

MICHIGAN SENATE

Senate Resolution No. 21

Offered by Senators Cavanagh, Bayer, Chang, Geiss, McMorrow and Santana

A RESOLUTION TO DESIGNATE MARCH 25, 2025, AS EQUAL PAY DAY

WHEREAS, It has been 62 years since the passage of the Equal Pay Act. 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, Equal Pay Day takes place on the day of the year on which the earnings of women catch up to the average earnings of men. The calculation is based on the 2019 United States Census data on median earnings for full-time, year-round workers. Women on average make 82 cents compared to one dollar for men on average in the United States; and

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

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

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

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

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

RESOLVED BY THE SENATE, That the members of this legislative body designate March 25, 2025, as Equal Pay Day. We encourage Michigan's citizens to recognize the full value of women's skills and significant contributions to the labor force.

Adopted by the Senate, March 19, 2025.



Secretary of the Senate