

Senators Warren, Anderson, Bieda, Smith and Hopgood offered the following resolution:

Senate Resolution No. 29.

A resolution to declare April 9, 2013, as Pay Equity Day in the state of Michigan.

Whereas, It has been 50 years since the passage of the Equal Pay Act, and even with the passage of Title VII of the Civil Rights Act just one year later, women and people of color continue to suffer the consequences of inequitable pay differentials; and

Whereas, According to statistics released in 2011 by the U.S. Census Bureau, year-round, full-time working women in 2010 earned only 77 percent of the earnings of year-round, full-time working men, indicating little change or progress in pay equity; and

Whereas, Higher education is not free from wage discrimination. According to a U.S. Department of Education analysis, after controlling for rank, age, credentials, field of study, and other factors, full-time female faculty members earn nearly 9 percent less than their male counterparts; and

Whereas, Statistics released in 2010 by the U.S. Census Bureau indicate that Michigan women earned only \$34,542 compared to men making \$48,066. Looking at year-round, full-time college-educated workers, Michigan women earned 72 percent of the earnings of their male counterparts, with Michigan ranking 46th in the nation; and

Whereas, Over a working lifetime, this wage disparity costs the average American woman and her family \$700,000 to \$2 million in lost wages, impacting Social Security benefits and pensions; and

Whereas, Fair pay equity policies can be implemented simply and without undue costs or hardship in both the public and private sectors; and

Whereas, Fair pay strengthens the security of families today and eases future retirement costs, while enhancing the American economy; and

Whereas, April 9, 2013, symbolizes the time in the new year in which the wages paid to American women catch up to the wages paid to men from the previous year; now, therefore, be it

Resolved by the Senate, That the members of this legislative body declare April 9, 2013, as Pay Equity Day in the state of Michigan. We urge Michigan's citizens to recognize the full value of women's skills and significant contributions to the labor force and encourage businesses to conduct an internal pay evaluation to ensure women are paid fairly.