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**Senate Judiciary Committee**  
**Senate Bill 74 Sponsor Testimony**  
**Creation of Fair Paycheck Workplace Designation**  
**February 26, 2025**

Chairman Manning, Vice Chair Reynolds, and members of the Judiciary Committee. Thank you for the opportunity to present sponsor testimony to help fix the persistent problem of the gender wage gap. You will hear about two pieces of legislation to attempt to fix this matter. The first of which, Senate Bill 74, would create a Fair Paycheck Workplace designation as a method of validating Ohio businesses that make the principled stand to pay their employees equally.

The Wage Gap Problem

I believe the Committee is aware of this data but let me state for the record that research indicates there is a difference in the amount of wages earned by men and women who do the same job.

The gender wage gap refers to the difference in earnings between men and women who are working the same job. Analyzing Census Bureau data from 2018, women of all races earned, on average, just 82 cents for every \$1 earned by men of all races, but that gap can be even wider for women of color.

**The gender wage gap is more significant for most women of color**

Comparing 2018 median earnings of full-time, year-round workers by race/ethnicity and sex



*Notes: The gender wage gap is calculated by finding the ratio of women's and men's median earnings for full-time, year-round workers and then taking the difference. People who have identified their ethnicity as Hispanic or Latino may be of any race.*

Research also indicates it doesn't matter what type of job you have. The Institute for Women's Policy Research looked at the top 20 occupations for men

and women and found that within those 40 different jobs there was only one where equal pay for equal work existed – the job of Teaching Assistant. For the other 39 of 40, there was a gender wage gap.

Article Here => <https://iwpr.org/women-earn-less-than-men-whether-they-work-in-the-same-or-in-different-occupations/>

Other research from the IWPR indicates that if we closed the gender wage gap, we could cut the poverty rate of working Moms in half. Let me put that another way. If equal pay for equal work existed, the result would be that thousands would be pulled out of poverty without raising taxes.

SOURCE => <https://iwpr.org/closing-the-gender-wage-gap-could-pull-half-of-working-single-moms-out-of-poverty-april-10-2015/>

According to a 2017 IWPR report, if we do nothing, the wage gap will not fully close in Ohio until 2067. 50 years – that’s too long.

Senator Hicks Hudson and I offer two pieces of legislation to help solve this problem. The first is Senate Bill 74 to create a Fair Paycheck Workplace designation.

The analogy that I have often used when explaining SB 74 is what if there were two dry cleaners in your town. One had a fair paycheck designation, and one did not. Which one do you think would earn more business? When I explained this analogy to a particular female that I am very fond of, she responded, “Which one do you think I would want to work for?”

Members of the Judiciary Committee, if SB 74 were to become law, Ohio businesses that are acknowledged for paying their employees equally through the Fair Paycheck Workplace designation would see an influx in customers and potential.

Make no mistake, the Pay Equity Gap is an enduring moral failure of civil society. It is man-made problem (pun intended) but the good news is – it is also 100% fixable.

My joint sponsor and I appreciate your thoughtful consideration of this legislation and we would be happy to answer any questions that you might have. Thank you very much.