

REVENUE: No revenue impact

FISCAL: Minimal fiscal impact, no statement issued

Action: Do Pass
Vote: 4 - 0 - 1
Yeas: Baertschiger, Monnes Anderson, Prozanski, Shields
Nays: 0
Exc.: George
Prepared By: Channa Newell, Administrator
Meeting Dates: 4/3, 4/12

WHAT THE MEASURE DOES: Requires Council on Civil Rights as appointed by Commissioner of Bureau of Labor and Industries conduct study on wage equality and factors contributing to wage inequality in Oregon. Requires Council report findings to appropriate committee of Legislative Assembly no later than December 1, 2014. Declares emergency, effective on passage.

ISSUES DISCUSSED:

- Gender and race inequality in wages
- Study to provide direction on wage equality issues

EFFECT OF COMMITTEE AMENDMENT: No amendment.

BACKGROUND: Oregon law gives the Commissioner of the Bureau of Labor and Industries the power to form advisory agencies and citizen councils that the Commissioner feels are necessary to remove standards, such as race, color, religion, sex, sexual orientation, national origin, marital status, age, or disability, that may be a barrier to employment or the basis for practices of unlawful discrimination. Proponents assert that women working full-time earn only 77 cents for every dollar earned by men who work full-time; the inequality becomes more pronounced for women of color and working mothers.

Senate Bill 744 requires the Commissioner to form a Council on Civil Rights to conduct a study on wage equality and factors that lead to wage inequality. The measure requires the Council to report to the appropriate committee of the Legislative Assembly with its findings no later than December 1, 2014.