

## SENATE RESOLUTION NO. 21

Senators Cavanagh, Bayer, Chang, Geiss, McMorrow and Santana offered the following resolution:

1 A resolution to designate March 25, 2025, as Equal Pay Day.

2 Whereas, It has been 62 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

12 Whereas, Pay discrimination also heavily impacts women in  
13 other ethnic and racial groups, with significant disparities seen

1 for Black, Native American, Latina, and Asian American and Pacific  
2 Islander women; and

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

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

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

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

23       Resolved by the Senate, That the members of this legislative  
24 body designate March 25, 2025, as Equal Pay Day. We encourage  
25 Michigan's citizens to recognize the full value of women's skills  
26 and significant contributions to the labor force.