dollar paid to men, showing minor change in the gender pay gap from the past year, and

WHEREAS, Black women earn only 62¢ for every dollar earned by men, Native American women earn 60¢, and Latina women, the largest group of women workers after White and Asian women in Santa Clara County, earn only 55¢ and

WHEREAS, between February and April 2020, due to the pandemic economic distress, men were unemployed at 9.9%, while women's unemployment was 12.5% because of the "occupation segregation" factor for women who hold the highest number of jobs in the hard-hit hospitality and retail businesses, and due to women dropping out of work for caregiving responsibilities, and

WHEREAS, more women than men graduate from college, the women graduates hold two-thirds of the nation's outstanding student loan debt totaling over \$929 billion and are less likely to be able to pay off their debt due to wage disparities, and

WHEREAS, a lifetime of lower pay means women have less income to save for retirement and less income counted in Social Security or pension benefit formulas, and

WHEREAS, March 24 is Equal Pay Day 2021, marking the day that signals how far into 2021 women must work to make what men were paid in 2020,

NOW, THEREFORE, the City Council of Los Altos, proclaims March 24, 2021 to be Equal Pay Day 2021, and

FURTHERMORE, resolves to ensure pay equity standards in the city government and to encourage pay equity standards throughout the city's business community.

PASSED AND ADOPTED this 23rd day of March, 2021, by the following vote:
vote:

AYES: Council Members Lee Eng, Meadows, Weinberg, Vice Mayor Enander and Mayor
Fligor
NOES: None
ABSENT: None

ABSTAIN: None



Neysa Fligor, MAYOR

Attest:



Andrea Chelemengos, MMC, CITY CLERK