

From: Miriam J Pippel
To: swf.exhibits@state.or.us
Subject: SB 752 Relating to pay equity
Date: Tuesday, February 21, 2017 9:44:52 AM

Chair and Members
Senate Workforce Committee

I was one of 13 AAUW Ashland branch members who attended the American Association of University Women (AAUW) Lobby Day in Salem on February 15, 2017. Over 50 AAUW members from across the state attended in support of SB 752 relating to Pay Equity. Due to prior engagements I won't be able to attend the hearing [on February 22](#) where SB 752 will be discussed. I would ask that my written testimony be submitted for the record in support of this important legislation, ensuring Oregon women Pay Equity Provisions detailed below in this bill.

Thank you in advance for your consideration of my request, for your support of SB 752 in your deliberations and for your public service.

Regards,

Miriam J Pippel
Ashland, Oregon

Provides definitions relating to comparable work for purposes of pay equity provisions.

Makes unlawful employment practice to discriminate in the payment of wages against employee on basis of protected class. Makes unlawful employment practice to screen job applicants based on salary history, to base salary decision on salary history and to seek salary history information from applicant for employment other than after making offer of employment. Requires employer to demonstrate business necessity for pay differentials that are not based on merit, seniority, piece-rate or production-based work. Extends time limitation to bring certain pay equity claims by making each subsequent payroll action that is based on underlying pay equity violation actionable. Extends tort claim notice requirement from 180 days to one year for public employee to give notice of certain pay equity violations. Adds additional remedies for pay equity and wage-related violations that include right to jury trial and right to compensatory and punitive damages. Protects seniority rights for employee who uses sick leave or medical leave.

Sent from my iPad