

Coalition Partners

American Association of
University Women of Michigan

American Civil Liberties
Union of Michigan

AFT Michigan

Business and Professional
Women, Michigan Federation

Coalition of Labor Union
Women, Metro-Detroit
Chapter

Ingham County Women's
Commission

Lansing Association for
Human Rights

League of Women Voters of
Michigan

Michigan American Council on
Education Network for Women

Michigan Interfaith
Reproductive Justice Coalition

Michigan National
Organization for Women

Michigan Public Employees
SEIU Local 517 M

Michigan Women's Historical
Center and Hall of Fame

MI Lead

National Council of Jewish
Women, Greater Detroit Section

National Council on Women and
Girls

Oakland/Macomb NOW

Pay Equity Network

Planned Parenthood Affiliates of
Michigan

Wayne County NOW

Women's Center of Greater
Lansing

Women Lawyers Association of
MI

Zonta International,
District 15



EqualPayDay
Tuesday
April 12, 2016



Rally to Support Equal Pay State Capitol Steps 12:30 to 1:30 p.m.

The Michigan Equal Pay Day Coalition invites the public to recognize Equal Pay Day, a national day of recognition that, even after 52 years of federal law banning sex-based wage discrimination, there is still a significant pay gap between women's and men's wages. The Michigan Equal Pay Day event will occur at 12:30 to 1:30 p.m. on Tuesday, April 12, 2016, on the State Capitol Steps, Lansing. Similar events are occurring across the nation.

Equal Pay Day symbolizes how far into 2016 women must work to earn what men earned in 2015. Tuesday is the day of the week on which women's wages catch up to men's wages from the previous week. Red is worn on the day to symbolize that women's wages are "in the red."

Advocates will urge passage of House and Senate bills to:

- Strengthening the Elliott-Larsen Civil Rights Act to make it clear that sex-based wage discrimination is illegal under Michigan law and incorporating the equal pay factors into the ELCRA.
- Establishing a pay equity study commission to examine the scope of the issue in Michigan and provide technical assistance to employers.
- Providing wage transparency for similarly situated employees.
- Increasing penalties for wage discrimination based on gender.

The latest federal government data indicates women's median annual earnings for full-time work was 78.6 cents for every dollar men made. This means the gender wage gap for full-time/year-round workers is now 21.4 cents nationally. Michigan is a little worse at 77 cents and ranks 33rd in the U.S. At the current rate, women will not receive equal pay until 2086 (Institute for Women's Policy Research).

Women, on average, earn less than men in virtually every occupation for which there are sufficient earnings data for both men and women to calculate an earnings ratio. Women of color face an even larger wage gap. As chronicled in the AAUW study *Graduating to a Pay Gap*, sex-based wage disparities start with a college-educated woman's first job when compared to men with equivalent degrees. The gender wage gap not only continues during her career, but shows an increase over time.

Since more women than ever before are the sole or primary source of household income, the wage gap is a serious issue for the economic security of families. It is time for the disparities to end by strengthening our laws in Michigan.

2/5/16