

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, Ocegüera, Ohrenschall, Parks, Parnell, Perkins, Price, Smith, Tiffany, Von Tobel and Williams

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

FILE NUMBER.....

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

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

WHEREAS, The disparity in compensation based on differing genders, races or national origins of employees has contributed to depressed wages for women and minorities and, although part of the wage gap results from differences in education and experience, a significant portion cannot be explained by differences in qualifications; and

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

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

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

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

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

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

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

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

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