

## SENATE RESOLUTION NO. 101

Senators Anthony, Brinks, Cherry, Geiss, McCann, Moss and Singh offered the following resolution:

1 A resolution to designate March 12, 2024, as Equal Pay Day.

2 Whereas, It has been 61 years since the passage of the Equal  
3 Pay Act. Even with the passage of Title VII of the Civil Rights Act  
4 just one year later, women and people of color continue to suffer  
5 the consequences of inequitable pay differentials; and

6 Whereas, Equal Pay Day takes place on the day of the year on  
7 which the earnings of women catch up to the average earnings of  
8 men. The calculation is based on the 2019 United States Census data  
9 on median earnings for full-time, year-round workers. Women on  
10 average make 82 cents compared to one dollar for men on average in  
11 the United States; and

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

5           Whereas, Over a working lifetime, wage disparity costs the  
6 average American woman and her family, impacting retirement savings  
7 programs, Social Security benefits, and pensions. This has  
8 contributed to an overarching wealth gap between men and women,  
9 with women owning only 32 cents for every dollar owned by men; and

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

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

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

25           Resolved by the Senate, That the members of this legislative  
26 body designate March 12, 2024, as Equal Pay Day. We encourage  
27 Michigan's citizens to recognize the full value of women's skills  
28 and significant contributions to the labor force.