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CLERK OF THE BOARD
OF COUNTY COMMISSIONERS
MIAMI-DADE COUNTY, FLORIDA

MEMORANDUM

Agenda Item No. 11(A)(13)

TO:	Honorable Chairwoman Rebeca Sosa and Members, Board of County Commissioners	**DATE:**	September 16, 2014
FROM:	R. A. Cuevas, Jr. County Attorney	**SUBJECT:**	Resolution urging Congress and the Florida Legislature to pass "equal pay" laws designed to equalize pay disparities between men and women Resolution No. R-826-14

The accompanying resolution was prepared and placed on the agenda at the request of Prime Sponsor Chairwoman Rebeca Sosa.

R. A. Cuevas, Jr.
County Attorney

RAC/cp

MEMORANDUM

(Revised)

TO: Honorable Chairwoman Rebeca Sosa
and Members, Board of County Commissioners

DATE: September 16, 2014

FROM: R. A. Cuevas, Jr.
County Attorney

SUBJECT: Agenda Item No. 11(A)(13)

Please note any items checked.

_____ **"3-Day Rule" for committees applicable if raised**

_____ **6 weeks required between first reading and public hearing**

_____ **4 weeks notification to municipal officials required prior to public hearing**

_____ **Decreases revenues or increases expenditures without balancing budget**

_____ **Budget required**

_____ **Statement of fiscal impact required**

_____ **Ordinance creating a new board requires detailed County Mayor's report for public hearing**

✓ **No committee review**

_____ **Applicable legislation requires more than a majority vote (i.e., 2/3's ____, 3/5's ____, unanimous _____) to approve**

_____ **Current information regarding funding source, index code and available balance, and available capacity (if debt is contemplated) required**

Approved _____ Mayor
Veto _____
Override _____

Agenda Item No. 11(A)(13)
9-16-14

RESOLUTION NO. R-826-14

RESOLUTION URGING CONGRESS AND THE FLORIDA LEGISLATURE TO PASS "EQUAL PAY" LAWS DESIGNED TO EQUALIZE PAY DISPARITIES BETWEEN MEN AND WOMEN

WHEREAS, women today make up nearly half of the nation's workforce, yet still earn just 77 cents to every dollar earned by men nationally; and

WHEREAS, African-American women in Florida earn just 62 cents to every dollar a man earns; and

WHEREAS, Hispanic women in Florida earn just 58 cents for every dollar a man earns; and

WHEREAS, a woman with a college degree will earn $1.2 million less than a man with a similar level of education over the course of her career; and

WHEREAS, this Board believes that gender should not determine the amount an employee is paid and further, that hard work should be compensated fairly; and

WHEREAS, fair pay strengthens the financial security of families, leads to more investment in children's futures, and eases future retirement costs; and

WHEREAS, bills have been filed in Congress in recent years, such as the Paycheck Fairness Act, S. 2199 by Senator Barbara A. Mikulski (D – Maryland) and H.R. 377 by Representative Rosa DeLauro (D – Connecticut), which would impose more stringent penalties for equal pay violations and prohibit employers from penalizing workers who inquire about workplace wage issues, but these bills have failed to pass Congress; and

WHEREAS, bills have also been filed for consideration by the Florida Legislature; and

WHEREAS, during the 2014 state legislative session, Senator Arthenia Joyner (D-Tampa) filed SB 206 and Representative Janet Cruz (D-Tampa) filed HB 163, which would have required the state to collect and make public information about women's pay, but these bills did not pass; and

WHEREAS, this Board has long believed that equal work deserves equal pay and has sought to educate the public about these principles; and

WHEREAS, on June 4, 2013, this Board adopted Resolution No. R-459-13, which commemorated the 50th Anniversary of the Equal Pay Act of 1963 and declared the 10th day of June, beginning June 10, 2013, and each year thereafter, as "Equal Pay Act of 1963 Day" in Miami-Dade County; and

WHEREAS, Resolution No. R-459-13 also:

1. Declared the County's adherence to the principles and ideals of the Equal Pay Act of 1963, declared the County's recognition of the significant contributions women have made to this Country's labor force and urged the public and private sector to recognize the full value of women's skills and significant contributions to the labor force; and
2. Urged the County Mayor and the public and private sector to ensure that their respective pay practices adhere to said principles; and
3. Declared the County's intent to promote equal pay for women throughout the County, and urged the County Mayor and the public and private sector to educate our community about pay inequity; and

WHEREAS, this Board would like to build upon the principles and aspirations of Resolution No. R-459-13 and urge Congress and the Florida Legislature to pass legislation designed to adhere to the principle of "equal pay for equal work",

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF MIAMI-DADE COUNTY, FLORIDA, that this Board:

Section 1. Urges Congress and the Florida Legislature to enact legislation to address continuing disparities in pay between men and women.

Section 2. Directs the Clerk of the Board to transmit a certified copy of this resolution to the Members of the Florida Congressional Delegation, U.S. Senator Barbara A. Mikulski, U.S. Representative Rosa DeLauro, Florida's Governor, Senate President, House Speaker, the Chair and Members of the Miami-Dade State Legislative Delegation, State Senator Arthenia Joyner, and State Representative Janet Cruz.

Section 3. Directs the County's federal and state lobbyists to advocate for the passage of legislation set forth in Section 1, and authorizes and directs the Office of Intergovernmental Affairs to amend the 2014 Federal and State Legislative Packages to include this item and to include this item in the 2015 Federal and State Legislative Packages when they are presented to the Board.

The Prime Sponsor of the foregoing resolution is Chairwoman Rebeca Sosa. It was offered by Commissioner **José "Pepe" Diaz**, who moved its adoption. The motion was seconded by Commissioner **Sally A. Heyman** and upon being put to a vote, the vote was as follows:

	Rebeca Sosa, Chairwoman		**aye**
	Lynda Bell, Vice Chair		**absent**
Bruno A. Barreiro	**absent**	Esteban L. Bovo, Jr.	**aye**
Jose "Pepe" Diaz	**aye**	Audrey M. Edmonson	**aye**
Sally A. Heyman	**aye**	Barbara J. Jordan	**aye**
Jean Monestime	**aye**	Dennis C. Moss	**aye**
Sen. Javier D. Souto	**aye**	Xavier L. Suarez	**absent**
Juan C. Zapata	**absent**		

The Chairperson thereupon declared the resolution duly passed and adopted this 16th of September, 2014. This resolution shall become effective ten (10) days after the date of its adoption unless vetoed by the Mayor, and if vetoed, shall become effective only upon an override by this Board.

MIAMI-DADE COUNTY, FLORIDA
BY ITS BOARD OF
COUNTY COMMISSIONERS

HARVEY RUVIN, CLERK

By: Christopher Agrippa
Deputy Clerk

Approved by County Attorney as
to form and legal sufficiency.

Javier Zapata