

RES 16-055

Wilmington, Delaware
June 16, 2016

WHEREAS, Wilmington City Council endorses and supports legislative action to make sure women receive equal pay for equal work; and

WHEREAS, the wage gap is a harsh reality for women. The pay gap occurs in nearly every occupation for which there is sufficient earnings data for both men and women to calculate an earnings ratio, and it affects women of all ages, races and educational levels; and

WHEREAS, U.S. Census Bureau statistics show that women earn only 82 percent of what men earn, and the figures are even worse for minority women: black women earn 70 cents and Hispanic women earn about 64 cents of what white men earn; and

WHEREAS, equal pay is by far a family issue. Women make up nearly half of the labor force and are a growing number of breadwinners in their families. When women are not paid fairly, not only do they suffer, but so do their families. Women need equal pay for families to be more productive and to deal with the issue of poverty and the overall well-being of their families; and

WHEREAS, Council applauds and encourages legislation to address the disparity in pay between men and women including requiring companies that accept State contracts to commit to paying women at the same rate as men, to provide paid maternity leave, to show that pay disparity is not based on gender and to refrain from entering into contracts with workers that prohibit them from discussing their salaries, known as "wage secrecy provisions."

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF WILMINGTON, that this Council believes in fairness and that there should be a level playing field for all American workers, and is therefore in support of federal, state and local action to remove barriers to equal pay for equal work.

Passed by City Council,
June 16, 2016

Approved as to form 14th
day of June, 2016.

Danyal Dhutray
Assistant City Solicitor

Attest: Maribel Seijo
City Clerk

#4240

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