
ASSEMBLY CONCURRENT RESOLUTION NO. 17—ASSEMBLYMEN
CHOWNING, ANDERSON, ANDONOV, ANGLE, ARBERRY,
ATKINSON, BEERS, BROWN, BUCKLEY, CARPENTER,
CHRISTENSEN, CLABORN, COLLINS, CONKLIN, GEDDES,
GIBBONS, GIUNCHIGLIANI, GOICOECHEA, GOLDWATER,
GRADY, GRIFFIN, GUSTAVSON, HARDY, HETRICK,
HORNE, KNECHT, KOIVISTO, LESLIE, MABEY, MANENDO,
MARVEL, MCCLAIN, MCCLEARY, MORTENSON,
OCEGUERA, OHRENSCHALL, PARKS, PERKINS, PIERCE,
SHERER, WEBER AND WILLIAMS

MAY 1, 2003

JOINT SPONSORS: SENATORS CARLTON, AMODEI, CARE,
CEGAVSKE, COFFIN, HARDY, MATHEWS, MCGINNESS,
NEAL, NOLAN, O'CONNELL, RAGGIO, RAWSON, RHOADS,
SCHNEIDER, SHAFFER, TIFFANY, TITUS, TOWNSEND,
WASHINGTON AND WIENER

Read and Adopted

SUMMARY—Recognizes April 15, 2003, as Equal Pay Day in
Nevada. (BDR R-898)

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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
April 15, 2003, as Equal Pay Day in Nevada.

1 WHEREAS, When the Equal Pay Act, requiring employers to pay
2 all employees equally for equal work, was signed in 1963, women
3 who worked full-time, year-round made 59 cents, on average, for
4 every dollar earned by men, and 40 years later women earn only 76
5 cents of that dollar as the wage gap closes at an even slower rate,
6 resulting in a change of less than one-half penny per year; and

7 WHEREAS, According to reports by the Bureau of the Census of
8 the Department of Commerce, the effects of the wage gap on
9 women of color is even greater, with black women earning only 69



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1 cents for every dollar earned by white men, and Hispanic women
2 earning only 56 cents of that dollar; and

3 WHEREAS, "A New Look Through the Glass Ceiling: Where
4 Are the Women?," a report using data compiled by the General
5 Accounting Office, states that, of the 10 industries surveyed which
6 employ 71 percent of all employed women and 73 percent of all
7 female managers, women who are full-time managers are paid less
8 and advance less often than male managers and that the wage gap
9 between female managers and their male counterparts widened
10 between 1995 and 2000 in 7 of the 10 industries; and

11 WHEREAS, Many women are the sole support of their families
12 and wage discrimination has a huge impact on their children and the
13 quality of their lives, and it is estimated that America's working
14 families lose \$200 billion annually because of wage discrimination;
15 and

16 WHEREAS, Over a working lifetime, this wage disparity costs
17 the average American woman and her family an estimated \$250,000
18 in lost wages, impacting social security benefits and pensions; and

19 WHEREAS, Title VII of the Civil Rights Act of 1964 prohibits
20 wage discrimination on the basis of race, color, gender, religion or
21 national origin, and yet long after the Supreme Court made it clear
22 that Title VII prohibits wage discrimination even when the jobs are
23 not identical, as long as the work is comparable, wage
24 discrimination laws are poorly enforced and cases are extremely
25 difficult to win; and

26 WHEREAS, Wage discrimination for any reason is detrimental to
27 our sense of justice and fairness and our belief in the American way;
28 and

29 WHEREAS, While many people claim that the wage gap is the
30 result of differences in education, the Bureau of the Census reports
31 that a white male with a master's degree earns \$67,818 per year and
32 a black man with the same education earns only \$51,336, with the
33 lowest paid being a similarly educated black woman, who earns
34 only \$43,884; and

35 WHEREAS, The National Committee on Pay Equity, founded in
36 1979, is a national coalition of over 80 organizations and thousands
37 of men and women from all walks of life who are working to
38 eliminate wage discrimination and to achieve pay equity that will
39 benefit society as a whole when all workers have jobs that pay a fair
40 and equitable wage, enabling them and their families to lead
41 healthy, fulfilling and productive lives; and

42 WHEREAS, While the costs are minimal to employers, only 3 to
43 4 percent of payroll costs, pay equity wage adjustments can make a
44 substantial difference in the lives of the persons who are being
45 discriminated against; and



1 WHEREAS, Every year, Equal Pay Day is marked on a Tuesday
2 in April because, on average, it takes women 7 workdays to earn the
3 same amount that men earn in 5 workdays and 15 months to match
4 the average man's 12-month income; now, therefore, be it

5 RESOLVED BY THE ASSEMBLY OF THE STATE OF NEVADA, THE
6 SENATE CONCURRING, That April 15, 2003, be recognized as Equal
7 Pay Day; and be it further

8 RESOLVED, That the public and private employers in Nevada are
9 to be congratulated for lighting the way for other states to follow,
10 with the employers in our State ranking among the highest in the
11 nation in paying their employees equal pay for equal work; and be it
12 further

13 RESOLVED, That all employers in Nevada, whether public or
14 private, are encouraged to compensate all employees fairly, based
15 on an objective evaluation of their jobs, considering factors such as
16 the skill, effort, responsibility and working conditions required for
17 each job; and be it further

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

