

HOUSE RESOLUTION NO. 64

Reps. Anthony, Pohutsky, Brenda Carter, Young, Cavanagh, Clemente, Kuppa, Brixie, Stone, Bolden, Morse, Brabec, Hope, Tyrone Carter, Weiss, Lasinski, Sowerby, Hood, Haadsma, Hammoud, Aiyash, Sabo, Breen, Cherry, Garza and Sneller offered the following resolution:

1 A resolution to declare March 24, 2021, as Pay Equity Day in
2 the state of Michigan.

3 Whereas, It has been 58 years since the passage of the Equal
4 Pay Act and even with the passage of Title VII of the Civil Rights
5 Act just one year later, women and people of color continue to
6 suffer the consequences of inequitable pay differentials; and

7 Whereas, Equal Pay Day takes place on the day of the year on
8 which the earnings of women catch up to the average earnings of
9 men. The calculation is based on the 2019 US Census data on median

1 earnings for full-time, year-round workers. Women on average make
2 \$0.82 compared to one dollar for men on average in the United
3 States; and

4 Whereas, Pay discrimination also heavily impacts women in
5 other ethnic and racial groups, with significant disparities seen
6 for Black, Native American, Latina, and Asian American and Pacific
7 Islander women; and

8 Whereas, Over a working lifetime, wage disparity costs
9 the average American woman and her family, impacting retirement
10 savings programs, Social Security benefits, and pensions. This has
11 contributed to an overarching wealth gap between men and women,
12 with women owning only \$0.32 for every dollar owned by men; and

13 Whereas, Ongoing wage disparities for women are further
14 exacerbated by significant shocks to the economy, such as the
15 COVID-19 pandemic. Labor force participation among women in
16 Michigan fell nearly 6 percent during the COVID-19 pandemic
17 compared to less than 1 percent for men, furthering wage and wealth
18 inequality. Economic forecasters estimate the COVID-19 pandemic
19 will likely lead to significant challenges for women in the labor
20 market in the future, including lower wages and fewer job
21 opportunities; and

22 Whereas, Pay discrimination based on any factor is wrong.
23 Employees should be compensated by their employers based solely on
24 their merits; and

25 Whereas, Fair pay strengthens the security of families today
26 and eases future retirement costs while enhancing the American
27 economy; now, therefore, be it

28 Resolved by the House of Representatives, That the members of
29 this legislative body declare March 24, 2021, as Pay Equity Day in

1 the state of Michigan. We urge Michigan's citizens to recognize the
2 full value of women's skills and significant contributions to the
3 labor force.