



PROCLAMATION

Living Wage Day 2024

WHEREAS, chronic poverty is one of the biggest challenges to sustainable, diverse, and healthy communities; and

WHEREAS, the costs of housing, food, childcare, transportation, and healthcare have increased substantially since the federal minimum wage of \$7.25/hour was last raised in 2009; and

WHEREAS, North Carolina is one of just 16 states that have not adjusted its \$7.25/hour minimum wage, even for inflation, over the past 15 years; and

WHEREAS, the current living wage in Orange County is \$17.65 per hour, more than \$10/hour higher than the state and federal minimums; and

WHEREAS, many workers in Orange County earn less than living wages and are living in poverty despite full-time employment; and

WHEREAS, higher wages create more opportunities for those who work in Orange County to live here and enjoy shorter commutes that free up time for recreation, family, and community; and

WHEREAS, employers who pay their workers a living wage report substantially less turnover and absenteeism, better job performance, and more positive customer engagement; and

WHEREAS, Orange County Living Wage, a 501(c)3 charitable organization, currently has more than 260 employers on its directory who voluntarily pay a living wage and promotes them locally to build a base of engaged, informed consumers who support living-wage-certified businesses and nonprofits; and

WHEREAS, Labor Day is a national holiday in recognition of the contributions of workers to the economy and the broader community;

NOW, THEREFORE, I, Mark Bell, mayor of the Town of Hillsborough, a living-wage-certified employer, do hereby proclaim Labor Day, Sept. 2, 2024, as Living Wage Day and encourage consumers to support businesses paying their workers a living wage.

IN WITNESS WHEREOF, I have hereunto set my hand and caused this seal of the Town of Hillsborough to be affixed this 26th day of August in the year 2024.

Mark Bell, Mayor
Town of Hillsborough