

ASSEMBLY CONCURRENT RESOLUTION NO. 29—ASSEMBLYMEN
MCCLAIN; AIZLEY, ANDERSON, ARBERRY, ATKINSON,
BOBZIEN, BUCKLEY, CARPENTER, CHRISTENSEN,
CLABORN, COBB, CONKLIN, DENIS, DONDERO LOOP,
GANSERT, GOEDHART, GOICOECHEA, GRADY, GUSTAVSON,
HAMBRICK, HARDY, HOGAN, HORNE, KIHUEN,
KIRKPATRICK, KOIVISTO, LESLIE, MANENDO,
MASTROLUCA, MCARTHUR, MORTENSON, MUNFORD,
OCEGUERA, OHRENSCHALL, PARNELL, PIERCE,
SEGERBLOM, SETTELMAYER, SMITH, SPIEGEL, STEWART
AND WOODBURY

APRIL 28, 2009

JOINT SPONSORS: SENATORS AMODEI, BREEDEN, CARE, CARLTON,
CEGAVSKE, COFFIN, COPENING, HARDY, HORSFORD, LEE,
MATHEWS, MCGINNESS, NOLAN, PARKS, RAGGIO,
RHODS, SCHNEIDER, TOWNSEND, WASHINGTON, WIENER
AND WOODHOUSE

Read and Adopted

SUMMARY—Recognizes Tuesday, April 28, 2009, as Equal Pay
Day. (BDR R-1304)

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

ASSEMBLY CONCURRENT RESOLUTION—Recognizing
Tuesday, April 28, 2009, as Equal Pay Day.

- 1 WHEREAS, Equal Pay Day was originated by the National
- 2 Committee on Pay Equity in 1996 as a public awareness event to
- 3 illustrate the gap between men's and women's wages; and
- 4 WHEREAS, Because women earn less, on average, than men,
- 5 they must work longer for the same amount of pay, and therefore
- 6 Equal Pay Day is observed during the last week in April to
- 7 symbolize how far into the year a woman must work, on average, to
- 8 earn as much as a man earned during the previous year and on a



1 Tuesday because it is the day of the week on which women's wages
2 catch up to men's wages from the previous week; and

3 WHEREAS, Pay equity is not just a women's issue because equal
4 pay for women raises family income and the whole family benefits;
5 and

6 WHEREAS, In 1963, when the Equal Pay Act was signed into
7 law, women earned an average of 59 cents for every dollar earned
8 by a man, and in 2007, women earned an average of 78 cents for
9 every dollar earned by a man; and

10 WHEREAS, The wage gap is even greater for most women of
11 color, as statistics show that Latina women earn 59 cents, African
12 American women earn 69 cents and Asian American women earn
13 89 cents for every dollar men earn; and

14 WHEREAS, Over a working lifetime, this wage disparity costs
15 the average American woman and her family an estimated \$700,000
16 to \$2 million, impacting social security benefits and pensions; and

17 WHEREAS, Nevada ranks eighth for the ratio of women's
18 earnings to men's (wage gap), and it is estimated that women will
19 catch up to men by 2020; and

20 WHEREAS, Nevada ranks 17th for the percentage of women-
21 owned businesses, 47th for the number of women in professional
22 and managerial positions and 47th for the percentage of women with
23 4 or more years of college; and

24 WHEREAS, On January 29, 2009, the Lilly Ledbetter Fair Pay
25 Act, which restores the ability of victims of wage discrimination to
26 hold their employers accountable for injustice and challenge the
27 practice in court, was signed into law; now, therefore, be it

28 RESOLVED BY THE ASSEMBLY OF THE STATE OF NEVADA, THE
29 SENATE CONCURRING, That the Nevada Legislature hereby
30 designates Tuesday, April 28, 2009, as Equal Pay Day in Nevada to
31 recognize the contributions of women to the paid labor force and the
32 ongoing work of both women and men to reach the goal of equal
33 pay for equal work; and be it further

34 RESOLVED, That the Chief Clerk of the Assembly prepare and
35 transmit a copy of this resolution to the Nevada Women's Lobby,
36 League of Women Voters of Nevada, American Association of
37 University Women of Nevada and Nevada NOW for their advocacy
38 work on behalf of all Nevada women.

