



February 22, 2017

Chair Paul Holvey
House Committee on Business and Labor
900 Court St NE
Salem, OR 97301

Dear Chair Holvey and members of the committee,

The Oregon Women's Health and Wellness Alliance (OWHWA), is a bipartisan group of legislators, health care personnel, state and local agency staff and citizen advocates, who are dedicated to promoting the health, safety and economic well-being of women. Together, the Co-Chairs of the OWHWA strongly support HB 2005 – the Pay Equity Bill.

According to the 2016 Women's Foundation report entitled *Count Her In*, Oregon women earn between 53 and 83 cents depending on race and ethnicity for every dollar men in Oregon earn. The problem exists, and is more acute for those with intersectional identities. HB 2005 works to address this issue by strengthening protections for workers across protected classes.

The Pay Equity Bill prevents an employer from setting compensation based on a job applicant's prior earnings, in order to interrupt ways an employer may perpetuate unfair pay gaps. The bill also clarifies in what circumstances it is okay to pay an employee differently and when it is not. HB 2005 also prohibits pay differentiation should an employee file an official complaint, and prevents employers from lowering a worker's compensation in order to "resolve" an unequal wage issue.

The OWHWA appreciates the committee's thoughtful consideration of this bill, and urges your support of this important legislation.

Sincerely,

The OWHWA Co-Chairs:

A handwritten signature in blue ink, appearing to read "Elizabeth Steiner".

Senator Elizabeth Steiner Hayward
Senate District 17

A handwritten signature in blue ink, appearing to read "Karin Power".

Representative Karin Power
House District 41

A handwritten signature in blue ink, appearing to read "Kathleen Taylor".

Senator Kathleen Taylor
Senate District 21

A handwritten signature in blue ink, appearing to read "Alyssa Keny-Guyer".

Representative Alyssa Keny-Guyer
House District 46