



FROM THE DESK OF REP. ANN LININGER



DISABILITY RIGHTS OREGON



NARAL Pro-Choice Oregon



Children First for Oregon



Fair Pay for All – HB 2005-B

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HB 2005-B will address persistent pay disparities faced by women, people of color, LBGQT workers, workers with a disability and all other protected classes in Oregon. Unfortunately, these workers still face pay equity issues and consistently earn less than their counterparts. **Women still make 80 cents for every dollar a man earns, African American women are paid 63 cents and Latinas are paid just 54 cents for every dollar a white man earns.**¹ According to the U.S. Census Bureau survey, workers with disabilities make \$.64 cents for every dollar their colleagues without disabilities make.

We support HB 2005-B, which will promote pay equity by strengthening protections for workers. It includes several important provisions that will help ensure all protected classes are paid equally for equal work in Oregon:

- HB 2005- B precludes employers from screening job applicants based on salary history or to base a salary decision on one’s previous salary history. This will help break the cycle of pay disparity that can be perpetuated across employers and trap workers into lower wages.
- HB 2006-B requires that employees from protected classes are paid equally for “work of comparable character.” This is a vital provision and requires that workers of a protected class are actually paid equally for performing the same job.
- HB 2005-B adds all of the protected classes to Oregon’s equal pay law, which currently only covers pay disparity based on gender.
- HB 2005-B creates a strong incentive for employers to conduct their own pay equity analysis and remedy pay disparities they identify in their workforce. Employers who have conducted a pay equity analysis and have actually rectified the pay disparities will be shielded from increased penalty provisions.

This legislation is a critical part of ending pay discrimination for women, people of color, workers with a disability, veterans, LBGQT workers and all other protected classes.

Please join us in supporting HB 2005-B.

¹ National Women’s Law Center, The Wage Gap: The Who, How, Why, and What To Do (2016). Retrieved February 20, 2017 from: <http://nwlc.org/resources/the-wage-gap-the-who-how-why-and-what-to-do/>



A STRONG VOICE FOR OREGON’S WORKERS

