

**RESOLUTION**

WHEREAS, any official position of the City of Los Angeles with respect to legislation rules, regulations, or policies proposed to or pending before a local, state, or federal governmental body or agency must have first been adopted in the form of a Resolution by the City Council; and

WHEREAS, the Equal Pay Act of 1963 made it illegal for employers to pay unequal wages to men and women who perform substantially equal work; and

WHEREAS, along with other key civil rights laws that followed, the Equal Pay Act of 1963 helped change the workplace and began to combat wage inequality— but these laws have not been updated in decades and have not closed the persistent gap between women’s and men’s wages; and

WHEREAS, currently, across the United States, women still earn on average 77 cents for every dollar paid to men, resulting in a gap of \$11,782 each year with the disparity being worse for women of color, potentially impacting retirement savings, Social Security and pension benefits, and ultimately contributing to more older women living in poverty; and

WHEREAS, S.728 (Murray) and H.R.17 (DeLauro), the “Paycheck Fairness Act”, introduced in both the Senate and the House, limits an employer’s defense that a pay differential is based on a factor other than sex, enhances non-retaliation prohibitions, prohibits employee contracts or waivers banning them from disclosing wage information, and increases civil penalties for violations of equal-pay provisions; and

WHEREAS, the Paycheck Fairness Act would combat wage discrimination and help close the wage gap by strengthening while also eliminating any remaining loopholes in the Equal Pay Act of 1963, ensuring women can challenge pay discrimination and hold employers accountable; and

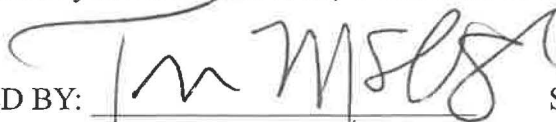
WHEREAS, as the gender pay gap continues to stubbornly persist across all sectors nationwide, the Paycheck Fairness Act would end the practice of pay secrecy and strengthen available remedies for wronged employees; and

WHEREAS, the wage gap continues to impact women’s ability to save for retirement and reduces their total Social Security and pension benefits, contributing to more older women living in poverty— the gap is not only discriminatory, it undermines the financial stability of families and slows economic growth; and

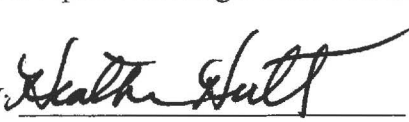
WHEREAS, bicameral public policy, such as the Paycheck Fairness Act, can provide new tools to enforce fair pay and fight discrimination while also promoting social and economic mobility; and

WHEREAS, the Paycheck Fairness Act is one more step toward finally achieving equal pay for equal work—strengthening workplace protections for all Americans:

NOW, THEREFORE, BE IT RESOLVED that by the adoption of this Resolution, the City of Los Angeles hereby includes in its 2023-2024 Federal Legislative Program SUPPORT for S.728 (Murray) and H.R.17 (DeLauro), the Paycheck Fairness Act, which aims to ensure equal pay for equal work regardless of sex.

PRESENTED BY: 

TIM McOSKER  
Councilmember, 15th District

SECONDED BY: 

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