

Pay Equity Week Resolution  
Thu Mar 24 2:56 pm

The Rep. Kristy Pagan (D-Canton Township) introduced a Pay Equity Week resolution just a few hours ago which was apparently adopted. Last year the Republicans stripped out a lot of the resolution before they would allow it to be introduced. This year's resolution is the same as last year's with the dates of Pay Equity Week and number of years since the Equal Pay Act passed changed. I am told that Rep. Pagan was able to put back the detail into her oral remarks from the House floor as she did last year. These will be available in the House Journal tomorrow. Here's the resolution:

Rep. Pagan offered the following resolution:

**House Resolution No. 262.**

A resolution to declare April 10-16, 2016, as Pay Equity Week in the state of Michigan.

Whereas, It has been 53 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, Over a working lifetime, wage disparity costs the average American woman and her family, impacting Social Security benefits and pensions; and

Whereas, Pay discrimination based on any factor is wrong and 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 House of Representatives, That the members of this legislative body declare April 10-16, 2016, as Pay Equity Week 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.

It looks like both Republican- and Democrat-sponsored resolutions emphasize pay based on merit! What a novel idea!

One of our members called me to say that the idea of merit pay for teachers being tied to student performance is being advanced by Republicans supporting their package of DPS and other education reform bills so merit pay is in the front of their minds right now.

When we had a House hearing on a pay equity bill during the time Dems were in control of the House prior to 2011, the Chamber of Commerce and National Federation of Independent Businesses testified that they opposed the bills because pay should be based on market rates, among other things. Generally they don't like any employer mandate.

In a pay equity PowerPoint I do, I have listed these as potential compensation factors: skill, effort, responsibility, working conditions and training required (the Equal Pay Act factors); external labor market; family relationship to the business owner; percent of sales; amount of work; quality of work; romantic relationship with the boss; company profits; seniority; longevity; shift differential; hazards such as heights, bridge and tunnel work; merit; test results; performance measures; an employee's or your union's negotiation skills; the school from which you graduated; what an employee was paid by the previous employer; what the employee was paid last year, plus a cost-of-living adjustment; sex; race, ethnicity, gay/straight; accent; the way you dress; whether you play golf (or other sport) well; social skills, and many more. Compensation determination is not simple; we are just trying to isolate and eliminate a few of the factors.

I have called both Rep. Garcia's and Rep. Pagan's offices to thank them for sponsoring these resolutions on behalf of the Equal Pay Day Coalition. **It would be nice if others of you did the same,** even if you have to hold your nose because of the incomplete or partial-truth statements. The contact information is:

<a href="#">Link</a>	090	Daniela Garcia	R	N1194 HOB	5173730830	<a href="mailto:DanielaGarcia@house.mi.gov">DanielaGarcia@house.mi.gov</a>
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<a href="#">Link</a>	021	Kristy Pagan	D	S0785 HOB	5173732575	<a href="mailto:KristyPagan@house.mi.gov">KristyPagan@house.mi.gov</a>
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All Representatives will receive an invitation to the Equal Pay Day Rally on April 12. In my call to Rep. Garcia's office I emphasized that we would love her to attend and be recognized for the resolution. Rep. Pagan and other Dem sponsors of the pay equity bills have already been invited to explain their bills at the Capitol Steps Rally.

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