

Latina Equal Pay Day

In 1963, Congress passed the Equal Pay Act, amending the Fair Labor Standards Act, to prohibit discrimination on account of sex in the payment of wages by employers. Yet more than fifty years later, women in the United States who work full time, year-round are paid only 80 cents for every dollar paid to men, according to the National Women’s Law Center. For women of color, the wage gap is even more severe. Latinas are paid only 54 cents for every dollar paid to men.

The National Women’s Law Center has calculated that this wage gap translates into an annual median loss of \$28,036 for Latinas. The wage gap actually widens for Latinas with a college education and is further exacerbated depending on their occupation and whether they are parenting. This inequity is even higher in metropolitan areas: in the Los Angeles metropolitan region, Latinas earned only 37.5 cents for every dollar made by white, non-Hispanic men. In fact, the Economic Status of Latinas Report, issued by Hispanas Organized for Political Equality (HOPE), found that the wage gap between Latinas and white, non-Hispanic men working fulltime, year round in California grew by nearly 5% between 2011 and 2015. Over time, this gap contributes directly to women’s

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poverty and impacts payments from Social Security, pensions, and other retirement income sources.

A recent report finds that Latinos are increasingly a critical foundation for the economy. In California, the number of Latina-owned businesses has increased 111% since the beginning of 2007. However, the pay inequity remains true despite that Latinas are key to the country's economic growth. Furthermore, when Latinas earn less money than their peers, it has an impact on their families as more than half of Latina mothers are the main breadwinners for their households.

First Partner Jennifer Siebel Newsom made fighting for equal pay for women her first initiative when her husband, Gavin Newsom, became Governor of California. In an op-ed she authored alongside California Labor Secretary Julie Su, First Partner Newsom pledged to campaign for "the strongest equal pay laws in the nation," and she added that we should "value our daughters as we value our sons." With Latinas making up approximately half of Los Angeles County's female population, the County must continue to work toward eliminating any pay gap Latinas experience and increase awareness that such an injustice exists.

I, THEREFORE, MOVE, that the Board of Supervisors:

1. Proclaim November 20, 2019 as Latina Equal Pay Day;
2. Direct the Chief Executive Office to send a letter to Governor Newsom and First Partner Newsom thanking them for their commitment to addressing the wage gap.

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