

STAFF MEASURE SUMMARY

Senate Committee On Workforce

Fiscal: Has minimal fiscal impact

Revenue: No Revenue Impact

Action Date: 04/01/15

Action: Do Pass With Amendments. (Printed A-Eng.)

Meeting Dates: 03/04, 04/01

Vote:

Yeas: 4 - Dembrow, Knopp, Rosenbaum, Thatcher

Exc: 1 - Gelser

Prepared By: Matthew Germer, Committee Administrator

WHAT THE MEASURE DOES:

Directs Department to establish a pay equity training program. Prohibits a state agency from contracting with a prospective bidder that employs 50 or more workers unless the bidder submits a certificate showing participation in Department of Administrative Services pay equity training program. Requires contractors allow employees to discuss compensation and benefits with other employees without retaliation. Becomes operative on January 1, 2016.

ISSUES DISCUSSED:

- Online training
- Size of businesses affected
- Impact on Department of Administrative Services
- Pay equity statistics

EFFECT OF COMMITTEE AMENDMENT:

Removes emergency clause. Removes certification requirement for prequalification. Outlines pay equity training program. Applies to employers with 50 or more employees with a contract that exceeds \$500,000.

BACKGROUND:

The Oregon Department of Administrative Services (DAS) is the central administrative agency of the Oregon state government. The Public Contracting Code provides predictability, equal treatment for all, reliability, integrity and clarity. Currently, contractors may prequalify for public contracts by following certain procedures.

Senate Bill 491-A requires contractors with 50 or more workers to submit a certificate showing participation in a DAS pay equity training program. The measure also prohibits contractors from retaliating against employees who discuss compensation and benefits with one another.