

State of Vermont
Executive Department
A Proclamation

- WHEREAS,** nearly forty eight 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 United States Census Bureau, year round, full-time working women in 2009 earned only 77% of the earnings of full-time working men, indicating little change or progress in pay equality; and
- WHEREAS,** over a working lifetime, wage disparity costs the average American woman and her family an estimated \$700,000 to \$2 million in lost wages, negatively impacting Social Security and pension benefits; and
- WHEREAS,** fair pay strengthens the security of families today and eases future retirement costs while enhancing the American economy;
- NOW, THEREFORE,** I, Peter Shumlin, Governor, do hereby proclaim April 17, 2012 as

EQUAL PAY DAY

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



Given under my hand and the Great Seal of the State of Vermont on this 17th day of April, A.D. 2012.

/S/
Peter Shumlin
Governor