

HOUSE RESOLUTION NO. 57

Rep. Conlin 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
12 States; and

13 Whereas, Pay discrimination also heavily impacts women in

1 other ethnic and racial groups, with significant disparities seen
2 for Black, Native American, Latina, and Asian American and Pacific
3 Islander women; and

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

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

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

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

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