

REVENUE: No revenue impact
FISCAL: No fiscal impact
SUBSEQUENT REFERRAL TO:

Action:

Vote:

Yeas:

Nays:

Exc.:

Prepared By: Mathew Germer, Committee Administrator

Meeting Dates: 5/6, 5/20

WHAT THE MEASURE DOES:

Makes disciplinary action against employee who inquires about or discloses wage information an unlawful employment practice and provides employee a private right of action. Creates exception.

ISSUES DISCUSSED:

- Wage gap between men and women
- Impact of pay transparency on wage gap
- Discussions and disclosures covered by the measure
- Interplay with other pay equity statutes
- Effect on employer-employee and employee-employee relationships

EFFECT OF COMMITTEE AMENDMENT:

(-A3) Eliminates provision making it an unlawful employment practice for employers to discharge, demote or suspend, or to discriminate or retaliate against, an employee who inquires about, discusses or discloses the wages of the employee or another employee.

BACKGROUND:

In 2011, Labor Commissioner Brad Avakian directed the Oregon Council on Civil Rights, an advisory board appointed by the Commissioner, to create a formal set of policy recommendations regarding equal pay in Oregon. Two years later, the Legislative Assembly passed Senate Bill 744 to direct the Council to study wage inequality and the factors that contribute to it. In January 2014, the Council issued its formal recommendations to address pay inequality in Oregon. House Bill 2007 was introduced to address one of the recommendations contained in the report.

House Bill 2007-A protects employees who inquire about, discuss, or disclose information about their wage or the wage of another employee. The measure also protects an employee who makes a charge, files a complaint, or institutes any proceeding based on the disclosure of the wage information by the employee. A violation is an unlawful employment practice that allows an aggrieved employee to file a private right of action.