

Dear Representative:

This legislation is long overdue. It is vitally important that this bill finally be passed.

I join with AAUW of Oregon in urging you to vote YES on HB 2005, relating to pay equity.

The gender pay gap is a real and persistent problem that continues to shortchange Oregon women and their families. In 2015, women working full time, year round in Oregon were paid just 81% percent of men's median earnings. That gap is even larger for women of color and mothers.

HB 2005 would prevent employers from screening job applicants based on their prior salary or relying on prior pay while making hiring and compensation decisions. This would help to ensure that past discriminatory pay doesn't follow women into their new jobs. Additionally, the bill would clarify the reasons employers can use to pay employees differently, prohibit workers from losing seniority for taking earned sick time, and extend the period over which a wronged employee can recover back pay. All of these measures will help women bring home a fair paycheck.

We need your action to help close the pay gap in Oregon. I urge you to vote YES on HB 2005.

Thank you, and I look forward to your response.

Anne Redman
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