

## HOUSE RESOLUTION NO. 57

Reps. Conlin, Breen, Byrnes, Fitzgerald, Glanville, Haadsma, Hoskins, Liberati, Morse, Price, Rheingans, Rogers, Snyder, Stone, Wegela and Young offered the following resolution:

1           A resolution to declare March 2023 as Pay Equity Month in the  
2 state of Michigan.

3           Whereas, It has been 60 years since the passage of the Equal  
4 Pay Act. Even with the passage of Title VII of the Civil Rights Act  
5 just one year later, women and people of color continue to suffer  
6 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  
11 \$0.82 compared to one dollar for men on average in the United

1 States; and

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

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

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

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

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

26 Resolved by the House of Representatives, That the members of  
27 this legislative body declare March 2023 as Pay Equity Month in the  
28 state of Michigan. We encourage Michigan's citizens to recognize  
29 the full value of women's skills and significant contributions to

**1** the labor force.