

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 12, A.D. 2011 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 ____ day of April, A.D. 2011

Peter Shumlin
Governor

By the Governor:

Alexandra MacLean
Secretary of Civil and Military Affairs