

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, Ocegueda, Ohrenschall, Parnell, Pierce, Segerblom, Settelmeyer, Smith, Spiegel, Stewart and Woodbury

Joint Sponsors: Senators Amodei, Breiden, Care, Carlton, Cegavske, Coffin, Copeney, Hardy, Horsford, Lee, Mathews, McGinness, Nolan, Parks, Raggio, Rhoads, Schneider, Townsend, Washington, Wiener and Woodhouse

FILE NUMBER.....

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

WHEREAS, Equal Pay Day was originated by the National Committee on Pay Equity in 1996 as a public awareness event to illustrate the gap between men's and women's wages; and

WHEREAS, Because women earn less, on average, than men, they must work longer for the same amount of pay, and therefore Equal Pay Day is observed during the last week in April to symbolize how far into the year a woman must work, on average, to earn as much as a man earned during the previous year and on a Tuesday because it is the day of the week on which women's wages catch up to men's wages from the previous week; and

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

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

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

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



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

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

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

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

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

