

ASSEMBLY CONCURRENT RESOLUTION NO. 20—ASSEMBLYMEN CHOWNING, ANDERSON, ANGLE, ARBERRY, BACHE, BEERS, BERMAN, BROWER, BROWN, BUCKLEY, CARPENTER, CEGAVSKE, CLABORN, COLLINS, DE BRAGA, DINI, FREEMAN, GIBBONS, GIUNCHIGLIANI, GOLDWATER, GUSTAVSON, HETTRICK, HUMKE, KOIVISTO, LEE, LESLIE, MANENDO, MARVEL, MCCLAIN, MORTENSON, NEIGHBORS, NOLAN, OCEGUERA, OHRENSCHALL, PARKS, PARNELL, PERKINS, PRICE, SMITH, TIFFANY, VON TOBEL AND WILLIAMS

APRIL 3, 2001

JOINT SPONSORS: SENATORS MATHEWS, AMODEI, CARE, CARLTON, COFFIN, JACOBSEN, JAMES, MCGINNESS, NEAL, O'CONNELL, O'DONNELL, PORTER, RAGGIO, RAWSON, RHOADS, SCHNEIDER, SHAFFER, TITUS, TOWNSEND, WASHINGTON AND WIENER

Read and Adopted

SUMMARY—Declares April 3, 2001, as Equal Pay Day in Nevada. (BDR R-1025)

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EXPLANATION – Matter in *bolded italics* is new; matter between brackets ~~omitted material~~ is material to be omitted.

ASSEMBLY CONCURRENT RESOLUTION—Declaring April 3, 2001, as Equal Pay Day in Nevada.

1 WHEREAS, In 1999, nearly four decades after the passage of the Equal  
2 Pay Act of 1963, which requires employers to pay all employees equally  
3 for equal work, regardless of their gender, and Title VII of the Civil Rights  
4 Act of 1964, which prohibits discrimination in compensation because of  
5 race, color, religion, national origin or sex, the United States Census  
6 Bureau of the Department of Commerce estimated that women working  
7 full time still earned an overall average of only 72 cents for every dollar  
8 earned by men, while African-American women earned on average only  
9 65 cents for every dollar earned by a Caucasian man, and while Hispanic  
10 women on average earned merely 52 cents for every dollar earned by a  
11 Caucasian man; and

12 WHEREAS, The disparity in compensation based on differing genders,  
13 races or national origins of employees has contributed to depressed wages  
14 for women and minorities and, although part of the wage gap results from



\* A C R 2 0 \*

1 differences in education and experience, a significant portion cannot be  
2 explained by differences in qualifications; and

3 WHEREAS, Educating women for better career paths, opening  
4 traditionally male jobs to women and reducing the segregation by gender  
5 found in some occupations increases earnings for women; and

6 WHEREAS, Eliminating such disparities in compensation raises self-  
7 respect in the workplace, strengthens the security of families and enhances  
8 retirement for hardworking citizens; and

9 WHEREAS, Each year, the National Committee on Pay Equity, founded  
10 in 1979, organizes the national observance of Equal Pay Day to raise  
11 awareness about unfair pay practices in America; and

12 WHEREAS, Tuesday, April 3, 2001, has been designated by the National  
13 Committee on Pay Equity as Equal Pay Day; and

14 WHEREAS, This date is significant because Tuesday is symbolic of the  
15 day of the week when women's wages catch up with men's wages from the  
16 previous week and April is the time of year when women's wages catch up  
17 with men's wages from the previous year; now, therefore, be it

18 RESOLVED BY THE ASSEMBLY OF THE STATE OF NEVADA, THE SENATE  
19 CONCURRING, That the members of the Legislature of the State of Nevada  
20 do hereby declare April 3, 2001, as Equal Pay Day in Nevada; and be it  
21 further

22 RESOLVED, That state and local governments and private employers are  
23 urged to compensate all employees fairly, based on an objective evaluation  
24 of their jobs, considering factors such as the skill, effort, responsibility and  
25 working conditions required for each job; and be it further

26 RESOLVED, That public and private employers in this state that promote  
27 and support policies to ensure fairness and equity for their employees  
28 deserve to be recognized for their leadership in this effort; and be it further

29 RESOLVED, That the Chief Clerk of the Assembly prepare and transmit  
30 a copy of this resolution to Governor Kenny Guinn, each member of the  
31 Nevada Congressional Delegation and to Linda Chavez-Thompson, the  
32 Chair of the National Committee on Pay Equity.

