

As Introduced

**131st General Assembly
Regular Session
2015-2016**

H. R. No. 56

Representative Fedor

**Cosponsors: Representatives Bishoff, Cera, Driehaus, Gerberry, Johnson, G.,
Kuhns, Leland, Lepore-Hagan, Phillips, Ramos, Reece, Sheehy, Stinziano,
Sykes, Clyde**

A R E S O L U T I O N

To recognize April 14, 2015, as Equal Pay Day to 1
encourage public awareness of the gender wage 2
gap. 3

**BE IT RESOLVED BY THE HOUSE OF REPRESENTATIVES OF THE STATE OF
OHIO:**

WHEREAS, In 2013, women who were employed as full-time and 4
year-round workers in the United States earned 78% of the wages 5
that men earned during that time; and 6

WHEREAS, Race and ethnicity affect women's earnings, and in 7
2013, African American women earned 64% and Hispanic and Latina 8
women earned 54% of the wages earned by nonHispanic white men 9
during that time; and 10

WHEREAS, Mothers are the primary or sole source of income 11
in nearly 40% of families, and married mothers are the primary 12
or sole source of income for nearly two-thirds of families; and 13

WHEREAS, About 7% of the gap between women's and men's 14
earnings cannot be explained by hours worked, occupation, 15
college major, employment sector, or other factors related to 16
pay; and 17

WHEREAS, It will take 43 years, until 2058, for men and 18
women to reach parity in pay if the pace of change in the 19
annual earnings ratio continues at the same rate as it has 20
since 1960; and 21

WHEREAS, In Ohio, women who are employed as full-time 22
and year-round workers earn 77% of the wages that men in the 23
state earn; and 24

WHEREAS, Almost 18% of women in Ohio fall below the 25
poverty line, including 36% of family households that are 26
headed by women; and 27

WHEREAS, The Lilly Ledbetter Fair Pay Act clarified 28
federal law that a discriminatory compensation decision 29
occurs each time an employee is paid pursuant to a previous 30
discriminatory compensation decision; and 31

WHEREAS, Equal Pay Day is recognized on a Tuesday to 32
illustrate how far beyond the previous work week women must 33
work to have earned the same amount of pay as men during that 34
time; now therefore be it 35

RESOLVED, That we, the members of the House of 36
Representatives of the 131st General Assembly of the State of 37
Ohio, in adopting this Resolution, recognize April 14, 2015, 38
as Equal Pay Day to encourage public awareness of the gender 39
wage gap; and be it further 40

RESOLVED, That the Clerk of the House of Representatives 41
transmit duly authenticated copies of this resolution to the 42
news media of Ohio. 43