

State of Maine



WHEREAS, Maine law states that an employer may not discriminate between employees in the same establishment on the basis of sex by paying wages to any employee in any occupation in this State at a rate less than the rate at which the employer pays any employee of the opposite sex for comparable work on jobs that have comparable requirements relating to skill, effort and responsibility; and

WHEREAS, wage inequality remains an ongoing issue though requirements regarding equal pay have been a part of Maine law since 1949; and

WHEREAS, wage inequality causes substantial harm to Maine citizens and to the economy as women earn less, on average, than men, and must work longer for the same amount of pay; and

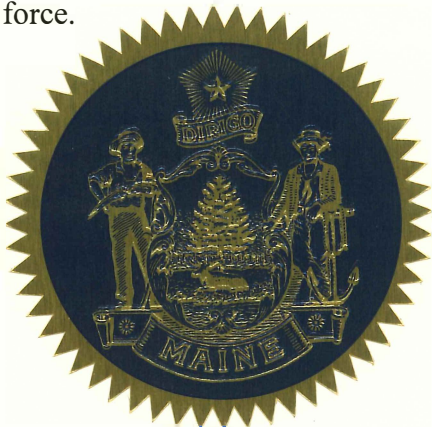
WHEREAS, on a national level, women working full-time, year-round are typically paid just 82 cents for every dollar paid to men and the wage gap is even greater for most women of color; and

WHEREAS, even though Maine Equal Pay Day is recognized annually on the first Tuesday of April, March 15, 2022 symbolizes how far into the year women in the United States must have worked to earn what men had earned by December 31, 2021;

NOW, THEREFORE, be it resolved that I, Janet T. Mills, Governor of the State of Maine, do hereby proclaim March 15, 2022 as

National Equal Pay Day

in Maine, and I encourage all citizens to take part in activities and observances designed to celebrate the value of women's skills and the significant contributions that women make to our labor force.



Shenna Bellows

Shenna Bellows
Secretary of State

In testimony whereof, I have caused
the Great Seal of the State to be
hereunto affixed GIVEN under my
hand at Augusta this second day of
March Two Thousand Twenty-Two

Janet T. Mills
Governor