



STATE SENATE
DISTRICT 25

SB 491-A
Equal Pay for Equal Work in State Contracts
May 13, 2015

SB 491A will help to level the playing field in the work force between women and men. This legislation will help eliminate barriers for women by ensuring equal pay for equal work. Currently, women in Oregon make on average \$.80 for every \$1 a man makes. This is only slightly better than the national average.

SB 491A is essential to expanding opportunity and growing Oregon's economy. It requires businesses with 50 or more employees seeking state contracts of over \$500,000 to certify there are no pay gaps between men and women by job class.

SB 491 requires DAS to develop an online training and certification module to allow vendors to prove knowledge of state and federal pay equity laws. It requires vendors bidding on contracts over \$500,000 and who have 50 or more FTE to submit certification of having taken the training with their proposal as part of the responsible bidder requirement. The bill will allow the vending community time to comply without losing opportunities to bid on contracts.

This legislation only applies to state contracting agencies; local government agencies are excluded from the bill. Certification of training is only needed when the bid on state contracts is over \$500,000, and if the bidder has 50 or more employees. I would also like to stress that the training program will not require a fee. Agencies would only have to show compliance of completion once during the bidder application, which occurs before a contract is rewarded.

I want to thank the Governor's office for working on this bill with me. Members of the committee, I urge you to pass the A-engrossed version of SB 491. This is a very important piece of legislation that helps women, increases fairness in the workforce, improves our economy, and brings us one step closer to equal pay in Oregon.

