

**PRELIMINARY STAFF MEASURE SUMMARY****CARRIER:**

Senate Committee on Workforce

**REVENUE: No revenue impact****FISCAL: May have fiscal impact, statement not yet issued****SUBSEQUENT REFERRAL TO:****Action:****Vote:****Yeas:****Nays:****Exc.:****Prepared By:** Matthew Germer, Administrator**Meeting Dates:** 3/9, 3/18

**WHAT THE MEASURE DOES:** Requires the Bureau of Labor and Industries to increase investigatory staff dedicated to enforcing pay equity and gender discrimination laws. Appropriates \$100,000 to the Bureau to support the staffing increase. Declares emergency, effective on passage.

**ISSUES DISCUSSED:**

- Need for greater enforcement of existing pay equity laws
- Increase in BOLI pay equity enforcement staffing

**EFFECT OF COMMITTEE AMENDMENT:**

**BACKGROUND:** The Bureau of Labor and Industries (BOLI) enforces anti-discrimination laws that apply to workplace, housing, and public accommodations; enforces wage and hour laws; educates employers to avoid potential violations; and partners with labor, business, and other organizations to develop a highly-skilled, competitive workforce in Oregon.

Congress passed the Equal Pay Act of 1963 and Title VII of the Civil Rights Act of 1964 in order to prohibit sex discrimination in the workplace. These two laws make arbitrary discrimination against women illegal when setting wages. In June 2013, Governor Kitzhaber signed into law Senate Bill 744, prompting the BOLI Council on Civil Rights to further study pay equity in Oregon and to provide recommendations for closing wage gaps. The Council found that pay inequality exists between men and women in Oregon and is based on discrimination, education, and work-life conflict.

Senate Bill 786 instructs BOLI to increase pay equity and gender discrimination enforcement staffing. The measure provides \$100,000 to fund the staffing increase.