



Business and
Professional
Women/MA

March 1, 2014

Jonathan E. Mayhew, Chair
Board of Selectmen
P.O. Box 119
401 Middle Road
Chilmark, MA 02535-0119

Dear Mr. Mayhew:

On Tuesday, April 8, 2014, the members of the Massachusetts Federation of Business and Professional Women will be joining millions of Americans nationwide in celebrating Equal Pay Day. Equal Pay Day is the symbolic day where woman's earnings reach a man's earnings of the previous year. It is always on a Tuesday, as it takes a woman seven days to reach what a man makes in five days. So, thanks to the gender pay gap, it takes women an extra three months of wages to make up that 23% difference. Equal Pay Day 2014 will fall on Tuesday, April 8, so mark your calendar!

We are asking the 351 Cities and Towns that make up the Commonwealth of Massachusetts to issue a proclamation marking Equal Pay Day. I encourage you to consider issuing a Proclamation to officially declare April 8, 2014 Equal Pay Day in Chilmark, and to help raise the awareness of this disparity.

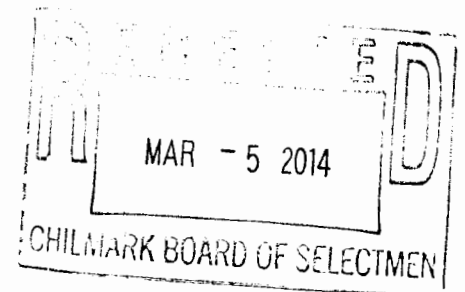
Equal Pay Day 2014 is particularly significant because it falls between two legislative milestones that have helped women advance in the workplace. But, there is still more to do. January 29, 2014, was the fifth anniversary of the Lilly Ledbetter Fair Pay Act, and July 2, 2014, is the 50th anniversary of the Civil Rights Act.

We hope you will join us on Equal Pay Day by issuing a Proclamation for this special celebration. If you have any questions, please contact me at (617) 462-7480 or deborah.bouras@verizon.net.

Sincerely,

Deborah Bouras
President, BPW/MA

Enclosure



Sample Equal Pay Day Proclamation (2014)

WHEREAS, fifty years after the passage of the Equal Pay Act and Title VII of the Civil Rights Act, women, especially minority women, continue to suffer the consequences of unequal pay; and

WHEREAS, according to the U.S. Census Bureau, year-round, full-time working women in 2010 earned only 77% of the earnings of year-round, full-time working men, indicating little change or progress in pay equity; and

WHEREAS, in 2009 the Lilly Ledbetter Fair Pay Act was signed into law which amends Title VII of the Civil Rights Act and now we must pass The Paycheck Fairness Act, which amends the Equal Pay Act by closing loopholes and improving the laws effectiveness; and

WHEREAS, wage disparity persists across all educational levels and in all states, as women with a college degree or higher lose \$713,000 over a 40-year period versus a \$270,000 loss for women who did not finish high school; and

WHEREAS, there were 68 million women in the workforce in 2008, a significant increase from 18.4 million in 1950, and women were 46.8 percent of the labor force in 2010; and

WHEREAS, over a working lifetime, this wage disparity costs the average American woman and her family an estimated \$700,000 to \$2 million 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 8 symbolizes the time in the new year in which the wages paid to American women catch up to the wages paid to men from the previous year,

NOW, THEREFORE, I, *(insert name of Mayor/Commissioner/etc)*, do hereby proclaim Tuesday, April 8, 2014:

EQUAL PAY DAY

(Insert name of City/County/State) urges the citizens of (insert name of City/County/State) 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 *(insert name of City/County/State)* to be affixed.

Signature

Date