

# PROCLAMATION

**WHEREAS,** April 2, 2019, is recognized as Equal Pay Day, which represents how far into the year women must work to earn what men earned in the previous year; and

**WHEREAS,** in the United States, a woman earns 80 cents compared to a man's dollar, and in Montana a woman earns 73 cents compared to a man's dollar; and

**WHEREAS,** the wage gap exists in every occupation, in all industries, in every state, across all countries, at all education levels, and in the private, government and nonprofit sectors; and

**WHEREAS,** fair pay strengthens the security of families today and eases future retirement costs while enhancing the American economy; and

**WHEREAS,** fair pay equity policies can be implemented simply and without undue costs or hardship in both the public and private sectors.

**NOW THEREFORE,** I, John Engen, Mayor of the City of Missoula, in the State of Montana, hereby recognize the 2<sup>nd</sup> day of April 2019 as;

## EQUAL PAY DAY

I call upon all Montanan's to recognize the full value of women's skills and their significant contributions to the labor force, acknowledge the injustice of wage inequality and join efforts to achieve equal pay.

**IN WITNESS WHEREOF,** I have hereunto set my hand and caused the great seal of the City of Missoula, in the State of Montana, to be affixed at Missoula, Montana, this 1<sup>st</sup> day of April, in the year two thousand nineteen.



John Engen  
Mayor