

SENATE RESOLUTION NO. 21

Senator Cavanagh 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
14 for Black, Native American, Latina, and Asian American and Pacific

1 Islander women; and

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

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

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

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

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