

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 and Sabo 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
10 earnings for full-time, year-round workers. Women on average make

1 \$0.82 compared to one dollar for men on average in the United
2 States; and

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

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

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

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

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

27 Resolved by the House of Representatives, That the members of
28 this legislative body declare March 24, 2021, as Pay Equity Day in
29 the state of Michigan. We urge Michigan's citizens to recognize the

- 1 full value of women's skills and significant contributions to the
- 2 labor force.