

REVENUE: No revenue impact

FISCAL: Minimal fiscal impact, no statement issued

Action:	Do Pass
Vote:	10 - 0 - 0
Yeas:	Barton, Fagan, Holvey, Kennemer, Matthews, Thatcher, Thompson, Weidner, Witt, Doherty
Nays:	0
Exc.:	0
Prepared By:	Jan Nordlund, Administrator
Meeting Dates:	5/13

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 to report findings to appropriate committee of Legislative Assembly no later than December 1, 2014. Declares emergency, effective on passage.

ISSUES DISCUSSED:

- Annual report on gender wage gap
- Level of specificity and detail of study
- Some reasons why women earn less than men
- How wage inequality varies by type of job

EFFECT OF COMMITTEE AMENDMENT: No amendment.

BACKGROUND: The federal Equal Pay Act was signed into law in 1963 to require employers to give women and men equal pay for equal work. At that time, women were paid 59 cents for every dollar men were paid. Based on data made available by the U.S. Census Bureau, women today earn 77 cents for every dollar paid to their male counterparts. The gap is even larger for women of color.

Senate Bill 744 directs 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.