



## Open Government Impact Statement

80th Oregon Legislative Assembly  
2019 Regular Session

## Measure: SB 123 - B

Only impacts on Original or Engrossed  
Versions are Considered Official

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### SUMMARY

Provides that employer is not in violation of pay equity requirements for paying different level of compensation to employee for modified work in certain circumstances.

Provides that employer may pay employees for work of comparable character at different compensation levels on basis of certain factors contained in collective bargaining agreement.

Provides that equal pay analysis demonstrating employer's pay practices in good faith in civil action include review of certain employer practices.

Requires court to order employer to eliminate unlawful wage differential for prevailing plaintiff and award back pay or unpaid wages as provided under state laws that provide for right of civil action against employer for violation of pay equity requirements.

Provides that evidence that employer has increased employee's pay as result of pay equity analysis may not be considered admission of liability in civil action.

## **NOTICE OF NO OPEN GOVERNMENT IMPACT**