



House Bill 138 Sponsor Testimony
House Economic Development, Commerce and Labor
December 4, 2018
Representative Janine Boyd
9th House District

Good afternoon Chairman Young, Vice Chair Riedel, Ranking Member Lepore-Hagan and esteemed members of the Economic Development, Commerce and Labor Committee. It's my honor to share my testimony with you today as joint sponsor of House Bill 138 with Representative Kent Smith.

The simple truth is gender pay equity gaps still persists. It persists across all demographics. It persists in traditionally female-dominated professions like teaching, child-care and nursing. It persists for every age group, with the gap growing over time. It persists for women who have children. It persists for women who look like me, which tends to experience the largest pay gap. Black women are paid just 61 cents for every dollar paid to white men and Latinas are paid just 53 cents for every dollar paid to white men.

Once inequality grows, women face more difficulties as it translates into a lifetime of lower earnings with implications for their ability to provide for their family or support themselves in retirement.

The anonymous reporting process created in House Bill 138 provides a clear path, free from fear or retribution, for victims of wage discrimination to notify the state.

Information received by the state could be invaluable to the legislature as we consider policies to minimize or eliminate the gender pay equity gap. Let's collect the data and use it to inform our positions regarding equal pay as we work to serve all Ohioans, to the best of our abilities.

Ultimately, policies that increase women's earnings make it easier to combine work and family responsibilities, improving not just women's economic security, but Ohio families' economic security too. Such policies will also improve Ohio's economy, which is at least one important priority we all share.

We have a lot of work ahead of us to ensure all Ohioans can experience the opportunity and promise of our state, but HB 138 is a good small step in moving toward a future with more economic opportunity, security and growth in our state.

Thank you kindly, for your attention and support. I'm happy to take any questions from the committee.