

RESOLUTION NO. 2020-R-37

A RESOLUTION OF THE MAYOR AND CITY COUNCIL OF THE CITY OF NORTH MIAMI, FLORIDA, URGING THE FLORIDA LEGISLATURE TO ENACT LEGISLATION THAT WOULD ENSURE EQUAL PAY FOR WOMEN BY ADDRESSING DISPARITIES IN COMPENSATION BETWEEN MEN AND WOMEN; PROVIDING FOR AN EFFECTIVE DATE AND FOR ALL OTHER PURPOSES.

WHEREAS, over 5 decades after the passage of the Equal Pay Act of 1963, Census Bureau data show that women working full-time, year-round are paid 80 cents for every dollar paid to men; and

WHEREAS, the disparity widens even further for African American and Hispanic women who earn approximately 61 cents and 53 cents, respectively, for each dollar earned by a Caucasian man; and

WHEREAS, March 31, 2020 is Equal Pay Day, marking the day that symbolizes how long into 2020 women must work to make what men were paid in 2019; and

WHEREAS, if current trends continue, on average women collectively will have to wait 40 years for equal pay, African-American women will have to wait 100 years, and Hispanic women will have to wait 205 years; and

WHEREAS, in the United States, mothers are breadwinners in half of families with children under 18, and mothers working full-time are paid 71% as much as fathers; and

WHEREAS, the wage gap impacts women's ability to save for retirement and women's total Social Security and pension benefits, and older women are more likely than men to live in poverty; and

WHEREAS, equal pay strengthens the economic security of families and enhances retirement savings; and

WHEREAS, when women are paid fairly, families are stronger, businesses prosper, and American values and the economy are strengthened; and

WHEREAS, in light of the continued disparity in compensation between men and women, the Mayor and City Council would like to urge the Florida Legislature to enact legislation that

would rectify this issue.

NOW THEREFORE, BE IT DULY RESOLVED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF NORTH MIAMI, FLORIDA:

Section 1. Mayor and City Council Urging Equal Pay Legislation. The Mayor and City Council of the City of North Miami, Florida, hereby urge the Florida Legislature to enact equal pay legislation that would address the disparity in compensation between men and women.

Section 2. Transmittal. The City Clerk is hereby directed to transmit a copy of this Resolution to the Governor, the Senate President, the House Speaker, and the Chair as well as Senator Jason Pizzo, State Representative Dotie Joseph, State Representative Barbara Watson and State Representative Joseph Geller.

Section 3. Effective Date. This Resolution shall become effective immediately upon adoption.

PASSED AND ADOPTED by a 4-0 vote of the Mayor and City Council of the City of North Miami, Florida, this 10th day of March, 2020.


PHILIPPE BIEN-AIME
MAYOR

ATTEST:



VANESSA JOSEPH, ESQ.
CITY CLERK

APPROVED AS TO FORM
AND LEGAL SUFFICIENCY:



JEFF P. H. CAZEAU, ESQ.
CITY ATTORNEY

SPONSORED BY: COUNCILWOMAN ESTIME-IRVIN

Moved by: Keys

Seconded by: Bien-Aime

Vote:

Mayor Philippe Bien-Aime
Vice Mayor Alix Desulme, Ed.D.
Councilman Scott Galvin
Councilwoman Carol Keys, Esq.
Councilwoman Mary Estimé-Irvin

<u>X</u>	(Yes)	<u> </u>	(No)	
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<u>X</u>	(Yes)	<u> </u>	(No)	
<u>X</u>	(Yes)	<u> </u>	(No)	
<u>X</u>	(Yes)	<u> </u>	(No)	