



— State of —
North Dakota

Office of the Governor

Doug Burgum
Governor

PROCLAMATION
EQUAL PAY DAY
APRIL 2, 2019

WHEREAS, all citizens deserve equal pay for equal work; and

WHEREAS, the Equal Pay Act was passed by the United States Congress on June 10, 1963, and prohibits compensation discrimination on the basis of sex by employers for equal work in the same establishment; and

WHEREAS, the North Dakota Equal Pay Law and the North Dakota Human Rights Law prohibit compensation discrimination on the basis of sex by employers for equal work in the same establishment in the state of North Dakota; and

WHEREAS, in 1963, women comprised 34.4 percent of the United States workforce; today, women comprise nearly 47 percent of the United States workforce and nearly 46 percent of the North Dakota workforce is female, according to the U.S. Census Bureau; and

WHEREAS, inequity in pay for equal work leads to less income to save for retirement and less income counted in a Social Security or pension benefit formula and creates challenges for aging citizens; and

WHEREAS, equal pay for equal work strengthens the security of families today and eases future retirement costs while enhancing the economy; and

WHEREAS, women and men work alongside one another in the workplace and at home providing for self and family, and their economic security contributes to the strength of our state and nation.

NOW, THEREFORE, as Governor of the State of North Dakota, I do hereby proclaim April 2, 2019, **EQUAL PAY DAY** in the State of North Dakota.

A handwritten signature in blue ink that reads "Doug Burgum".

Doug Burgum
Governor

ATTEST:

A handwritten signature in blue ink that reads "Alvin A. Jaeger".

Alvin A. Jaeger
Secretary of State